

NOTICE OF MEETING



Snowdonia National Park Authority

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Meeting: Performance and Resources Committee
Date: Wednesday 19 March 2025
Time: 10:00 a.m.
Location: Snowdonia 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, Delyth Lloyd Griffiths, Annwen Hughes,
Louise Hughes, 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, Rhys Evans, Tim Jones,
Naomi Luhde-Thompson, Delyth Lloyd, Wyn Thomas.*

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



A G E N D A

		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 27 November 2024 be signed as a true record. (Copy herewith).	3 – 6
4.	Action Log To submit the Action Log for information and decision. (Copy herewith)	7 – 8
5.	Dolgellau Townscape Heritage Project Completion Report To submit a report by the Head of Cultural Heritage. (Copy herewith)	9 – 14
6.	Annual Report on Freedom of Information Requests To submit a report by the Head of Administration and Customer Care. (Copy herewith)	15 – 16
7.	The Authority's Risk Profile To submit a report by the Interim Deputy Chief Executive. (Copy herewith)	17 – 31
8.	Budget Update 2024/25 To submit a report by the Head of Finance. (Copy herewith)	32 – 40
9.	Volunteer and Wellbeing Annual Report 2024 To submit a report by the Volunteer and Wellbeing Officer. (Copy herewith)	41 – 63
10.	Corporate Work Programme 2024-25 To submit a report by the Interim Deputy Chief Executive on the progress made in Quarters three and four of 2024-25 in undertaking the agreed projects and initiatives for achieving the Authority's agreed Wellbeing Objectives	64–108
11.	Corporate Work Programme 2025-26 To submit a report by the Chief Executive on the work/projects that will be completed during 2025-26 in response to the Authority's Well-being Objectives	109-133



**MINUTES OF THE
PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 27th of NOVEMBER 2024
National Park Office**

PRESENT:

Members appointed by Gwynedd Council

Cllr(s) Elfed Powell Roberts (Chair), Elwyn Edwards, Annwen Hughes, Edgar Wyn Owen, Meryl Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Cllr(s) Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Tim Jones, Naomi Luhde-Thompson;

Officers

G. Iwan Jones, Jonathan Cawley, Bethan Hughes, Nia Murray, Awel Gruffydd, Gareth Hughes, Sian Owen, Eifion Jones.

Also present

Rachel Freitag, Audit Manager (item 10 only)

The Director of Corporate Services advised that the meeting was being recorded to assist with checking the minutes and that the recording would be available online at a later date.

1. Apologies for absence and Chairman's Statements

Apologies were received from Cllr(s) Louise Hughes, June Jones, John Pughe Roberts, Ifor Glyn Lloyd, and from Brian Angell and Delyth Lloyd.

The Chair welcomed Cllr Nia Owen to her first meeting of the Performance and Resources Committee.

2. Declaration of Interest

There was no declaration of interest in relation to any item from a member or officer.

3. Minutes

The minutes of the meetings of the Performance and Resources Committee held on the 10 July 2024 and on the 11 September 2024 were adopted, and the Chair signed them as a true record.

4. **Action Sheet**

Submitted – Action Sheet by the Director of Corporate Services.

He said that item 9, *Scrutiny Panel - Eryri Carbon Account*, should be deleted from the leaflet as a *Draft Low Carbon Strategy* had been presented to the Authority's meeting on 12 June 2024.

Recommendation: – to remove item 9 and keep the other two items as they were.

Resolved to accept the Recommendation.

5. **Strategic Equality Plan**

Submitted – a report on the Authority's Strategic Equality Plan by the Head of Human Resources and the Head of Administration and Customer Care which noted:

- the steps the Authority had taken to determine and collect the relevant information;
- how the Authority had used that information to meet the three aims of the general duty;
- the progress made towards delivering each of the Authority's equality objectives.

Recommendation: – to approve the publication of the Annual Report for 2023-24 on the Authority's website.

Resolved to accept the Recommendation.

6. **Tourist Information Centres – Annual Report**

Submitted – report by the Sustainable Tourism Manager on the Park's Tourist Information Centres in Aberdyfi, Beddgelert and Betws y Coed.

Reported:

- that the turnover of the three centres has increased over the year
- that the number of visitors has remained stable in Aberdyfi and Betws y Coed, but has decreased slightly in Beddgelert
- Aberdyfi centre has managed to get a full staff complement for the whole season.

The Chief Executive advised that quite far-reaching work is proposed for the Betws y Coed Centre.

Recommendation: – to discuss the content of the report and any steps that should be taken looking forward to 2024-2025.

Report **Accepted**.

7. **Corporate Work Programme**

Submitted – a report by the Director of Corporate Services on the Corporate Work Programme which included details of the progress made in the first and second quarters of 2024 (April - September) to deliver the various projects and initiatives agreed on to deliver the Authority's Improvement Objectives.

Recommendation: – to examine and discuss the Corporate Work Programme

Resolved to accept the Corporate Work Programme.

8. **Update of External Funding Grants**

Presented - An update on the projects supported by the Authority and confirmation of priorities for external grant support in the future by the Chief Executive.

Recommendation(s): –

- (i) Identify the capital funding projects 2022-2025;
- (ii) Identify the commitment to Sustainable Landscapes Sustainable Places projects;
- (iii) Confirm priority areas for future bids;
- (iv) Identify the Flow Chart;
- (v) Note progress of live projects.

Resolved to accept the Recommendation.

9. **Health and Safety Report**

Submitted: A report on health and safety management within the Authority by the Health and Safety Officer.

Reported that:

- Health and Safety Officer was appointed in January 2024;
- digital systems have been introduced to record illness and that this:
 - enables the reason for the illness to be identified as well as facts,
 - explain, possibly, the increase in the number of accident reported etc.;
- a significant increase has been seen in absences due to stress, anxiety and depression (the rate of absences was similar to other similar organisations);
- well-being is a key focus, with an emphasis on mental health; there is access to counseling on the Wellness 360 app is available to all members of staff, and that two members of staff are trained as a Mental Health First-Aiders and a Wellness *Champion*.

Recommendation(s): – to note the report.

Resolved to accept the Recommendation.

10. **Financial Audit Plan 2022.23**

Submitted - A plan for the 2022-23 accounts audit and the 2023 and 2024 performance audit work programme by the External Audit Manager.

Reported

- that this plan is for the 2022-23 accounts audit because the 2021-22 accounts audit has been significantly delayed due to issues relating to the valuation of property, machinery and equipment;
- that is also the reason that the plan specifies a performance audit work programme for 2023 and 2024;
- the financial statement risks and other focus areas;
- the intention is to complete the audit before Christmas and submit the report in February 2025

Recommendation(s): – to accept the plan.

Resolved to accept the Recommendation.

11. **To present the minutes of the Standards Committee for information**

The minutes of the Standards Committee meeting held on the 20th of September 2024 were submitted.

Noted: Minutes.

The meeting ended at 10:55



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. Awaiting a response from WG.	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. Awaiting a response from WG.	No

MEETING	Performance and Resources Committee
DATE	19 March 2025
TITLE	DOLGELLAU TOWNSCAPE HERITAGE PROJECT COMPLETION REPORT
REPORT BY	Head of Cultural Heritage
PURPOSE	To Update Members on the progress of the project

1. BACKGROUND

- 1.1. In 2016, ANPCE submitted a successful grant application to the National Lottery's Townscape Heritage Fund. Financial match funding support was received from ENPA, Cadw and Cyngor Gwynedd.
- 1.2. This application built on a previous successful project at Dolgellau, completed in 2010-15, the Dolgellau Townscape Heritage Initiative, led by ANPA and supported by the National Lottery Heritage Fund Townscape Heritage Fund, Cadw and Gwynedd Council.
- 1.3. The Townscape Heritage fund aims to enable communities to improve the state of the built historic environment of conservation areas, which require investment, aimed at regenerating areas for the benefit of residents, workers, and visitors.
- 1.4. The Townscape Heritage fund no longer exists as an individual fund within the National Lottery Heritage Fund, but applications for such projects can be submitted to the main fund.

2. DOLGELLAU PROJECT, 2017-24

- 2.1. See a full list of projects undertaken, below.
- 2.2. The main element of the project was to award grants to building owners and leaseholders (with at least 10 years remaining on their lease) within the project boundary of the Dolgellau Conservation Area to support owners and leaseholders to improve their properties and encourage bringing empty spaces back into residential and commercial use.

- 2.3. The aim of the work was to benefit the area economically by promoting businesses and regenerating the town, as well as restoring and maintaining the distinctive architectural and historic qualities of the Conservation Area's buildings.
- 2.4. Along with this capital work, a programme of community engagement work was conducted. This work was led by two local groups, the Dolgellau Partnership, and the Aran Group.
- 2.5. The original completion date for the scheme was 2021, but due to the Covid 19 pandemic and complications with one particular project resulting from the owner's sudden death, the project was granted an extension, until September 2024.
- 2.6. The capital and community work elements have been completed since 2024, and the Scheme Manager is currently finalising the retention payments and the final claim to the Heritage Fund. The claim will be submitted during February 2025.
- 2.7. The Dolgellau Townscape Heritage scheme has made a significant contribution to improving the condition of the townscape by ensuring that historic buildings within the Conservation Area are repaired in accordance with best conservation practice and that lost architectural features are meticulously restored to conserve and improve their condition.
- 2.8. Community engagement projects have fostered a greater understanding and appreciation of the heritage of the Conservation Area amongst a number of local groups.
- 2.9. The scheme faced a number of challenges, including the Covid 19 pandemic, the sudden death of the owner of one of the Scheme's high priority buildings and a limited number of local contractors with sufficient capacity to undertake some of the projects, and as a result it was not always possible to secure enough quotes to move forward with the work. In these circumstances, a quantity surveyor had to be appointed for some projects, to ensure good value for money.

3. CAPITAL WORKS

Approved Purposes	Progress Overview
High Priority Project: Tŷ Newyddion, Adeiladau Glyndŵr, Heol y Bont	Restoration and repairs to the exterior fabric of the building were completed and ground floor conversion work was completed. Due to the poor condition of the fabric of the building, this was the last opportunity to protect this prominent building in the town centre. The building has now been restored, and the condition of the townscape has been improved. It was the most challenging building of the scheme for the reasons outlined above.
High Priority Project: Y Sosban, Llys Owain	The restoration of the building and surrounding public sphere work was completed. This work is regarded as a highly success within the local community. The

	<p>contractors, Greenough Roofing won an award at the Pitched Roofing Awards 2020' in the category of 'Best Use of Building Tile on a Heritage Roof';</p> <p>They were shortlisted as one of four companies for the National Federation of Roofing Contractors (NFRC) awards in 2021 in the Traditional Roofing category.</p>
Madryn, High Street	<p>Work to this empty building included bringing a trade unit and <i>maisonette</i> on the upper floors back into use. Work included shop front work, pointing with lime, timber <i>sash windows</i> installed and re-paving work at the rear of the building.</p>
Liverpool House, Porth Marchnad	<p>Restoration and structural works have been completed to the rear of the Liverpool House building. The front had been repaired under the previous Heritage Townscape Initiative Scheme.</p>
Beechwood House, Heol y Bont	<p>Repairs to this long-vacant flagship building have included converting the upper floors into flats and restoring the ground floor into a commercial unit. There has been collaboration with the ENPA Ecologist and the North Wales Wildlife Trust to create nesting opportunities within the courtyard of the building.</p>
Victoria Buildings, Porth Marchnad	<p>This project has been transformative in this area of town. The work involved collaborating with the ENPA Ecologist and North Wales Wildlife Trust to create a number of nesting opportunities for swallows in the building's eaves.</p>
Y Ddarllenfa Rydd, Wtra'r Felin	<p>The first phase of this project was completed as part of the Dolgellau Heritage Townscape Initiative scheme. As part of the second view, work was completed to make the upper floors of the building accessible to the public with the installation of a new lift. Other facilities were updated, including updating the kitchen and toilets.</p>
Bod Aran, Felin Isaf	<p>The work of this building included repairs to the shop, <i>maisonette</i>, and restoration of a slate roof canopy on the long-lost shop front.</p>
4 Eldon Row, Stryd Fawr	<p>The roof work of 4 Eldon Row included the re-installation of a traditional shop front and repairs to windows and decorations.</p>

4. COMMUNITY ENGAGEMENT

Oral and Visual History Project	The Dolgellau Partnership produced five oral histories films.
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Dolgellau Railway Model Project	There were 9 open days attended by a few hundred people.
Dolgellau App	The app was completed by the Dolgellau Partnership, in partnership with a number of groups. It is updated regularly.
Town Tour Leaflets	Collaborative work with Coleg Meirion-Dwyfor and students at the College's Art Department. High quality, professional work was produced by students, and it received a particularly good response from the public.
Dolgellau Books 3 and 4 and the history of the wool industry	Book 3 income was used to fund book 4 and all three books are available to purchase locally.
Dolgellau Excursion Exhibitions	Four exhibition events were held and one scanning day, during which the public was invited to bring photos and historical documents for scanning. Over 200 photos were scanned on the day.
Arts projects	Textile artist Josie Russell ran workshops at Ysgol Bro Idris and was commissioned to create artwork inspired by the town's buildings. They are on display at Y Ddarllenfa Rydd (Free Library). Artist Nicole Le Maire also facilitated wool felting workshops with community groups and produced a piece of art to be exhibited at y Ddarllenfa Rydd / Free Library.
Dolgellau Interpretation Board	Work with the Aran Group led to the installation of an interpretation panel at the Marian site, tracing the story of the town's wool industry and fulling mills.
Archaeological Reports and Training	Archaeological surveys and reports have been completed for the Siop Newydd, Y Sosban, Wenallt Factory and Pandy Aberneint. Members of the Arran Group were given training on how to use surveying equipment, to assist them in conducting future surveys.
Wool Week	Awareness week about Meirionnydd's wool industry, including: <ul style="list-style-type: none"> - Art workshops by Nicole Le Maire - Presentation by Dr Charlotte Hammond (Cardiff University) on the area's links with the slave industry - Guided tour by the Arran Group
Interpretation sheets and digital information on the swallows nesting opportunities	This interpretation work was completed by the Meirionnydd volunteer branch of the North Wales Wildlife Trust.

Hot Lime Training	Hot lime training was provided for contractors, specialists, and architects from across the UK. There was an overwhelming response, with over 100 people attending.
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5. FUNDING STRUCTURE

Source	Original Contribution	Additional Contribution	Total Contribution
National Lottery Heritage Fund	£995,000.00	£75,200.00	£1,070,200.00
ENPA	£417,018.00	£145,000.00	£562,018.00
Cadw	£60,000.00	£20,000.00	£80,000.00
Cyngor Gwynedd	£26,700.00	£33,300.00	£60,000.00
Private contributions	£564,912.00	£126,910.33	£691,822.33
Welsh Government	-	£80,000.00	£80,000.00
Total	£2,063,630.00	£480,410.33	£2,544,040.33

6. LOOKING TOWARDS THE FUTURE

- 6.1. The current Scheme has been successfully completed and new opportunities to conduct further work on the townscape of Dolgellau have been highlighted.
- 6.2. For example, with the help of a Sustainable Places Sustainable Landscapes grant, management plans were created and adopted for Eryri National Park Conservation Areas, including Dolgellau, identifying a number of additional opportunities for improving the condition of the township, retrofitting traditional buildings, and mitigating the impacts of climate change.
- 6.3. Based on these opportunities and the evaluation of the current scheme, it was decided to submit an Expression of Interest to the National Lottery Heritage Fund for a new project in Dolgellau. The Expression of Interest has been approved, and the Authority has been invited to submit an application.
- 6.4. The proposed project will cover a wider spectrum of activity, including a closer focus on community engagement, nature restoration and environmental improvements. Capital projects on traditional / listed buildings in the Dolgellau conservation area will underpin it all, but the project will involve a combination of large and small projects, e.g. door and window replacement, sensitive retrofitting, signage improvement, etc.
- 6.5. Over the coming months, officers will be engaging with partners and the local community to develop the application and funding structure.

RECOMMENDATION:

- 1. That Members accept the report for information.**
- 2. That Members support the proposed development of a new conservation project in the Dolgellau conservation area.**

MEETING	Performance and Resources Committee
DATE	19 March 2025
TITLE	FREEDOM OF INFORMATION REQUESTS – ANNUAL REPORT
REPORT BY	Head of Administration and Customer Care
PURPOSE	To report on information requests received under the Freedom of Information Act 2000

1. BACKGROUND

- 1.1 The obligations of the Freedom of Information Act 2000 came into full force on 1st of January 2005. This report outlines the requests for information received by the Authority during last year and how they were dealt with.
- 1.2 The number of requests received in 2024 were 42.
- 1.3 Of the 42, 16 were dealt with under the Environmental Information Regulations (EIR) and 26 were dealt with under the Freedom of Information Act (FOI). For a general breakdown of how the requests were dealt with, please refer to the table at the end of the report.
- 1.4 Out of the total number, 11 requests concerned various types of development management and/or planning policy related information.
- 1.5 Seven requests related to information regarding the Authority's various contracts for mostly equipment and software, six requests related to numerous and various information regarding Plas Tan y Bwlch, and five requests related to information regarding Human Resources policies, training and Trade Union information.
- 1.6 The remaining 13 requests related to various other matters, including:
 - Land ownership within Eryri,
 - Correspondence with OS regarding Welsh names on maps,
 - Flood data,
 - Tree Preservation Order files,
 - Public Rights of Way Asset Register,
 - Costs of 'renaming' Yr Wyddfa and Eryri,
 - Emergency Services Masts agreements,
 - Correspondence with the Coroner,
 - Registered taxis within Eryri, and
 - Public transport data and park and ride within Eryri

1.7 During the year no complaints were submitted to the Information Commissioner's Office regarding a refusal to release information.

1.8 All the requests received a response within the statutory 20 day time limit.

1.9

Requests dealt with under Freedom of Information Act 2000
18 requests granted / full disclosure.
4 requests were refused or partially refused as the information requested did not exist or the authority did not hold the information.
3 requests were refused or partially refused as the information was classed as commercially sensitive information and was therefore exempt under Section 43(2) of the Act.
1 request was refused as it was classed as exempt information under both Section 40(2) – personal data, and Section 41(1) – information provided in confidence.

Requests dealt with under Environmental Information Regulation 2004
5 requests granted / full disclosure.
6 requests were refused or partially refused as the information requested did not exist or the authority did not hold the information.
1 request was partially refused as it contained the personal data of a third party which was classed as exempt under Regulation 13.
1 request was refused as the information was classed as Legal Professional Privilege and is therefore classed as exempt information under Regulation 12(5)(b) of the EIR.
1 request was refused as the information was classed as incomplete data, which if released had the potential to mislead the public. The information was therefore classed as exempt under Regulation 12(4)(d) of the EIR.
1 request was partially refused as the information requested was classed as exempt under Regulation 12(5)(f) - information which would identify members of the public who report possible breaches of planning control.
1 request was refused as it was a request for a planning search which is already publicly available information, and therefore does not need to be considered either by the Freedom of Information Act 2000 nor the Environmental Information Regulations 2004. The information is available by using the Authority's Personal Search Service for which a fee is payable.

2. RESOURCE IMPLICATIONS

No direct implications.

3. RECOMMENDATION

That the Committee note the content of the report

ITEM NO. 7

MEETING	Performance and Resources Committee
DATE	19 March 2025
TITLE	THE AUTHORITY'S RISK PROFILE
REPORT BY	Deputy Chief Executive (Interim)
PURPOSE	To update on the Authority's Risk Profile

BACKGROUND

- 1.1 The Authority has a Risk Profile where risks facing the Authority are placed into three categories, namely High Priorities, Medium Priorities and Low Priorities.
- 1.2 Risks are primarily identified through the relevant Heads of Service and the Management Team. The Risk Register is reviewed as a quarterly standing item on the Management Team meetings in co-ordination with the relevant officers. Identified risks as noted in the Risk Register are allocated to the responsible officers who are responsible for implementing risk mitigation measures.
- 1.3 This report provides an update in relation to the said Risk Profile previously presented to the Authority on the 13th of November 2024.
- 1.4 Currently, there are 20 identified risks on the Profile, one of which is new. Of these, 3 are classed as High risks, 14 are classed as Medium risks and 3 are classed as Low risk.
- 1.5 Due to the complicated and dynamic situation regarding the future of Plas Tan y Bwlch, an additional new risk has been identified, which has been added to the Risk Register (Risk 20). This risk addresses the potential effects on the Authority's reputation regarding its decision making on this matter and the corresponding long term financial risks that are associated with it.
- 1.6 Risk 18, the risk of a Judicial Review on the introduction of the Article 4 Direction has been increased from Low risk to Medium risk on the Risk Register. This is due to Cyngor Gwynedd having recently received a successful Judicial Review application by a third party on their introduction of the Article 4 Direction. The Authority will review the exact nature of the legal challenge once the process has commenced, and consider carefully if this has any implications for the Authority.

1.7 Three other risks have been reduced on the Risk Register:

- i) Risk 4: Reputational risk re. the Authority's management of Yr Ysgwrn. Reduced from Medium to Low.
- ii) Risk 5: Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy. Risk score reduced but remains a Medium risk.
- iii) Risk 17: Resilience of the Management Team. Reduced from Medium to Low risk. Due to the recent decision to increase officers on the Management Team, it is considered that this risk has now been fully addressed and can therefore be removed from the Risk Register.

1.8 Here is a summary of the risks:

Risk No.	High Risk	Change
1	Insufficient Core Budget Funding	None
2	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	None
20	Reputational and financial risk regarding the future of Plas Tan y Bwlch	New

Risk No.	Medium Risk	Change
5	Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy	Reduced
6	Failure to fulfil the "Future Generations Well-Being" Bill requirements.	None
7	Risks to the HLF Landscape Partnership project on the Carneddau through not securing the "unsecured" funding (either capital or "in kind" contributions) during the project lifetime.	None
8	Non-compliance with the General Data Protection Regulation 2018.	None
9	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	None
10	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforest project.	None
11	Poor and ineffectual management of projects by the Authority.	None
12	Diminished staff resilience (due to increasing demands) as a result of austerity.	None

Risk No.	Medium Risk	Change
13	Yr Ysgwrn fails to generate sufficient income to meet the budget.	None
14	Income Generating Target (Information Centres).	None
15	Income Generation (Planning).	None
16	Risk of Cyber attack	None
18	The proposed introduction of an Article 4 Direction: Risk of Judicial review.	Increased
19	The proposed introduction of an Article 4 Direction: Insufficient capacity to address the increase in workload	None

Risk No.	Low Risk	Change
3	Income Generation Target (Car Parks).	None
4	Reputational risk re. the Authority's management of Yr Ysgwrn.	Reduced
17	Resilience of the Management Team	Reduced And Removed

RESOURCE IMPLICATIONS

None arising from this Report.

RECOMMENDATION




- 1. To discuss the contents of this report and to review the changes to some of the risk ratings.**
- 2. To agree to remove Risk 4 from the Risk Register as outlined in the report.**




BACKGROUND PAPERS







Risk Register: Updated March 2025.







SNOWDONIA NATIONAL PARK AUTHORITY RISK REGISTER




November 2024




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
1	Insufficient core budget funding.	Cut in Services.	5	5	25 Red 	<p>The Budget for 2025/26 was approved by the Authority in its meeting on the 5th of February 2025, and was established on the basis of a 5% increase in the Welsh Government Grant for 2024/25, and consequently a 5% increase on the levy charged to the local authorities. However, this increase follows several years of no increase, and the grant has not caught up with inflation over this period.</p> <p>At the time of setting the budget it was anticipated that the 2025/26 budget will include a deficit of £635,850 which will have to be financed from reserves, and the Authority will have to continue to ensure that decisive steps are taken to close this gap or the Authority's general reserves will be depleted. Therefore, despite the increase in Government Grant, savings and/or increasing income will still have to be considered in forthcoming years.</p>	4	4	16 Red 		N Last Reviewed by Authority 13.11.24	Chief Finance Officer




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
2	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	Failure to keep within the Authority's budget. Significant reputational damage to the Authority. Adverse impact on the local economy. Loss of livelihood for staff employed at Plas Tan y Bwlch. Failure to maintain a Grade II* listed building.	4	5	20 	<p>Plas continues to operate a much reduced business at the time of writing, but has succeeded in attracting temporary business, subject to final sign off.</p> <p>At the Authority meeting on 13th November 2024 the Authority resolved to:</p> <p>(i) formally annul the decision made by the Authority regarding Plas Tan y Bwlch dated 11 September 2024.</p> <p>(ii) postpone a decision on the future of Plas Tan y Bwlch until the Authority's meeting on 30 April 2025.</p> <p>(iii) continue to communicate and negotiate with those parties who have shown interest so far with the intention of gaining a better understanding of their interest and ability to buy.</p> <p>(iv) use this time to carry out an assessment of the ability of any potential buyer to fund repairs and improvements that are necessary to Plas Tan y Bwlch and whatever plans they have for the property. This assessment includes an assessment of any Community Company's ability to proceed with their plans and the likely timetable in question.</p> <p>(v) meanwhile, formally remove Plas Tan y Bwlch from the market.</p> <p>(vi) consider and decide the preferred option in order to ensure public access to the woodlands and Llyn Mair via a formal decision by the Authority as soon as possible.</p> <p>(vii) if negotiations referred to in (iii) do not succeed and/or if all potential buyers fail the assessment referred to in (iv), all options including placing Plas Tan y Bwlch back on the open market will be considered.</p> <p>(viii) hold a further drop-in session on a date to be arranged but before the Authority's meeting on 30 April 2025 in order to communicate the Authority's decision and listen to any unresolved concerns that local communities and beyond have.</p> <p>Negotiations have continued with interested parties since 13th November and the position remains unchanged in that only one firm offer has been received to date. A report is due to be considered by the Authority's Working Group on 5th March 2024 when the situation will be discussed in further detail.</p>	4	5	20 		N Last Reviewed by Authority 13.11.24	Dir. of Corporate Services







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
3	Income Generating Target (Car Parks).	Failure to keep within the Authority's budget.	4	5	20 Red 	The income target for the year has been reached as expected and is now producing a surplus. As stated in the last update, it is necessary to generate a significant surplus annually to pay for security for the pre-booking system at Pen y Pass, increasingly high rubbish collection costs and toilet cleaning costs which have increased significantly following the re-tendering of the service. The income target has increased in the 2025/26 budget to improve financial provision for these additional costs.	4	1	4 Green 		N Last Reviewed by Authority 13.11.24	Head of Property
4	Reputational risk re the Authority's management of the Ysgwrn.	Mismanagement leading to lack of credibility in the Authority's ability to fulfil its duties.	5	2	10 Amber 	<p>Yr Ysgwrn has gained a very good reputation as an accredited museum and cultural centre with a programme of excellent quality cultural heritage activities. The accreditation status demonstrates that there is sound and effective governance structures in place. Officers will be presenting an application to renew the status by July 2025.</p> <p>Yr Ysgwrn shows a successful pattern of applying for external funding to finance activities and projects, and officers work proactively on these applications, looking for sponsorship opportunities regularly.</p> <p>The educational resource Hedd Wyn film (a joint project with Bangor University) will be launched by September 2025. An external grant was received to create a new temporary exhibition for 2026, based on Eugene Vanfleteren's bardic chairs.</p> <p>I believe that the Authority's existing track record, experience and staff structure puts us in a strong position to reduce both effect or likelihood of reputational risk in this.</p>	4	1	4 Green 		N Last Reviewed by Authority 13.11.24	Chief Executive










	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
5	Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy.	Mismanagement leading to lack of credibility in the Authority and its partners.	4	2	8 Amber 	<p>Development of Cynllun Yr Wyddfa has established a better relationship between the individual elements relating to management on Yr Wyddfa, including the Sherpa service.</p> <p>A sub-group to Cynllun Yr Wyddfa has been formed to review the Sherpa service and transport / parking issues in the area. During 2023 an enhanced Sherpa bus service was provided, and highway traffic management (double yellow lines) were introduced at specific locations.</p> <p>The Eryri Transport Group has been agreed and is meeting frequently. The contract for the Sherpa Service for the next 5 years has been agreed. Corporate Joint Committees which have specific responsibility for transport may provide further opportunities. The Eryri Transport Group continue to meet to progress these transport issues.</p>	3	2	6 Amber 		N Last Reviewed by Authority 13.11.24	Chief Executive
6	Failure to fulfil the "Future Generations Well-Being" Act requirements.	Critical audit report / negative publicity.	3	3	9 Amber 	<p>The Authority continues to work together with Audit Wales to implement the requirements of the Well-Being Act.</p> <p>The Audit Wales study for 2022/23 (commercial income and income diversification) has been published with supplementary 3 National Park Authority report produced. The Authority awaits guidance from WG before being able to move forward with recommendations.</p> <p>A draft report on Promoting Access with regard to Equality and Diversity has recently been received. A meeting has been arranged with auditors on the 10th of March 2025 to discuss its contents.</p> <p>An audit on the setting of Wellbeing Objectives has been conducted. The draft report is awaited.</p> <p>Interviews recently completed on the latest performance audit on Assurance and Risk Assessment, and all documentary evidence requested has been submitted. A draft report is expected in due course.</p>	3	3	9 Amber 		I Last Reviewed by Authority 13.11.24	Director of Corporate Services







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
7	Risks to the Carneddau Landscape Partnership Project by failing to fulfil the project. This could be by failing to meet National Lottery Heritage Fund approved purposes, delayed appointment of staff team and commencement of the scheme, delayed settlement of Heritage Fund grant claims, the collapse of the partnership, or not securing the "unsecured" funding anticipated through further grant applications and "in kind" contributions during the project lifetime.	The results will vary widely depending on the scale of the failings. It could be that certain elements of the project may fail, right through to significant risks to the entire project, which obviously comes with adverse publicity and reputational damage.	3	4	12 Amber 	<p>Timetable: Formal approval of a no-cost extension to practical completion date from 30/09/2024 to 31/12/2025. 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.</p> <p>Approved Purposes: The project will end in March 2026 and the expenditure has been programmed with partners. Completing expenditure by December 2025 and planning endowment projects is now the priority. This work is being completed hand in hand with partners and in consultation with the Heritage Fund. Partners have shown their support to continue with the work of the Partnership after the end of the current plan and officers are considering funding methods for the endowment projects and the continuation of the Partnership.</p>	3	2	6 Amber 		N Last Reviewed by Authority 13.11.24	Head of Cultural Heritage










Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
8	Non-compliance with "General Data Protection Regulation 2018" (GDPR).	Lack of data management and publishing data that we shouldn't.	4	3	12 Amber 	<u>Training</u> New mandatory courses have been added on to ELMS in the past 6 months. Everyone will be expected to sit these in a timely manner or access to the network and / or email will be removed. Majority of staff are now completing both one off and annual courses consistently without any issues, however uptake by Members remains low. The situation is continually monitored. <u>GDPR</u> In the past year we have had more minor data release incidents than in the past. There is therefore an increased likelihood and corresponding risk effect than in the past, which has meant the risk score has increased. However, the risk currently remains at amber. New staff and Members need to ensure that the training modules are completed as a priority. It is suggested that the staff which have been involved in the minor incidents re-sit the training or participate in further training in order to reduce the risk.	4	3	12 Amber 		N Last Reviewed by Authority 13.11.24	Director of Corporate Services




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
9	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	SNPA and other partners required to self-finance aspects of project expenditure to date.	5	4	20 Red 	<p>Second mid-term report to EC (and associated grant claim) received and approved, leading to the draw down of the 3rd LIFE payment from the EC in December 2022. A request for a 2-year project extension has been officially approved by the European Commission, giving a new project end date of 31st of July 2027. The overall cost of the project will not be affected.</p> <p>Official feedback from the Commission thus far positive, with only minor concerns and amendments which need addressing. Latest Monitoring Mission undertaken in November 2024, with a progress report due for submission end of March 2025.</p> <p>All other co-financier payments up-to-date, including the £2m contribution from Welsh Government. Surplus monies in the project so far due to favorable exchange rate (compared to that used in the bid), means the project must spend more in GBP to reach € target. It also means that partner contributions are worth less than anticipated, requiring more match funding to claim the full €9.5m.</p>	4	3	12 Amber 		N Last Reviewed by Authority 13.11.24	Head of Cons. Trees and Agri.




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proxim-ity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
10	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforests project.	That the Authority suffers adverse reputational damage amongst those organisations which are named partners in the project, other project partners including private landowners, contractors and other organisations, and the wider public.	4	3	12 Amber 	<p>The scheme has experienced some staff retention problems, not uncommon on any grant funded and time bound project. The chances of further staff losses increases over the next 2 years as contracts near the end, posing a risk to the project at a crucial time as the project draws to a close (and all associated reporting and auditing is taking place).</p> <p>The disruption caused by the staff turnover (loss of momentum, not operating at full capacity for significant periods), side by side with the effects of the Covid-19 pandemic, was the main driver behind requesting a 2 year extension.</p> <p>Interim audit completed in autumn 2023 and 2024 by Cyngor Gwynedd, with the project scoring 6 on the risk matrix (out of a possible 25) Slight adjustments / amendments required, but nothing significant, with a plan of action in place for this.</p> <p>Replacement staff from within the department may be able to step in on a short term basis, and discussions have taken place with external organisations about potential strategic project management support – although this has yet to be fully confirmed and resolved. This issue remains a concern.</p>	4	3	12 Amber 		I Last Reviewed by Authority 13.11.24	Dir. of Planning and Land Mgt.
11	Poor and ineffectual management of projects by the Authority.	Risk of not accomplishing projects and Authority objectives. Risk to the Authority's reputation. Financial opportunities being missed.	3	3	9 Amber 	<p>Officers follow standard guidelines which have been adopted for project management - including creating a 'Project Initiation Document' and obtaining management team approval for this document. This creates a basis for managing and communication (internal and external) on projects consistently throughout the Authority.</p> <p>Consideration has been given to preparing more central support for projects to ensure that consistency and compliance are being managed. Welsh Government has confirmed a multi-year approach to projects/programs. The Performance and Resource Committee in March 2022 considered and approved the protocols on developing and accepting grant offers.</p>	2	4	8 Amber 		N Last Reviewed by Authority 13.11.24	Chief Executive

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
12	Diminished staff resilience (due to increasing demands) as a result of flat budgets and inflation.	Impact on staff retention, wellbeing of staff in the workplace and performance capability.	3	3	9 Amber 	<p>A salary review was approved in 2022 and two further pay increases were applied in 2023 and 2024.</p> <p>The Authority provides free access to a fully funded Employee Assistance Programme, offering significant employment-linked benefits, including:</p> <ul style="list-style-type: none"> • GP access, Bilingual Counselling, Physiotherapy, Online eye tests and fitness routines. <p>Additionally, the hybrid working policy is operating efficiently, providing flexibility to office-based staff. A review of the Super-Flexi trial is scheduled for April 2025 to assess its long-term feasibility. If adopted permanently, it will enhance workplace flexibility further. Both policies contribute to an improved work-life balance for the majority of staff.</p>	3	3	9 Amber 		N Last Reviewed by Authority 13.11.24	Head of HR
13	Yr Ysgwrn fails to generate sufficient income to meet the budget.	Yr Ysgwrn relies on a higher subsidy from the Authority and/or uses financial reserves which have been saved following previous prosperous years. In the end, this will mean Yr Ysgwrn will not be sustainable.	4	4	16 Red 	<p>Maintaining Yr Ysgwrn within the budget is an ongoing challenge in light of the cost of living crisis which is disrupting visitor spending and increasing running costs.</p> <p>Costs are reviewed regularly. Most costs, such as heat, telephone and electricity are fixed and necessary for accreditation standards.</p> <p>Yr Ysgwrn regularly manages to secure funding for activity and interpretation costs. Grants have been received to invest in marketing for 2025 and to create a new temporary exhibition for 2026.</p>	3	3	9 Amber 		N Last Reviewed by Authority 13.11.24	Head of Cultural Heritage
14	Income Generating Target (Information Centres).	<p>The Information Centres fails to generate sufficient income to meet the budget.</p> <p>The Information Centers fail to reach income generating goals due to staffing shortages leading to closures.</p>	4	4	16 Red 	<p>The 2024/25 financial year will be completed within budget.</p> <p>There have been staff changes over the winter, with new staff being appointed for Beddgelert and Aberdyfi Centers, who will be in place by Easter 2025.</p> <p>The income of the three Centers is strong and the Commercial Manager keeps a constant eye on costs. Normally, the timing of Easter in the year has an impact on income and this year, Easter is late which means that there will be no Easter in the 2024/25 financial year. Nevertheless, the financial situation is encouraging.</p>	4	2	8 Amber 		N Last Reviewed by Authority 13.11.24	Head of Cultural Heritage

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
15	Income Generation (Planning).	The main risk would be insufficient income for the effective running of the planning service.	3	3	9 Amber 	<p>For 2023-24 the planning fee income (planning and pre-application fees) were broadly in line with set budget. This normally covers about 28% of the costs of the Development Management service.</p> <p>There has recently been a consultation by the Welsh Government on full cost recovery on planning fees – which would be welcomed by the Planning Service. The Authority responded to support this consultation document but no proposals have yet been put forward by the Welsh Government.</p>	3	3	9 Amber 		N Last Reviewed by Authority 13.11.24	Dir. of Planning and Land Mgt.
16	The risk of a Cyber attack	Loose data and access to the network	4	3	12 Amber 	<p>A new network monitoring system is being installed in October / November 2024 which will aid the reporting of any suspect activity. Additionally, the WiFi system at HQ and Yr Ysgwrn will be reviewed and more secure settings applied.</p> <p>Cyber Security risks is constantly monitored with corresponding risk mitigation measures implemented as and when required by the IT service.</p> <p>The Head of IT has attended webinars held by The National Robustness and Security Division, Welsh Government. The webinars outlined further steps that need to be developed to ensure we are more prepared for a threat. The department will develop a work programme for this in due course.</p>	3	2	6 Amber 		N Last Reviewed by Authority 13.11.24	Head of IT

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
17	Resilience of the Management Team	The recruitment of a new Chief Executive has identified risks to the resilience of the Management Team. Insufficient resources to allow the Management Team to function effectively particularly in the scenario where there is change in personnel and/or unanticipated long term leave.	4	4	16 Red 	This issue has now been addressed by increasing the numbers in the Management Team, and it is considered that this risk can now be deleted.	3	1	3 Green 		N REMOVED	Chief Executive
18	The proposed introduction of an Article 4 Direction to control the use of holiday and 2 nd homes (scheduled for June 2025): Risk of Judicial review.	An upheld Judicial Review could have the following effects: A) It may impact the Authority's ability to pursue the policy. B) It may delay the implementation of the policy. C) There may be a cost implication, particularly if the claimant seeks an award of legal costs if they succeed in the challenge.	4	2	8 Amber 	With regard to the Judicial Review risk, the following mitigation is taken: 1) Legal advice is taken throughout the process and prior to publishing any document; and 2) There is close co-operation with Cyngor Gwynedd who are taking a similar course of action. We have recently been notified that Cyngor Gwynedd have received a successful application from a 3 rd party to pursue a Judicial Review process. Whilst the full process of pursuing this in the courts has yet to commence, we will carefully assess the nature of the application to judicially review their process to ascertain whether this has any implications upon this Authority.	3	3	9 Amber 		N Last Reviewed by Authority 13.11.24	Director of Planning & Land Mgt
19	The proposed introduction of an Article 4 Direction to control the use of holiday and 2 nd homes (scheduled for June 2025): Insufficient capacity to address the increase in workload – affecting Planning Policy, Development Management and in particular Compliance workloads.	The insufficient capacity brings about the following issues: i) Welsh Government planning performance targets may be missed; and ii) Staff health and well-being issues may arise due to excess workloads.	3	3	9 Amber 	With regards to the risk of exceeding capacity, the following action is taken: 1) The Authority will try and seek financial help from Cyngor Gwynedd and the Welsh Government – with a view to securing additional officer support. However, this has not yielded any success to date; and 2) Cooperation with Cyngor Gwynedd on lessons learnt will also happen – officers in Gwynedd have been very helpful in providing advice to date. Training and advice will be provided to Planning Officers prior to the operation of the scheme in June 2025, which will include ensuring there is robust Supplementary Planning Guidance to support decision making.	3	3	9 Amber 		N Last Reviewed by Authority 13.11.24	Director of Planning & Land Mgt

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
20	Reputational and financial risk regarding the future of Plas Tan y Bwlch	The future of Plas Tan y Bwlch (whether this is to sell or retain) could create a significantly increased financial risk and reputational damage.	5	4	20 Red 	This complicated and dynamic situation is currently being reviewed by the Chief Executive. Great care will be taken to ensure that the financial impacts will be mitigated as far as possible, although these risks cannot be eliminated. There are various reputational risks arising from a range of scenarios too, and these are being carefully considered internally with officers. The Chief Executive will present a report outlining these risks and how they will be addressed to the April Authority meeting.	5	3	15 Red 		I NEW	Chief Executive

Scoring the Risk					
Likelihood	Very Low = 1	Low = 2	Medium = 3	High = 4	Very High = 5
Effect / Impact	Very Low = 1	Low = 2	Medium = 3	High = 4	Very High = 5
Combined Score			Overall Risk		
1 – 4			Low  Green		
6 – 14			Medium  Amber		
15 – 25			High  Red		

ITEM NO. 8

MEETING	Snowdonia National Park Authority
DATE	19 March 2025
TITLE	2024/25 BUDGET UPDATE
REPORT BY	Head of Finance
PURPOSE	To inform Members: <ul style="list-style-type: none">- of significant virements.- of the expenditure to date against the revenue and capital budgets and present any projections for the financial year.

1. BACKGROUND

- 1.1 This report provides a review of the 2024/25 budget including a summary of the revised revenue and capital budgets to reflect the period from the start of the financial year i.e., 1st of April 2024 to 31st January 2025.
- 1.2 Part 4 of the report indicates the progress made to date against the net revenue budget as well as a comparison with the situation from the same period in 2023/24.
- 1.3 An agreement on pay scales backdated to April 1st, 2024 has been accepted and these changes have been added to the budget.
- 1.4 The Sustainable Landscapes, Sustainable Places (S.L.S.P) 2022/23 – 2024/25 grant projects are on-going. The total value of these projects is £2.5 million with the proposed expenditure profiled over three years with £850,000 for 2024/25.
- 1.5 Local Places for Nature Capital grant scheme is continuing in 2024/25 with the expenditure being claimed back from Welsh Council for Voluntary Action (WCVA). Heritage Lottery schemes such as Carneddau are also continuing, as well as the LIFE Celtic Rainforest project which is the largest grant project currently running.

- 1.6 No additional grants have been received or are currently expected from Welsh Government in this financial year.

2. 2024/25 REVISED REVENUE BUDGET

- 2.1 The Original Net Budget was approved by the Authority on 7th February 2024.

Service Areas	Original Budget	Virements (previous)	Virements	Revised Net Budget
	£	£	£	£
Planning & Land Management	1,655,650	322,008	- 0	1,977,658
Corporate	5,325,509	211,659	-	5,537,168
Balances, reserves and provisions	379,000	- 208,853	-	170,147
Total Expenditure to Services	7,360,159	324,814	- 0	7,684,973
Interest Earned on Surplus Funds	- 100,000			- 100,000
Revenue Financing of Capital Expenditure	526,262	306,505	84,585	917,352
Capital Charges Adjustment	- 591,050			- 591,050
Net Budget	7,195,371	631,319	84,585	7,911,275
Financed from				
National Park Grant	4,119,789			4,119,789
Additional National Park Grant				
Constituent Authority Levy	1,373,262			1,373,262
	5,493,051			5,493,051
Contributions from reserve	1,061,757	1,271,882	84,585	2,418,224
Revised Net Budget	6,554,808			7,911,275

- 2.2 A detailed breakdown showing the revised net budget per service as of 31st of January 2025 can be seen in Appendix 1. This appendix also details virements to/from the reserves made within the year.

- 2.3 The budget has been adjusted from £7,195,371 (as approved in February 2024) to £7,911,275. Additional virements to be noted since the last report are as follows

- £68,000 - additional repair work at Hafod Eryri. This amount was earmarked previously in the asset management reserve for the specific works at Hafod Eryri, with no effect on the Authority's baseline budget. The repair work has now been completed.
- £16,500 – Replacement of screen at Nant Peris which was previously damaged. This amount was funded through an insurance claim made on the original screen. This additional expenditure has no effect on the Authority's baseline budget

- 2.4 The expected deficit at the end of the financial year is an estimated £500,000. As noted in previous reports, this sum will be funded from the hardship reserve.

3. REVISED CAPITAL BUDGET

- 3.1 A summary of the revised net budget for capital expenditure for 2024/25 is shown in the following table, with additional detail in appendix 2.

Capital Budget 2024/25						
Service Areas		Grant Incwm	Net Original Budget	Virements	Virements (new)	Revised Net Budget
	(£)	(£)	(£)	(£)	(£)	(£)
Planning and Land Management	369,320	-	369,320	-	-	369,320
Corporate	156,940	-	156,940	306,507	84,585	548,032
Total	526,260	-	526,260	306,507	84,585	917,352

- 3.2 The adjustment of £84,858 have been outlined above in point 2.3.

4. FORECASTED POSITION FOR 2024/25

- 4.1 The following table summarises the progress against the budget to January 31st, and a comparison with the same period in 2023/24.

Services	Revised Net Budget	Net Expenditure to date	2023/24 Comparison	Variance
	(£)	(£)	(£)	(£)
Planning and Land Management	1,977,658	2,403,744	2,254,509	149,235
Corporate	5,537,168	4,634,534	4,074,855	559,679
Balances, reserves, and provisions	170,147	-	-	-
Total Services Expenditure	7,684,973	7,038,278	6,329,364	708,914
				-
Interest Earned on Surplus Funds	- 100,000	- 300,083	- 129,762	- 170,321
Revenue Contribution Towards Capital	917,352	1,044,212	703,218	340,994
Capital Charges adjustment	- 591,050		- 344,960	344,960
Net Revenue Budget	7,911,275	7,782,408	6,557,860	1,224,548
Projected Net balance (+)/ deficit (-) for 2024/25				
FUNDED FROM				
National Park Grant	4,119,789			
Constituent Authority Levy	1,373,262			
Contributions from reserve	1,061,757			
Original Net Budget	6,554,808			
Additional Welsh Government Grant				
Contributions from reserve	1,356,467			
Revised Net Budget	7,911,275			

- 4.2 To summarise, services are on target to keep within their budget for the year. As expected, expenditure has increased on elements effected by inflation, specifically on energy. The budget has been adjusted to address and so far, the budget for 2024/25 seems sufficient.

Bank interest rates remain high due to a slower reduction in inflation than expected, which has led to significant income from bank interest for the Authority, with £300k received to the end of January against a budget target of £100k.

There will be further discussions between the Heads of Service and the Management Team before the end of the financial year in order to act on any further adjustments to the budget or to meet any unexpected expenditure.

A detailed explanation for some of the adjustments to the original budget and current projected variances are as follows.

4.3 **Corporate:**

Plas Tan y Bwlch – The budget for Plas Tan y Bwlch has been funded from the reserves for 2024/25 due to possible disposal, and therefore the current expenditure within the service has no effect on the baseline budget. The amount ear-marked in the reserves is expected to be sufficient.

Car Parks – Income from car parking fees remains high with £1.2m received up to the end of January against the budget target of £820k for the year. The car park at Llyn Tegid once again has also been particularly busy already surpassing the budget by £123k. Any potential surplus income from car parking fees will likely be needed to address the financial challenge that currently faces the Authority.

Visitor Centres – The centres are performing well this year with income already exceeding the target originally set by £87k. This has led to an overspend on goods for resale which is covered by the additional income, and we expect the centres to finish the year well within the target set.

Translation – There is a forecast underspend this year of £13,000, this will be utilised in 2025/26 as the translation workload is set to increase due to the review of the Local Development Plan in 2025.

Human Resources – There is a forecast overspend by the end of March 2025 of around £33k. This is largely due to the recruitment of the Health and Safety officer and associated project costs, as well as additional costs of appointing the Chief Executive Officer and the additional specialist services that recruiting for this position required.

Wardens – there has been some restructuring within the Wardens service resulting in a saving against the budget of £70k. £35k will go towards contractor costs which are likely to increase due to restructuring, and the

remainder will create a saving against the baseline. However some of this saving will need to be utilised in year to cover staff exit costs.

- 4.4 **Planning & Land Management**: Overall, the current net expenditure remains within budget. There are variances within the services as detailed below.

Development Management and Compliance – As already reported, and due to ongoing difficulties recruiting for certain specialist posts within the service, as well as staff absences and a resignation, the expenditure on external consultancy fees continues to be high. The overspend at the end of the year is expected to be around £100k due to the reliance on external consultants. There is however the possibility of increasing planning fees in 25-26, and recent recruitment success will hopefully reduce the reliance on external consultants.

Planning and Policy – An underspend of £43k is expected on the salaries due to a post being vacant for a time during the year as well as maternity leave. This will be utilised in 25-26 to fund a masters degree and will go towards the prolific reports that will be required for the Local Development Plan.

Conservation, Trees, and Agriculture – Several projects tied to this service are grant funded including Mind the Gap, Eryri Fringes and Peatlands projects. It is likely that the expenditure will be claimed back via grants within the year. When setting the original budget there was no assurance of these grants and the budget for salaries on some of these schemes were set against the baseline as a precaution. Current projections do not suggest a situation where the grants will not be available and unless this scenario changes during the year, an underspend on salaries within this service is expected. There will be an underspend of around £72k on salaries by the end of March partially due to a member of staff being on secondment. This will be used by the Ffermio Bro project that is expected to start on the 1st of April 2025.

Partnerships – It is expected that there will be an underspend of around £100k on the Commissioning Fund line of the Partnerships budget. Part of this money is earmarked for the Dark Skies project and potentially the young people officer post and the duties involved.

- 4.5 **Balances, Reserves and Provisions** - The original baseline balance of £30,000 for inflation has now been allocated to budget lines particularly affected by inflationary pressures, and a total of £178,853 of the salary increase provision of £349,000. The remainder of which will go towards bridging the deficit in the budget.

- 4.6 **Interest** – The target for interest income was increased from £28,000 to £100,000 for the 2024/25 budget due interest rates remaining high and inflation decreasing at a slower rate than initially expected. In the first 10 months of the financial year, a total of £300k interest income has already been received.

4.7 **Capital**: The main net spends to the end of September are on -

Warden Vehicles	£67,631
Dolgellau Townscape Heritage Fund Project	£139,645
Carneddau Footpath (Welsh Government Grant)	£21,700
Traditional Boundaries (Collaborative S.L.S.P) waliau	£54,010
Agri Vehicles	£30,500
Betws y Coed (Welsh Government Grant)	£31,659
Local Places for Nature	£47,848
Hafod Eryri Capital Repairs	£287,632

5. **VIREMENTS BETWEEN THE BUDGETS WORTH OVER £30,000 FOR THE ATTENTION OF THE AUTHORITY.**

5.1 Part 3 of the Authority's Financial Regulations state the need to report to the Authority or the Performance & Resources Committee regarding virements worth between £30,000 and £100,000 between budgets, where they have not been previously approved by the Authority. In addition, the Authority's approval is required for any virement worth £100,000 or more.

5.2 No such virements have been approved during the first ten months of this financial year.

6. **RECOMMENDATION**

- **Approve the report and note the current financial situation for 2024/25**

7. **BACKGROUND PAPERS**

NONE

			Appendix 1	
Snowdonia National Park Authority				
Revised Budget for 2024/25 on 31 January 2025				
	Original Budget	Virements	Virements (new)	Revised Net Budget
	£	£	£	£
PLANNING AND LAND MANAGEMENT				
Foresters (S.L.S.P.)	-	-	-	-
Conservation, Trees and Agriculture	533,200	19,450	-	552,650
Eryri Finges	-	20,622	-	20,622
Dark Skies	58,180	1,698	-	59,878
Welsh Peatlands (W.G. grant)	-	-	-	-
National Grid - Maentwrog (East)	-	-	-	-
Celtic Rainforests (LIFE)	74,800	9,521	-	84,321
Carneddau Partnership	25,000	13,207	-	38,207
Archaeology	67,540	25,250	-	92,790
Cultural Heritage	80,780	1,698	-	82,478
Peatland projects	-	136,206	-	136,206
Ysgwrn	118,820	10,117	-	128,937
Development Control	452,960	52,851	-	505,811
Planning & Policy	244,370	31,388	-	275,758
Sub-total carried forward	1,655,650	322,008	-	1,977,658
CORPORATE				
Members Costs	112,510	-	-	112,510
Authority Support	94,380	2,221	-	96,601
Corporate Management	664,176	185,462	- 170,147	679,491
Property	247,490	4,468	-	251,958
Legal	58,380	1,376	-	59,756
Administration and Customer Care	223,423	- 22,569	-	200,854
Translation	108,530	1,698	-	110,228
Personnel and Training	208,160	38,939	-	247,099
Head Office	261,750	918	-	262,668
Information Technology	368,010	14,488	-	382,498
Finance	230,630	7,809	-	238,439
Plas Tan y Bwlch Study Centre	486,490	14,411	-	500,901
Engagement	368,110	20,948	-	389,058
New Website	-	-	-	-
Sub-total carried forward	3,432,039	270,169	- 170,147	3,532,061

				Appendix 1 con.
Snowdonia National Park Authority				
Revised Budget for 2024/25 on 31 January 2025				
	Original Budget	Virements	Virements (new)	Revised Net Budget
	£	£	£	£
Subtotals Brought Forward				
PLANNING & LAND MANAGEMENT	1,655,650	322,008	-	1,977,658
CORPORATE	3,432,039	270,169	- 170,147	3,532,061
Engagement with Young People (W.G. Grant)	39,310	-	-	39,310
Well-being Paths (W.G. Grant)	40,000	-	-	40,000
Management Plan and Partnerships	468,810	12,255	-	481,065
Plastic-free Wyddfa	43,420	26,594	-	70,014
Information Centres	186,580	11,657	-	198,237
Llyn Tegid	- 20,180	-	-	- 20,180
Car Parks	- 483,210	17,267	-	- 465,943
Litter Clearance	19,510	-	-	19,510
Traffic and Transport	5,000	-	-	5,000
Visitor Facilities	263,450	-	-	263,450
Public Access	123,550	- 680	-	122,870
Wardens, Estate Workers & Volunteers	1,207,230	44,544	-	1,251,774
	5,325,509	381,806	- 170,147	5,537,168
BALANCES				
General Inflation Provision	30,000	- 30,000	-	-
Payroll Inflation provision	349,000	- 178,853	-	170,147
	379,000	- 208,853	-	170,147
	7,360,159	494,961	- 170,147	7,684,973
TOTAL				
Interest Earned	- 100,000	-	-	- 100,000
Revenue Financing of Capital Expenditure	526,262	306,505	84,585	917,352
Capital Charges Adjustment	- 591,050	-	-	- 591,050
	7,195,371	801,466	- 85,562	7,911,275
FUNDED FROM				
National Park Grant	4,119,789	-	-	4,119,789
Constituent Authority Levy	1,373,262	-	-	1,373,262
Additional National Park Grant	-	-	-	-
Tfrs from reserves	1,061,757	1,271,882	84,585	2,418,224
Net Budget	6,554,808	-	-	7,911,275

						Appendix 2
	Capital Budget 2024/25					
Service Areas	Gross Original Budget	Grant Income	Net Original Budget	Virements	Virements (new)	Revised Net Budget
	(£)	(£)	(£)	(£)	(£)	(£)
Planning and Land Management						
Cultural Heritage Schemes	149,490	-	149,490	-	-	149,490
Gorseddau (W.G. Grant)	148,220		148,220	-		148,220
Carneddau - Data LiDAR (W.G. Grant)	3,000	-	3,000	-	-	3,000
Carneddau - Paths (W.G. Grant)	35,000	-	35,000	-	-	35,000
Mobile Observatory (W.G. Grant)	23,600		23,600	-		23,600
Sky Paths	10,010		10,010	-		10,010
Sub-total	369,320	-	369,320	-	-	369,320
Corporate						
Information Systems - Replacement Prog.	22,340	-	22,340	-	-	22,340
Snowdon Partnership Scheme (W.G. Grant)	15,000	-	15,000	-	-	15,000
Snowdon Interpretation (W.G. Grant)	23,000	-	23,000	-	-	23,000
Public Access	10,000	-	10,000	10,660		20,660
Wardens - Vehicles	14,000	-	14,000	90,847		104,847
Llyn Llywelyn (W.G. Grant)	23,750	-	23,750	-		23,750
Gwyrfai Route (W.G. Grant)	23,850	-	23,850	-		23,850
Penmaen Brith (W.G. Grant)	25,000	-	25,000	25,000	-	-
Plastic-free Wyddfa	-	-	-	10,000	-	10,000
Nant Peris					16,585	16,585
Hafod Eryri	-	-	-	220,000	68,000	288,000
Sub-total	156,940	-	156,940	306,507	84,585	548,032
Total	526,260	-	526,260	306,507	84,585	917,352

ITEM NO. 9

MEETING	Performance and Resources Committee
DATE	19th March 2025
TITLE	Volunteer and Wellbeing Annual Report 2024
REPORT BY	Volunteer and Wellbeing Officer
PURPOSE	Present the report to update the Authority on the progress of the Volunteer Strategy 2021-2026

1. BACKGROUND

In January 2020 the National Park Authority approved the Strategy for Volunteer Development 2021-2026 and adopted the new volunteer strategy for the National Park with a renewed focus on well being. This is aligned to the Welsh Government's desire for people to embrace and benefit from positive health and wellbeing aspects that National Parks can provide.

As such, officers have produced an annual report to update Authority members on the progress that has been made with regards to the objectives outlined within the strategy (Appendix 1).

The Strategy is aligned with outcomes A5 and B1 of Cynllun Eryri, reporting back to the Head of Partnerships through the Action Plan quarterly, which relates to the National Park Authority's statutory purposes and duty.

2. PROGRESS REPORT

Work on the attached report commenced in January 2025. The annual report is divided into 5 sections, covering an overview of developments in volunteering and wellbeing opportunities including;

- Volunteering program
- Wellbeing events
- Trampler hire
- Detailed updates on KPIs from the Volunteering Strategy
- 2025 Targets

3. NEXT STEPS

The report is now at a stage where members views are sought and is welcomed for discussion in the committee. Any further recommendation from the group will be implemented in the report as necessary.

RECOMMENDATIONS

To examine and discuss the annual report.

For members to:

1. Approve the content of the 2024 annual report and advise of any renewed aims and objectives from the Strategy for volunteer development 2021-2026

Appendix 1: The Volunteer and Wellbeing Annual Report 2024

VOLUNTEER AND WELLBEING ANNUAL REPORT 2024



Content:

1 VOLUNTEERING

- 1.1 Key Statistics
- 1.2 Voluntary Wardens
- 1.3 Caru Eryri
- 1.4 Corporate Volunteering
- 1.5 Community Payback Scheme
- 1.6 Young People

2 WELLBEING

- 2.1 Guided Mindfulness Walks
- 2.2 Forest School
- 2.3 Outdoor Yoga

3 TRAMPER HIRE

4 KPI UPDATES

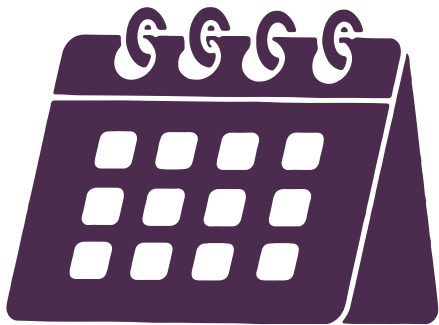
5 2025 TARGETS



1 VOLUNTEERING

Key Statistics for 2024:

211



Days spent
caring for Eryri



7093

Hours
volunteered



177

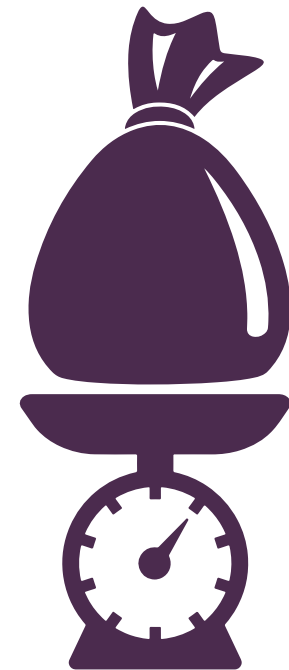
Volunteers



Length of
footpath
maintained =
36km

Total bags
of litter =

1302.5



Total weight of litter collected =

2612kg

*These statistics include the Caru Eryri scheme and the Voluntary Wardens scheme for Yr Wyddfa and South Eryri

Results from staff feedback exercise regarding volunteering:

LIKED:

- Positive feedback from volunteers about enjoying their shifts.
- Good numbers of people signing up to shifts.
- Evening/half-day sessions went well and have potential for growth.
- Volunteer leaders effectively covered shifts, contributing to the scheme's sustainability.
- Using the Sherpa buses was well-received by volunteers and garnered positive press.
- Tren Yr Wyddfa provided a unique experience for volunteers and made a good story.
- Nominated for St David's Award and participated in volunteer celebration at Portmeirion.
- Dedication of Volunteer Wardens ensures presence on various paths during busy times.
- Volunteer Wardens engage with and educate visitors in all weather conditions on respecting Eryri.



LEARNED:

- Increase bus/public transport-based sessions.
- Offer more short sessions (half day/evening).
- Introduce more diverse types of sessions.
- Consider midweek shifts for next year to accommodate Volunteer Wardens with weekend responsibilities.



LACKED:

- Need for more promotion through different media.
- Increased workload due to staff leaving towards the end of the season.
- More intensive weekend base contact rota.
- Improve volunteer presence in the South of Eryri.
- Collaborate with Natural Resources Wales and the National Trust at busy sites.
- Address the lower participation of some Volunteer Wardens by discussing their availability and challenges.
- Increase kit inventory and monitoring distribution better.



LONGED FOR:

- Build on the success of volunteer leaders.
- Organise a thank you evening event or social gathering for volunteers to foster a sense of community.
- Add midweek shifts for next year.
- Introduce litter picking shifts in new areas.
- Recruit specific Volunteer Wardens by targeting local people through collaboration with Town Councils.
- Engage with local schools to promote anti-littering from a young age and enhance educational content on social media platforms.
- Consider hiring professional videographers to create high-quality content for social media and YouTube.



1.2 Volunteer Wardens

Yr Wyddfa

Activity	Hours
Codi waliau / Dry stone walling	18
Diwrod Croeso	81
Extended patrol Supervisor	27
Llwybr Cwellyn / Snowdon Ranger Path	448
Llwybr Llanberis Path	1071
Llwybr Llanberis path - Extended patrol	26
Llwybr PyG a Mwynwyr / Miners & PyG Track - Extended Patrols	72
Llwybr PyG a Mwynwyr / Miners and PyG Track	1428
Llwybr Rhyd Ddu Path	567
Llwybr Watkin Path	308
Ras Yr Wyddfa Race - Half way Cafe Marshalls	9
Y Fan Ddehongli/Information Van	294
Total Hours	4349



Hard work pays off

“Every year on yr Wyddfa, from April until November, there is a dedicated team of volunteer wardens that work tirelessly every weekend in this busy season. They go out of their way to provide the general public/walkers with vital information on mountain safety, and also pick up litter on all 6 of the main paths up Yr Wyddfa. Their work is integral in creating a safer environment on the mountain. The volunteer warden scheme has been running since 2013, starting as a small handful of people, to now being a team of over 60 specialized individuals. It goes to show that their hard work does pay off, as the 2024 season was their most successful to date. In the 2024 season, 45 individual volunteer wardens worked on a patrol over 103 days. The volunteer wardens walked the mountain 611 times in total which works out at roughly 3600 hours, with an estimated 4000 people advised during their time on the on the paths. The information van was used 36 times during the season, and roughly advised around 1000 additional walkers. The 2024 season also saw a record broken in terms of the amount of litter that was collected. Well over a Tonne of litter was collected by the volunteer wardens.”

Alun Jones, Yr Wyddfa Area Warden

South Eryri

Activity	Hours
Llwybr Cynwch / Precipice Walk	39
Llwybr Mawddach Trail (Pont Y Wern Ddu i Abergwynant)	21
Llwybr Minffordd, Cader Idris, Minffordd Path	72
Llwybr Panorama / Panorama Walk	50
Llwybr Ty Nant, Cader Idris / Ty Nant Path, Cader Idris	114
Total Hours	296

Volunteer Feedback

100% of respondents felt that they had enough information and training to fulfil their volunteer role.

20% of respondents said they would like more mid week volunteering opportunities.

Volunteer 1: "Cynllun da chriw hwylus"

Volunteer 2: "Enjoy being part of the team"

Volunteer 3: "Efo pob llwybyr ar gael bob tro, mae na lot o gyfle. Mae'r system wedi gweithio yn gret!"

Volunteer 4: "It gives me a sense of responsibility and custodianship and helps me feel a sense of place 'cynefin', and I like to share this. This feeling doesn't stop when I go off shift either..."

Volunteer 5: "I think the late shift was a very good idea – I would like to do more. Otherwise all great!"



An essential part of the Warden Service

"The volunteer wardens of South Eryri play a key role patrolling a wide range of popular routes in the area, such as the mountain paths of Minffordd and Tŷ Nant on Cader Idris, as well as more leisurely paths like Cynwch, Panorama, and the Mawddach. These are very busy routes, and it is essential that wardens are present during the peak season. From April to October, the wardens are out advising walkers and visitors, encouraging them to follow the countryside code. Volunteer wardens support full-time and seasonal wardens on weekends and bank holidays. Volunteer wardens ensure that a warden's presence is on the majority of South Eryri's paths. An important element of the role is to maintain a positive presence on the paths and offer information and advice to users if needed. The wardens do invaluable work collecting litter left on the paths in all weather!"

David P. Jones, South Senior Warden

1.3 Caru Eryri



Caru Eryri is a partnership project designed to deliver a comprehensive volunteering scheme aimed at managing visitor pressures in the Eryri National Park. The initiative focuses on various conservation activities, including litter picks, footpath maintenance, and beach cleans, to ensure the preservation and sustainability of the park. This year, the project introduced several new elements such as evening shifts, a hop-on-hop-off Sherpa route litter pick from Nant Peris to Beddgelert, more beach cleans along the Cambrian coast, increased footpath maintenance days, volunteer leaders, additional summit days, enhanced social media presence, and a feed stand during the Marathon Eryri. The Caru Eryri team collected a total of 1426kg of litter on their patrols.



Facebook:



Caru Eryri

372 likes • 539 followers

Instagram:

Note...

caru_eryri

Edit ProfileView archive

93 posts469 followers115 following

Caru Eryri

Cynllun gwirfoddoli sy'n gwarchod a gofalu am Eryri 🇬🇧❤️

Volunteering scheme to protect and care for Eryri 🗑️♻️

Ymunwch â ni / Join the team ➡️

📍 btr.im/o65s7 + 1

Volunteer and Wellbeing Annual Report 2024

50 8

Caru Eryri 2024 Achievements

Volunteer Leaders: Experienced volunteers have been trained as leaders, enabling them to lead sessions and mentor new volunteers, further strengthening the sustainability of this scheme.

St Davids Award Environment Champion Finalist: The Caru Eryri scheme was recognised as a finalist for the prestigious St Davids Award in the Environment Champion category. Volunteers attended the ceremony in Cardiff presented by Mark Drakeford, the First Minister at the time.

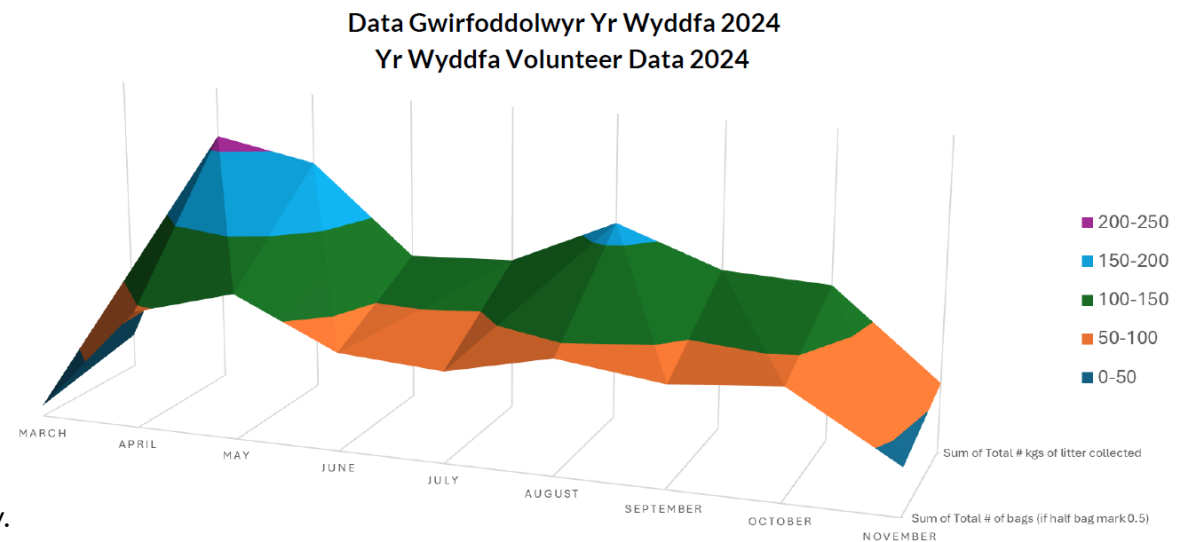
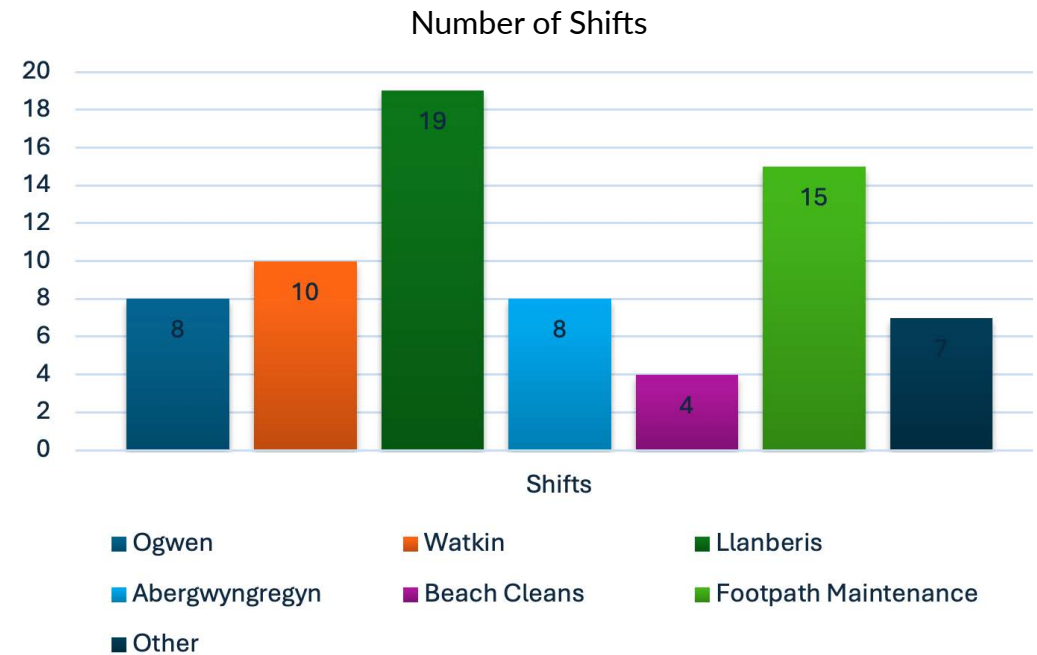
Gwynedd Volunteer Awards: The project received acknowledgment for its significant contribution during National Volunteers Week, with some of the team members awarded certificates of excellence.

Improved Partnership with Snowdon Mountain Railway: This partnership now allows volunteers to use the train to carry tools on footpath maintenance days, enhancing efficiency on volunteer days.

Extreme Litter Picks: Led by local Mountain Leaders, these shifts have made a substantial impact on maintaining places outside of our usual patrol locations such as Llyn Glaslyn and Cwm Clogwyn.

Pobl i Bobl: A support group based in Bangor for refugees mainly from Syria, Afghanistan, and Ukraine, regularly participates in volunteering opportunities. This initiative provides a way for refugees to connect to their new environment and find a sense of belonging through meaningful activities.

Litter Collection Reporting: An online form created specifically for volunteers (including Caru Eryri, Voluntary Wardens and Individuals) on Yr Wyddfa to input data on number of bags of litter collected, total number kgs and note where on the mountain there is a high concentration of litter. With the aim of achieving consistent, precise and impactful reporting, to inform future policy.



Volunteer Feedback

Volunteer 1: “We have such a huge positive impact on the environment (we collect so much litter). We promote sustainable hiking and encourage others to pick up litter or not drop it. I feel good having contributed to my local area and the environment. It’s great physical exercise and I explore areas at different times of the year than I’d usually go. I enjoy meeting like-minded people. The coordinators/leaders have all been fabulous and looked after us, been super clear on what we are doing. I’ve learned that every little helps and also if I can accommodate some volunteering when I work full time, 45 hours a week, many others could.”

Volunteer 2: “Mi neshi ddysgu lot drwy’r diwrnodau efo Chelsea, Peri a dwi’n cofio Mary yn cymeryd amser i ddangor planhigion ‘carniverous’ i ddy fi, rhiwbeth do ni eriod wedi gwbod am oblaen.”

Volunteer 3: “I did a historic walk up Snowdon in the summer with Caru Eryri and Keith Hulse. The day and experience were brilliant, and to the point I applied to be a (voluntary) warden on Snowdon and was accepted. Further on, I have bought a house in North Wales and I am relocating. Ultimately, all starting from Caru Eryri and Jen Willis who always helped get me on activities when I couldn’t access My Impact. I am truly thankful to all who have made my life better at Caru Eryri.”

Volunteer 4: “Good walks and scenery. But above all, the sheer weight of rubbish collected. The footpaths really need more regular maintenance if they are to be safe. My biggest surprise was my grandson, who has a few three-letter acronyms. He really opened up and chatted to his fellow volunteers during our tasks. He now understands the art of chatting. Also, I was surprised at the lengths members of the public went to, to hide their litter.”

Volunteer 5: “An opportunity to learn new skills. Also to meet new people and try out my Welsh language learning. And to discover new places in Eryri.”

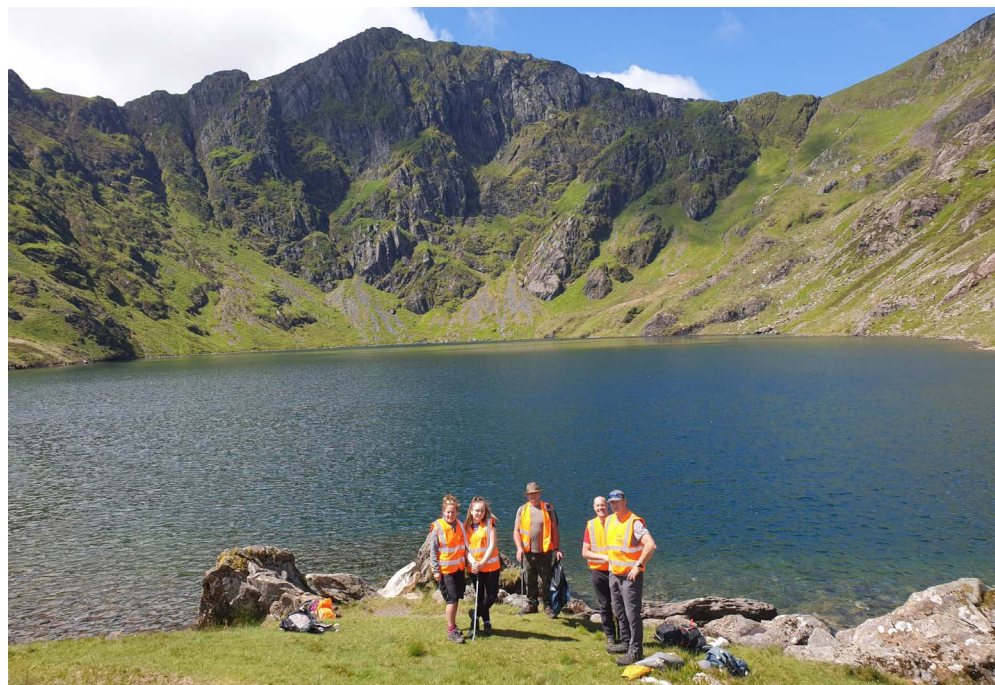
Volunteer 6: “I have learnt volunteering is a valuable experience for myself and for members of the public. Even when passing on information to the public, they are unaware of the impact they have on the countryside and they’re very grateful for the information we pass onto them.”

Volunteer 7: “Team members come with all capabilities and knowledge. It’s a great team of volunteers willing to help the environment, each other, and the general public. I love going out with them and it gets me outside doing something valuable.”

Volunteer 8: “I value my experience of volunteering with Caru Eryri because it provides me with a direct opportunity to support the work of the National Park Authority in maintaining the Special Qualities of this very special place in Wales.”

Volunteer 9: “Volunteering with Caru Eryri is one of the best things you can do for your mental and physical health, whilst preserving our wonderful environment for generations to come.”

Volunteer 10: “A great way to make a difference, contribute to the wonderful Eryri National Park, meet like-minded people, get some exercise, and have a great day out. Join us.”



1.3 Corporate Volunteering



At the beginning of 2024 a new volunteering policy was created to establish guidelines and procedures for corporate volunteering, with the aim of fostering community collaboration, supporting corporate social responsibility, and sustaining our conservation initiatives. There is now a fee of £500 per day for a corporate group of maximum 15 people. This fee covers preparation and coordination with groups, staff time on the event day, and an additional 20% for mileage, tools, and PPE. The funds generated directly support our on-going conservation initiatives and ensure the sustainability of our volunteer programs.

Positive feedback was received from corporate partners, highlighting the value and appreciation for the well-organized volunteering days.

Sykes Holiday Cottages: “We’re more than happy to pay a fee, it makes total sense, and we never take it for granted the amount of work that goes into planning and facilitating these days.”

NRS (Magnox): “Just wanted to drop you a note to say thanks from all of us at NRS for arranging the tree planting. The team had a great time. It was good to look back on the second planting site at the end of the day and see the hillside all planted up!”

1.4 Community Payback Scheme

The partnership between ENPA and Justice on the Community Payback Scheme was established to address a significant backlog of individuals needing to complete community payback hours post-COVID. This new partnership offers weekly volunteering opportunities, coordinated with participants from South Gwynedd, where a group helps maintain the gardens at Plas Tan Y Bwlch. The project is mutually beneficial, providing valuable support for maintaining the park's infrastructure while offering participants a constructive way to fulfil their community service requirements. The success of the scheme in the Brecon Beacons and Eryri has led to efforts to involve Pembrokeshire, making it a positive initiative expanding across all Welsh National Parks, thus strengthening the partnership. There is growing interest in the project within the forthcoming UK and Welsh Rural strategies, as well as at the Welsh Wildlife & Rural Conference.

The scheme has successfully facilitated a substantial number of volunteer hours, contributing significantly to the upkeep of Plas Tan Y Bwlch gardens and saving the costs of paying contractors to the Authority.



1.5 Young People



Engaging young people in the Authority's conservation work aims to inspire, educate and instil a sense of responsibility in the younger generation, ensuring they play an active role in preserving the natural environment while developing valuable skills. The following initiatives provide young people with opportunities to develop practical skills, such as teamwork, problem-solving, and leadership; valuable experience for their future careers.

Moving Mountains Project: This initiative is designed to connect, support, and inspire asylum seekers and refugees in the UK through activities in UK National Parks. The project arranged monthly visits to Eryri for groups of young people based in inner-city Manchester and Birmingham to participate in a variety of conservation activities.

Young Rangers: Our Young Rangers program has provided opportunities for local young people to participate in various conservation tasks and outdoor activities, developing their skills and knowledge about their National Park and gaining a deeper understanding of the kinds of outdoor-based roles they could potentially follow as a career.

University Collaborations: We have partnered with Bangor University, New York University, and Aberystwyth University to engage students with our conservation projects, offering them practical experience and enhancing their academic learning.

Gwynedd Youth Service: Collaboration with the Gwynedd Youth Service has enabled us to reach a wider audience of local young people, involving them in meaningful learning activities outside of the classroom.

Duke of Edinburgh: Participants in the Duke of Edinburgh program have contributed to our conservation efforts, gaining valuable skills and experience to achieve their Gold standard accreditation.

Carneddau Landscape Partnership Project: Working with local schools through the Carneddau Project has allowed us to educate young people about conservation and involve them in hands-on activities on their doorstep.

2. Wellbeing

2.1 Guided Mindfulness Walks



In 2024, we conducted a guided mindfulness walk every month, alternating between tranquil settings in the North and South of Eryri. This approach offered participants a variety of scenic experiences and introduced them to less-visited walking routes in the park. Each walk saw a good turnout, with up to 10 people joining us monthly. Many participants have made these walks a regular part of their wellness routine, returning month after month. Additionally, we introduced a £5 donation at checkout when booking the walks on our website, which is helping generate a small income for the Authority.

Feedback from participants has demonstrated the significant benefits of these walks for their health and wellbeing:

Participant 1: "Help with my mental health, get out in the fresh air, meet people, and help with my fitness."

Participant 2: "Felt renewed and at peace."

Participant 3: "It made me feel relaxed and less stressed."

Participant 4: "Felt relaxed and calm, with nice welcoming company."

Participant 5: "I felt more grounded and lighter."

Participant 6: "I find group activities much more beneficial than my individual practices."

Participant 7: "I like the structure -- a small amount of socialising but mostly quiet walking, helps to maintain a mindfulness focus. For health reasons, I cannot walk in remote places alone, and other forms of group walking are too 'social'. I want to quietly engage with nature, while in the protection of a group with the same aim. I appreciate the use of poetry, and the kindness and peaceful demeanour of the group leaders. Having a structure is extremely supportive for a practice of mindfulness, and the walks have helped me significantly develop my skills of calm, focus, and present-moment awareness. I have also really appreciated and benefitted from the enriching educational input of the Cwm Idwal warden and the Eryri officer whose knowledge and values have deepened my appreciation of the historical and conservation significance of Cwm Idwal, and other places we have walked, and my sense of the immense privilege it is to be able to enjoy these extraordinary landscapes."

Participant 8: "Felt safe and looked after by Etta and Davy. Both highly professional".

2.2 Forest School



Our Forest School sessions aim to provide children with opportunities to connect with nature through engaging activities and play. The goal is to foster an appreciation for the natural environment while teaching them about trees, butterflies, insects, and flowers. These sessions are designed to be both educational and enjoyable, ensuring that young children develop a lasting connection with nature. We hosted a total of four sessions in 2024 during the school holidays at Coed Bryn Berthynnau, Llyn Mair, Farchynys, and Yr Ysgwrn. Each session was fully booked, with 10 children aged 2-12 participating. The forest schoolteacher was highly engaging, ensuring that all children were involved and actively participating in the sessions.

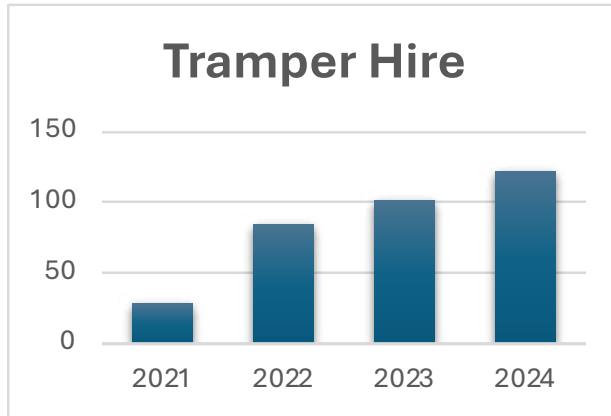
2.3 Outdoor Yoga



Our Outdoor Yoga sessions hosted by Tracey Joscelyn offer numerous health and wellbeing benefits to participants. Practising yoga outdoors enhances the overall experience and allows participants to engage with their surroundings. However, due to the very wet weather in August and September, some of the events had to be cancelled at short notice or rearranged, leading to a decrease in participation compared to last year. Despite the weather challenges, we successfully hosted three sessions in July at Llyn Mair and Harlech Beach. These locations are still proving to be ideal places to host these sessions, with the surrounding scenery being a major attraction for participants. Participants reported feeling more connected to nature, grounded, and rejuvenated after the sessions.

3. Trampler

The graph shows increase usage of our Trampler Hire service increasing gradually from 2021 to 2024, demonstrating its popularity is growing.



The partnership between ENPA and Forest Holidays is ongoing, resulting in a mutually beneficial collaboration. The primary objective of this partnership is to enhance the Trampler hire service, making it more accessible and efficient for users. A new online booking system has been developed, providing shared access for both ENPA and Forest Holidays to view upcoming bookings. This system has significantly improved customer service by automating confirmation emails, reminder emails, and follow-up feedback emails, ensuring that all necessary information is provided to users ahead of their booking. This automation reduces reliance on staff time and availability. The booking system enforces a four-week notice period for bookings, allowing the warden service to arrange their work program effectively. The improvements have led to very positive and helpful feedback from Trampler hirers.



Customer Feedback

This feedback highlights the positive experiences and suggestions from Trampler hire users, showcasing the value and impact of the service.

Participant 1: “Apart from horrific rain which couldn’t be helped, the whole experience of the tramper was fantastic and I would be happy to have another go when next in North Wales.”

Participant 2: “I have really loved it getting out with the family, just don’t want too many people knowing about it and not being able to get one”

Participant 3: “It would be good to have an option for more 5-10k routes. I’m not sure if there is one in Ogwen but there is a cycleway which could start from Capel Curig and end up in Port Dinorwic that would be worth doing or utilising the cycleways on the coasts between Conwy and Caernarfon.”

Participant 4: “I love the service I want to tell the world but also want to keep it a secret and keep it to myself “

Participant 5: “The phone call the day before was really helpful. The Ranger was really good when we picked it up - telling us routes to go etc. He was also very friendly and polite.”

Participant 6: “Just that it’s a fantastic service the park provides, we will be back time after time, and David in Dolgellau was so helpful thank you to all.”

Participant 7: “The wardens were fantastic. Empathetic, interested and informative. Looking forward to tomorrow’s trip at Bala.”

Participant 8: “Outstanding customer support.”

Participant 9: “Simon had dropped the Tramper with us and was extremely helpful and was kind enough to offer to collect the tramper from wherever we were in Bala (we met him as originally planned). Lovely man and we

appreciated his time. Booking the tramper was a bit of a nightmare as I was passed to and from Forest Holidays for a week before getting through to someone who could help. Once I’d spoken to the right team member who booked it for me it was smooth sailing from then on. She was also lovely and helpful.”

Participant 10: “First of all, Robat who I dealt with this time was so courteous and helpful and gave me some good advice and ideas for other routes we can go on. I did mention to Robat that I have used the tramper in Beddgelert a few times and that one feels a little faster which I think a slightly faster one on the Mawddach Trail might be better as it’s flat and Beddgelert is a little / lot more rocky and uneven. But it’s a fantastic service the park provides and long may it continue. I know people are quick to bash the park but some services you provide people need to look for, but I wouldn’t want this being too popular as so far every time I have booked I have managed to get one. Many thanks. Diolch. Gareth.”

Participant 11: “Robat was very kind and supportive. Really great experience.”

Participant 12: “The Ranger who delivered the Tramper for me was very kind and helpful. Thank you.”

Participant 13: “The Tramper uses a ‘let go’ to stop which is not what motorists or cyclists do. Plus it’s tiring to continually hold the accelerator. A system like a powered golf buggy would be easier - a kind of cruise control and then hit a central button to stop.”

Participant 14: “Had to negotiate over a fallen tree blocking the path, but OK apart from that. For future models, might be a good idea to replace the drive/brake system with a more conventional bicycle system rather than the existing of having to let go of the handle to stop the tramper which is sometimes easy to forget to do.”

Participant 15: “Ddiolchgar iawn o gael llogi’r tramper, fydd Mam methu mynd unrhyw ffordd arall.”

3 – KPI Updates

Table from the Volunteering Strategy

Action	Metric	How will we measure	Who will collect the data and how will it be reported?	2024 Result
Create opportunities and support initiatives that enable young, disabled, socially excluded and underrepresented people to volunteer.	Number of volunteers (including specific figures for target groups)	Report from Better Impacts	Volunteer and Wellbeing Officer	<u>Number of volunteers</u> Young People (14-24) : 25 25 – 50 : 88 50+ : 138
Appoint volunteers with specific roles and provide with training as well as volunteering events for people unable to commit to regular activities.	Number of volunteers in each role	Report on volunteering shifts from Better Impact	Volunteer and Wellbeing Officer	Number of Caru Eryri Volunteers: 123 Number of Yr Wyddfa Volunteer Wardens: 47 Number of South Eryri Volunteer Wardens: 7
Establish new volunteering roles in other areas within the NP apart from the Wyddfa area e.g. Southern area Volunteer Wardens. Recruitment started in 2021.	Number of volunteer days and volunteers by broad geographic location	Report on volunteer hours from Better Impact	Volunteer and Wellbeing Officer & Eryri South Head Warden	Target Achieved some of South Eryri Volunteer Wardens were retained and some new members joined the team. 7 South Eryri Volunteer Wardens competed a total of 296 hours volunteering
To develop more in-house volunteer groups for: Biodiversity, Dark Skies, Conservation Projects (LIFE, Carneddau) and other future projects	Number of volunteer days by department/project	Better Impacts system and report from projects	Volunteering and Wellbeing Officer & project staff	Number of Biodiversity and Woodland Management volunteering days: 30 Number of Footpath Maintenance volunteering days: 12 Number of Carneddau Project volunteering days: 12
Projects such as Yr Ysgwrn will double the number of volunteers from 15 to 30 by hosting volunteer fairs and coffee mornings at the site to spread the word, and by advertising roles more widely	Number of volunteer days by department/project	Report from Yr Ysgwrn staff	Volunteer and Wellbeing Officer & Cultural Heritage Manager	Number of Yr Ysgwrn volunteers: 8
Continue to offer the Young Ranger Scheme to young people ages 14-16 and provide support and advice across the organisation to enable officers to organise and manage volunteering opportunities.	Number of volunteers and volunteer days for specific target groups	Report from Young People's Officer	Volunteer and Wellbeing Officer, Area Warden, Young People's Officer	Number of Young Rangers: 11 Number of Young Ranger days: 7

Action	Metric	How will we measure	Who will collect the data and how will it be reported?	2024 Result
To promote volunteering by staff and members we will schedule two volunteering days for staff and members each year. Each staff will have the right to volunteer up to 15 hours per year for other departments within the Authority.	Number of staff volunteer days	Report from number of staff volunteer days	Volunteer and Wellbeing Officer	Staff and members are encouraged to create a My Impact account to utilize their volunteering allowance by participating in our volunteer program.
Develop and encourage working with corporate sponsored groups on mutually beneficial projects. Corporate volunteering is an area with potential for considerable growth for volunteering and for income generation. The funds will allow us to reinvest into volunteering as we'll be in a better position to supply PPE and uniform for volunteers.	No. of volunteers participating in corporate volunteer days	Report from number of corporate volunteer days	Volunteer and Wellbeing Officer	Number of corporate volunteer days: 4 Number of corporate volunteers: 44
Ensure at least two volunteer workdays with Snowdonia Society each month.	Number of volunteer days	Report from Better Impact	Volunteer and Wellbeing Officer	Number of volunteering days (not including Caru Eryri): 54
We will collaborate strategically with other organisations who include volunteers in their work in order to share good practice, training etc.	Number of volunteer days	Report from Better Impact	Volunteer and Wellbeing Officer	Total number of volunteer days: 113
Seek opportunities with partners for accredited training days to upskill volunteers.	Number of training events and number trained	Report from Better Impact	Volunteer and Wellbeing Officer	Number of volunteer training days: 3 Number of volunteers trained: 18
Offer a variety of volunteering opportunities across the National Park area – some for one day only, others requiring commitment over several hours each month from volunteers.	Number of volunteers and volunteer hours	Report from Better Impact	Volunteer and Wellbeing Officer	Number of Volunteers: 177 Number of Volunteer days: 211
Support the Warden service in their use of volunteers.	Number of volunteer hours by area	Report from Better Impact	Volunteer and Wellbeing Officer	Number of Yr Wyddfa Volunteer Warden hours: 4349 Number of South Eryri Volunteer Warden hours: 296

Action	Metric	How will we measure	Who will collect the data and how will it be reported?	2024 Result
Voluntary Wardens undertaking more than one role, possibly assisting with engagement activities such as leading or back marking NP guided walks when new programmes are in place	Narrative	Report from Area Warden	Volunteer and Wellbeing Officer	Volunteer Wardens are taking part in more of a variety of volunteering opportunities including tree and hedgerow planting, planting wildflowers and assisting in other biodiversity projects with the Area Wardens.
Assist long service volunteers in their personal development such as to achieve elements for National Standards Qualifications.	Number of training events and number trained	Report from Better Impact	Volunteer and Wellbeing Officer	Number of Volunteers completed REC First Aid course: 8 Number of Volunteers Completed Eryri Ambassadors Course: Bronze: 67 Silver: 3 Gold: 81
Use effective recruitment methods to ensure that we reach a wide range of people. We will continue to work closely with Mantell Gwynedd, Conwy Voluntary Action Council and other special interest groups.	Number of volunteers	Report from Better Impact	Volunteer and Wellbeing Officer	Number of Volunteers registered on Better Impact: 893
Market our volunteering opportunities by using the following methods; listing available opportunities on the Volunteering Cymru website and in local Volunteering Centres; taking advantage of public events in order to draw public attention to the volunteering opportunities; establishing a 'contact us' page on the Authority's new website, giving information on volunteering with the Authority; sharing images of volunteering activities through social media together with information on how to take part.	Number of volunteering enquiries	Report from ENPA Communications Team	Volunteer and Wellbeing Officer & Communications Team	Number of volunteering enquiries received through the website: 112 ENPA Communications team regularly share the achievements of volunteers on our social media outlets and website, as well as other media forms.
Continue to include regular updates and information on volunteering in supplements / articles in publications and reports, press releases, articles celebrating and thanking volunteers, adverts, and printed matter in the Visitor Centres etc.	Narrative	Report from ENPA Communications Team	Volunteer and Wellbeing Officer	Continue to celebrate our amazing volunteers and the work they do to protect Eryri.

4. 2025 Targets

- Create new volunteer role (Visitor Welcome volunteers) at Llyn Tegid to expand the presence of volunteers supporting the Warden service in Southern Eryri.
- Continue to develop the partnership with Justice on the community payback scheme to introduce more of a variety of conservation work.
- Set up new corporate partnership with Hochtief (UK) Construction Ltd. / National Grid workers based in Penrhyndeudraeth.
- Update wellbeing objectives to improve our offer of services to include more nature connection sessions through social prescribing schemes.
- Increase the offer of Forest School sessions at Yr Ysgwrn.



ITEM NO. 10

MEETING	PERFORMANCE AND RESOURCES COMMITTEE
DATE	19 th March, 2025
TITLE	CORPORATE WORK PROGRAMME 2024-25
REPORT BY	Deputy Chief Executive (Director of Corporate Services)
PURPOSE	Progress Report on the Third Quarter (October – December, 2024) and 4 th Quarter (January – March, 2025) if available.

1. BACKGROUND

- 1.1 Enclosed is a report on the Corporate Work Programme containing details of the progress made in Quarters three and four of 2024-25 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: Third and Fourth (if available) Quarter updates



WELLBEING OBJECTIVES 2024-25: CORPORATE WORK PROGRAMME


The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success

Quarter 3 Update : October – December, 2024
(and 4th Quarter: January – March, 2025 if available)

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	 Completed Qtrs. 1- 2 Qtr. 3	Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy 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. Joint visitor campaign with Gwynedd Council (Communications companies Alaw & Equinox were commissioned) has been completed in Qtr. 3	Continuous	Ho Communications









Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 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 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. Interpretation work continues in Qtr. 4. Design work has been completed. Printing and setting up with take place in Qtr. 4.	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














Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



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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 1.4 	 Qtrs. 1 - 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	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 Work has slipped, it is anticipated that a draft will be presented to Members summer 2025.	Autumn 2024	Ho WaA
AC 1.6 	 Qtrs. 1- 2  Qtr. 3 Qtr. 4	Produce guidelines for undertaking access route works in Snowdonia Initial draft has been produced. Work has slipped, it is anticipated that a draft will be presented to Members summer 2025.	Autumn 2024	Ho WaA










Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



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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 1.7	 Qtrs. 1- 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








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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 1.10	 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
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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 2.1		Ensuring the implementation of the current LDP policies that contribute to mitigating climate change	Reported annually	Ho DM&C Ho PP
	Annual Report	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.		









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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 2.2 	 Qtrs. 1-2  Qtr. 3 - 4	<p>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</p> <p>➤ 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.</p> <p>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</p> <p>The adaptation and updating work has not been completed due to workload and completing bids for further capital grants in order to respond to problems that have arisen due to the busyness of specific sites as well as a significant proportion of time dealing with visits and discussions on Plas Tan y Bwlch. It is suggested that this action be reprogrammed for 2025-26 and the Assets Sub-Group convene in May 2025 and the Asset Management Plan adopted by July 2025.</p>	AMP adopted from Dec. 2024+ Then Ongoing	Ho Property
AC 2.3 	 Qtrs. 1- 2  Qtr. 3 - 4	<p>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</p> <p>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.</p> <p>The Low Carbon Officer has commenced in post and regular meetings have been held and programmed to discuss the Carbon Study as the officer assesses decarbonisation priorities the Authority can managed or influence directly. The Low Carbon Officer will review the action plan and resubmit to Members by June 2025.</p>	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 - 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> <p>The Tree and Woodland Strategy is approaching the final stage of its creation, it is anticipated that it will be presented to the full Authority in the spring. The peat strategy will be updated as staff resources allow in the spring/summer as the work programme (which is seasonal) eases somewhat.</p>	Continuous	Dof Planning & Land Man. (DP&LM) Ho Conservation, Woods & Agric. (CWA)





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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 2.5 	 Qtrs. 1 - 2 Qtr. 3 – 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> <p>Following the appointment of a Low Carbon Officer, the officer has been attending relevant regional Net Zero meetings and NPUK Energy and Climate meetings, as well as mapping the relevant strategies, reports and policies (internal and external) for the Authority to fulfill its decarbonisation commitments. Key target areas such as Business Travel and Business Fleet (as identified by Small World Consulting) are addressed through the formation of an internal committee.</p>	Ongoing	Dir. Planning & Land Management








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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 2.6 	 Qtrs. 1 - 2 Qtr. 3 - 4	<p>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</p> <p>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.</p> <p>Focus for the two last quarters just gone has been transferring thoughts on to paper to produce the documents, now named: 'Designated Landscapes Wales: Officer Guide for Nature's Benefit' and 'Adaptive Farming'. In Welsh: 'Tirweddau Dynodedig Cymru: Canllaw Swyddog er Budd Natur' and 'Ffermio Ymaddasol'. 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. The documents have been kept relatively short by focussing on the most relevant information and key messages. The Officer Guide includes some suggested ways to better scenario plan in response to natural and socio-economic pressures. The booklet will be published in Quarter 4 and the post of strategic lead in its present form will come to an end in March 2025.</p>	Ongoing	CEO Strategic Lead



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**









Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

This outcome will be achieved by:	AC 3	IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE
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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 3.1 	 Qtrs 1 -2 Qtr. 3 – 4	Development and adoption of the SNPA Cultural Heritage Strategy Desk research and information gathering completed. Drafftng work has commenced. It is intended to present drafft to Working Group summer 2025.	Summer 2024	Ho Cultural Heritage
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. The programme remains on track, it is anticipated completion will be March 2026. An update report will be presented in Members during the spring.	Ongoing 2025 Dec. 2024	Ho Cultural Heritage Carneddau LPS Manager
AC 3.3 	 Qtrs. 1-2 Qtr. 3 - 4	An EOI has been submitted and Lottery funding secured: ➤ Progress and deliver the Harlech and Ardudwy 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. Several aspects of the project are underway: archaeological survey and excavation work with the University of Sheffield, fieldwork with local primary schools, the Harlech community interpretation book and the Lidas survey will be completed in March 2025.	Ongoing to Oct. 2025	Ho Cultural Heritage CH Project Officer












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Not progressed and/or will **not** be completed by March 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 3.4 	 Completed Qtrs.1-2 Qtrs. 3- 4	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 Ynysypany site Ynysypany interpretation completed. A joint workshop was held with Gwynedd Council in the community of Dolbenmaen, to engage with the community and collect landscape names in the area. It was a very successful day and it is intended to hold such events in other communities of the World Heritage Site during 2025.	Ongoing Autumn 2024	Ho Cultural Heritage
AC 3.5 	 Qtrs. 1- 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 - 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. Work continues as above.	Ongoing	Ho Cultural Heritage










Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 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 3.7 	 Qtrs. 1-2 Qtr. 3 - 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”. Yr Ysgwrn is closed over the winter. Three seasonal events were held before Christmas, including a highly successful Plygain service. It is intended to extend this event to the Trawsfynydd Community in 2025.	Dec. 2024	Ho Cultural Heritage
AC 3.8 	 Qtrs. 1-2 Qtr. 3 - 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. Officers are working towards securing LANTRA accreditation for the Authority and for one contractor in order to upskill him to carry out walling and hedge bending training through the Welsh language. The spring skills programme is currently being organised.	Part 1 Autumn 2024	Ho Cultural Heritage



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**









Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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	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 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. Officers have had a leading role in the development of the Sustainable Farming Scheme (SFS) as well as developing a Community Farming scheme (Ffermio Bro) for the Designated Landscapes. 2 x NNF4 applications have been developed and 2 x INRS applications.	Ongoing	Ho Cons. Woods & Agric. (CWA) CEO Dir. P&LM
AC 4.2	 Qtrs.1 – 2 Qtr. 3 Qtr. 4	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 As above, part of strategic discussions. Officers have had a leading role in the development of the Sustainable Farming Scheme (SFS) as well as developing a Community Farming scheme (Ffermio Bro) for the Designated Landscapes. 2 x NNF4 applications have been developed and 2 x INRS applications. Consultation will increase with the development of the INRS and Ffermio Bro.	Ongoing	Ho CWA



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**









Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

This outcome will be achieved by:	AC 5	ADDRESSSSING 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 - 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. Progressing well. It is anticipated that a final version will be presented to the Authority early spring 2025.	March 2025	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 - 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



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	<p>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>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> <p>More digital promotion work on the monthly trips of Wardens and Thoughtfulness sessions has meant an increase in numbers attending the events.</p>	Ongoing	Ho Comms. Ho W&A










Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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	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 ➤ 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 The Volunteer and Wellbeing officer has completed the above and an Annual Report presented to Members (in July).	Ongoing	Ho Partnerships Volunteer & Wellbeing Offcr.
CC 1.3 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups Work continues and improves each year (Volunteer and Wellbeing officer's annual report). New and interesting opportunities are developed targetting specific groups. These will be further developed over the winter months for rolling out in 2025. Work continues and improves each year. The Annual report on the Volunteer and Wellbeing officer for 2024 is near completion and will be presented to the Management Team in March 2025 and then to the Performance and Resources Committee on 19.03.25.	Ongoing	Ho Partnerships Volunteer & Wellbeing Officer





Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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		<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 	<ul style="list-style-type: none"> ➤ Prior to summer 2024 ➤ Autumn 2024 ➤ March 2025 ➤ June 2025 	Dof P&LM
	Qtrs. 1-2	During Planning and Access Committee meeting on 6 th 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 12 th 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.		
	Qtr. 3	A consultation report has been prepared and considered by Members of the Authority during Working Group on 04.12.24. Outline of Supplementary Planning Guide has also been considered by		







Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025





Not progressed and/or will **not** be completed by March 2025.

		Members during the Working Group on 04.12.24. All the background documents regarding the ratification (or not) of the Article 4 Directive will be considered by the Authority's Planning and Access Committee in January 2025.		
	Qtr. 4			
Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.6	 Qtrs. 1- 2 Qtr. 3	<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 <p>The above projects are being implemented towards completion by March 2025. One project is running behind schedule and one is at risk of not being implemented. A Community Engagement Officers works</p>	March 2025	Ho Partnerships CCE Project Officer
 Progressed and within Timetable. Work Achieved and/or Completed for 2024-25.  Delayed and/or to be progressed in next quarter for completion by March 2025  Not progressed and/or will not be completed by March 2025.				

	Qtr. 4	closely with the communities to resolve any issues.
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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 - 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> <p>Following the departure of the Young People's Officer, the position was advertised and a new officer appointed to the post. It was decided to relocate the officer to the Partnerships section and the officer will start in post in April 2025 to implement the Manifesto.</p>	May 2024	Ho WaA. Young People's Officer
CC 2.2	 Qtrs. 1-2 Qtr. 3 - 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> <p>Following the departure of the Young People's Officer, the position was advertised and a new officer appointed to the post. It was decided to relocate the officer to the Partnerships section and the officer will start in post in April 2025 to implement the Manifesto and the Young Rangers schemes.</p>	Feb. 2025	Ho WaA



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**






Delayed and/or to be progressed in next quarter for completion by March 2025





Not progressed and/or will **not** be completed by March 2025.








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 - 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> <p>The first annual conference has been held on 14.02.25. with 130 attendees – and was a succesful event. Officers will start to work on the Action Plan for 2025-26 over the coming months.</p>	Dec. 2024	Hof Partnerships Sustainable Tourism Officer

 Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**

 Delayed and/or to be progressed in next quarter for completion by March 2025

 Not progressed and/or will **not** be completed by March 2025.

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> <p>As above – continue to push for strategic guidance from the Welsh Government, NWMTRA, Gwynedd and Conwy Councils through our relationship with Transport for Wales and North Wales Police.</p>	Ongoing - April 25	Ho Partnerships Sus. Tour. Officer
CC 3.3	  Qtrs 1-2 Qtr. 3 - 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> <p>Ongoing work – work has been completed for a re-qualifications module for 2025 and has been launched. A module on the Carneddau Plan will go live in early 2025 and a specific module on safety messages and Mentrau'n Gall will be launched in 2025.</p>	Ongoing April 24	Ho Partnerships Yr Wyddfa Partnership Officer










Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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 	 Qtrs. 1-2 Qtr. 3 Qtr. 4.	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 Eryri NP officers are doing the utmost to progress the work – the commitment of other partners is required for the delivery to happen. As above.	March 2025	Ho Partnership



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**









Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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 - 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. The Autumn activities programme was successfully completed, including the Welsh Museums Festival. The Christmas activities programme was successfully held and it is planned to expand on this offer in 2025 through projects in the Trawsfynydd community.	Ongoing	Ho Cultural Heritage
CC 4.2	  Qtrs. 1+2 Qtr. 3 – 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. The above list has been handed to officers of the Authority for their input.	March 2025	Ho Cultural Heritage
CC 4.3	  Qtrs. 1- 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










Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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 - 4	The Carneddau Voices and Place Names project and Harlech and Ardudwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation. Two local place names recording sessions have been held in the Carneddau area. The Penmachno and Capel Curig sessions are programmed for early 2025. The names of the rest of the Carneddau area will be collected in Spring/Summer 2025	Ongoing Until Dec. 2025	Ho Cultural Heritage
CC 4.5 	 Annual report	Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process The Annual Monitoring report presented to Members and Welsh Government each Autumn has reached the conclusion that the above policy is being implemented effectively.	Reported annually	Ho DM&C



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**






Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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 - 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. Digital presence continues to flourish. Tailored content on different social media platforms means that more people can learn and enjoy opportunities in Snowdonia.	Ongoing	Hof Comms.



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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)*

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	<p style="color: red;">Engaging with our staff at all levels to assist performance management:</p> <ul style="list-style-type: none"> ➤ All Authority staff members will be appraised within the 12 months ➤ Training needs assessments of all staff will have been undertaken within the 12 months <p>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%. Line managers are encouraged to plan their staff appraisals in good time, ensuring that they coincide with quieter periods. This method will help ensure maximum efficiency in evaluation all team members effectively. This quarter, we have seen a continued increase in staff training sessions, including formal tutor-led sessions and ELMS online training modules. Looking ahead, HR is working to expand the mandatory ELMS training for all staff, with a focus on Equality, Diversity and Inclusion. The translation of these modules into Welsh is currently underway to ensure accessibility for all.</p>	Ongoing March 2025	Ho Human Resources (HR)



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**








Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

	Qtr. 4	The Authority's Health and Safety officer has started a detailed review of specific training for posts within the Authority. The process so far has highlighted key training needs to ensure that staff have the necessary skills to excel in their roles. As the review continues, we can expect to see more recommendations for job specific training helping to further support professional development and strengthen our 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 1.2	 Qtr. 1 - 4	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 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.	Ongoing March 2025	Ho HR Heads of Service
CW 1.3	 Qtr. 1 - 4	To further develop our workforce and provide staff with every opportunity to develop to meet future challenges 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.	Ongoing March 2024	Ho HR Hof Service



Progressed and within
Timetable. **Work Achieved
and/or Completed for 2024-25.**





Delayed and/or to be progressed in next
quarter for completion by March 2025



Not progressed and/or will **not** be completed
by March 2025.

This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
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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 2.1	 Qtrs. 1- 4	Share achievements of Decarbonisation projects through SLSP funding with other bodies within designated landscapes and wider public estate 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.	March 2025	Ho Property
CW 2.2	 Qtrs. 1 – 2	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: <ul style="list-style-type: none"> ➤ 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. 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	March 2025	Ho HR



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

		<p>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>
	Qtr. 3	<p>As part of our ongoing commitment to staff, plans are underway for an All Staff meeting in January, giving the new CEO an opportunity to speak directly to staff and the event will include a specific session on staff wellbeing, workplace stress and mental health. This is a priority area for the Authority, and the day will provide valuable information, resources and support to our workforce.</p>
	Qtr. 4	<p><u>Mental Health and Wellbeing support:</u> The Authority has appointed and trained a Mental Health Support Assistant and Wellbeing Champion within our current workforce. These individuals will play a key role in supporting staff, promoting well-being initiatives, and encouraging a positive attitude towards health and well-being across the organisation.</p> <p><u>HSE Stress Indicator Tool:</u> The Authority has introduced stress indicator equipment (HSE – Health and Safety Executive). This will enable us to assess the stress levels across the workforce and to identify key areas where additional support or resources may be needed. The feedback will be invaluable in helping us understand and deal with any challenges staff face.</p> <p><u>Lunchtime Walking Group:</u> In order to encourage staff to take a healthy break during the day, a lunchtime walking group has been launched. This initiative provides an opportunity to get out of the office or home, enjoy the benefits of nature, and engage with colleagues in an informal setting. Everyone is welcome to join, and we hope it will foster a better sense of well-being and community.</p> <p><u>Bilingual Desk Yoga:</u> We have developed a short bilingual yoga video which is available to staff. The video offers short stretching exercises that can be done at your desk to help with flexibility.</p> <p><u>Sleep Improvement Video:</u> A sleep improvement video is created jointly by the HR and Communications department in order to share it with all staff with ideas how to improve their sleep.</p>



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**








Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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	 Completed 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 – 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










Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 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
CW 3.4 	 Qtrs. 1 – 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 - 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. The report has been presented to Members and Partners through the Eryri Forum. Work to develop a Microwebsite has been completed and a website will be created and shared with staff and members in March 2025. The Website will be fully launched later on in the month.	Dec. 2024	Ho Partnerships



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**










Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

This outcome will be achieved by:	CW 4	MODERNISING GOVERNANCE ARRANGEMENTS
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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 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% 2 meetings of the Authority (October and November) – 94% attendance 2 meetings of the Planning Committee (October and December – 90.5% attendance 1 meeting of the Performance and Resources Committee (November) – 63% attendance.	March 2025	Democratic Services Officer
CW 4.2 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Support and develop Authority members through training and development ➤ Continue to support WG to refine and deliver a training programme on the principles of good governance practice and accountability for Authority Members 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. A Welsh Government training session on “Governance of Risk” was held in November. Unfortunately the number of Members who were available to join the session was low.	Ongoing	Director Corporate Svcs.



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**









Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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 	 Qtrs. 1 – 4	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 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.	Ongoing	Ho Cutural Heritage Visitor Experience Mgr. (when in post)
CW 5.2	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	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. Work continues for reporting on 2024 indicators in the new year. Data collection on the 2024 report continues in order to present them to Members during the Performance and Resources Committee in Quarter 4.	Ongoing Annual	Ho Comms.











Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 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
CW 5.3 	 Qtrs. 1- 4	Engage with and keep communities informed through meetings with Community Councils 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 necessary. A similar engagement format is being considered throughout the review of the LDP.	Autumn 2024 at least 1 meeting	Ho Policy Ho Admin. & Customer Care
CW 5.4	 Qtrs. 1- 4	Liaise with landowners and interested parties through meetings of the Snowdonia Local Access Forums (northern and southern) 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. As an update, due to officer illness, the February 2025 meetings were cancelled.	On going	Access & Wellbeing Manager
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. Draft Strategy produced, will be presented to the Management Team and then to Authority when completed.	On going March 2025	Ho Partnerships Ho PP CCE Project Manager



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**








Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

This outcome will be achieved by:	CW 6	BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS
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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 6.1 	 Qtrs. 1 – 2 Qtr. 3 - 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 Paper presented to the Authority in November when it was agreed for officers to progress discussions – on the potential purchase, access to the woodlands and Llyn Mair before reporting back to the Authority 30th April 2025.	March 2025	CEO Dir. Corp. Services



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 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
CW 6.2	 Qtrs. 1- 3 Qtr. 4	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 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	March 2025	Ho Property
CW 6.3	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Progress a review of the commercial potential of the Authority's Information Centres Brief for redevelopment of Betws y Coed Information Centre is being developed. Conservation Architects firm, Donald Insall Associates, have been appointed to lead on the work, including a community engagement programme.	March 2025	Ho Cult. Heritage Information Centres Manager



Progressed and within Timetable. **Work Achieved and/or Completed for 2024-25.**



Delayed and/or to be progressed in next quarter for completion by March 2025



Not progressed and/or will **not** be completed by March 2025.

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> <ul style="list-style-type: none"> i. A Nature Recovery and Carbon Sequestration Strategic Lead, with focus on all of the unimproved habitats and woodland and the biodiversity they contain inclusive of invasives, and opportunities for carbon reduction ii. A Nature Recovery and Nutrient Management Strategic Lead, with a focus on working soil management, riparian and marine matters from terrestrial activity, upland lake eutrophication, water/aquatic biosecurity to agricultural run-off issues, and support the development of Nutrient Management Boards <p>Both posts would help to:</p> <ul style="list-style-type: none"> • Develop a strategic plan to respond to the nature and climate emergencies • Support the development of approaches to enable DLW to transition to the new Sustainable Farming Scheme • Identify how DLW can develop new partnerships and support wider Welsh Government priorities, and identify innovative funding streams <p>iii. An Inclusion, Diversity and Governance Excellence Strategic Lead, to work across all NPAs, hosted by one NPA. A key aspect of their work should also be to take bold steps to drive up diversity and equality – on Boards, staffing profile, and visitors and support NPAs to meet the requirements of the socio-economic duty and increase contributions towards tackling child and rural poverty.</p>	AC 2.5
Share experience and best practice as designation for a new National Park progresses	-

JO/Performance Update /Wellbeing Objectives 2024-25
 Qtr 3. Oct. – Dec. 2024
 Qtr. 4 Jan. – March 2025

MEETING:	PERFORMANCE AND RESOURCES COMMITTEE
DATE:	19 th March 2025
TITLE:	(DRAFT) CORPORATE WORK PROGRAMME 2025-26
AUTHOR:	Chief Executive
PURPOSE:	To receive, discuss and adopt the (Draft) Corporate Work Programme as a working document for 2025-26

1. BACKGROUND:

- 1.1. Under the Well-being of Future Generations (Wales) Act 2015, public bodies are required to publish a Well-being Statement when setting their well-being objectives explaining why they feel the objective will help them achieve the goals and how it has applied the sustainable development principle. They must also make sure they involve people interested in achieving the goals and that those people reflect the diversity of their area.
- 1.2 The Well-being Statement and Well-being Objectives were adopted as strategic documents by the Authority during the Performance and Resources Committee on 23rd March, 2021. (As strategic documents an Equality Impact Assessment under the Equality Act 2010, which now also incorporates due regard to the Socio-economic Duty, has been prepared. (Documents are available on request).
- 1.3 The Well-being Statement for the Authority sets out well-being objectives which describes how they will help us achieve the seven wellbeing goals for Wales and establishes the rationale and the steps we will take to achieve them.
- 1.4 The disapplication (with caveats) of the Local Government Measure 2009 allowed the Authority to adopt longer term objectives and better alignment of the Authority's work with the Park Management Plan, Local Development Plan, reporting mechanisms and establishment of realistic and SMART'er objectives for the annual work programmes.
- 1.5 The adopted Well-being Objectives concentrated on three key areas of work - Resilient Environments, Resilient Communities and Resilient ways of Working - and have been aligned with five sub themes to provide focus.
- 1.6 These three key areas of work were developed into the annual Corporate Work Programme and updated for 2025-26 outlining projects, initiatives and specific actions that will be undertaken this year to fulfil the Wellbeing Objectives and Service Priorities.
- 1.7 On completion of the projects and initiatives, the Authority will be able to measure whether improvements have been achieved in each of the three key areas at the end of the financial year 2025-26.

- 1.8 The Authority received the Welsh Government's Term of Government Remit Letter outlining the Priority Objectives and Actions the Government expects the Authority to work towards for the term of the Senedd.

The priorities have been grouped according to four themes of action:

- Environment
- People and Place
- Governance and Planning Excellence
- Collaboration

which align well with the adopted well-being objectives of the Authority.

- 1.9 The Authority's Corporate Work Programme has been cross referenced with the objectives of the Welsh Government Remit Letter and projects identified that when actioned/completed will contribute towards achieving the WG priority objectives.

2. RESOURCE IMPLICATIONS:

- 2.1 The Corporate Work Programme will have an impact on both staff resources and financial obligations but these factors have been taken into consideration in the preparation of the Work Programme.

3. RECOMMENDATION:

- 3.1 **That Members formally adopt the (Draft) Corporate Work Programme as a working document for 2025-26.**

4. BACKGROUND PAPERS:

- 4.1 (Draft) Corporate Work Programme 2025-26



WELL-BEING OBJECTIVES 2021-26 : (Refer also to SNPAs Wellbeing Statement 2021-26)

CORPORATE WORK PROGRAMME 2025-26

The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success
(Cross Referenced to the Welsh Government's Term of Government Remit Letter for SNPA)

1. RESILIENT ENVIRONMENTS

This outcome will be achieved by:	AC 1	IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION
Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)		
AC 1.1 Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy		Ongoing Head of Comms.
AC 1.2 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		April 2025 Head of Comms. Head of Wardens and Access (W&A) Comms. Officer
AC 1.3 Monitor visitor numbers through people counters to establish the impact of users across the National Park. Report produced based on data for 2024 .		Ongoing Next report June/July 2025 Ho Partnerships
AC 1.4 Identify and quantify access work to mitigate the effects of people pressure and review annually		Ongoing Hof W&A
AC 1.5 Produce an Engagement Strategy for footpath works in Eryri		Oct. 2025 Ho W&A

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
AC 1.6 Produce guidelines for undertaking access route works in Eryri	Oct. 2025	Ho W&A
AC 1.7 Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Management Team	Ongoing	Hof W&A
AC 1.8 Area Wardens to work with the Communities and partners to identify and take advantage of opportunities to provide a range of promoted routes for varying abilities	Ongoing	Hof W&A
AC 1.9 Work across the Authority to integrate work programmes and progress implementation of Warden Area Plans	Ongoing	Hof W&A
AC 1.10 Review, adopt and implement the Authority's Communications Strategy operational for 2026-2030	Dec. 2025	Hof Comms.

This outcome will be achieved by:	AC 2	RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE
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AC 2.1 Ensuring the implementation of the current LDP policies that contribute to mitigating climate change. Ensure that climate change is fully considered during the review of the Eryri LDP.	To be reported annually	Head of Development Management and Compliance (Hof DM&C) Head of Planning Policy (Hof PP)
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Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

Description of SNPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
AC 2.2 Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets 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.	New Asset Management Plan to be adopted by June 2025 then Ongoing	Head of Property
AC 2.3 Review the Carbon Strategy and present to Members identifying changes and progress.	June 2025	Director of Corporate Services (DoCS) Low Carbon Officer
AC 2.4 Develop a Low Carbon Action Plan for Eryri to be carbon neutral by 2030 based on the recommendations of the Carbon study report, ensuring this includes a commitment to: <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 	Ongoing	Director of Planning & Partnerships (P&P) Hof Conservation, Woods & Agric. (CWA) Low Carbon Officer
AC 2.5 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	Ongoing	Dir. P&P Low Carbon Officer
AC 2.6 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.	Ongoing	CEO

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

This outcome will be achieved by:	AC 3	IMPROVING THE MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE
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Description of SNPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
AC 3.1 Development and adoption of the SNPA Cultural Heritage Strategy	Oct. 2025	Hof Cultural Heritage (CH)
AC 3.2 Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2024/25 is completed on time to ensure that the Project remains on track for completion by March 2026. <ul style="list-style-type: none"> ➤ Prepare update report to members ➤ Adopt a legacy plan for the Carneddau area 	Spring 2025 March 2026	Hof CH Carneddau LPS Manager
AC 3.3 Progress and deliver the Harlech and Ardudwy Cultural Heritage project with the Lottery funding awarded	Ongoing to October 2025	Hof CH CH Project Officer
AC 3.4 To actively contribute to the work programme of the North West Wales Slate Landscapes World Heritage Site Action Plan	Ongoing	Hof CH
AC 3.5 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	Ongoing	Hof CH
AC 3.6 Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members.	Dec. 2025	Hof CH

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

Description of SNPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)		Timetable for completion	Officer(s) responsible
AC 3.7	Following on from the completion of Conservation Area Appraisals and Management Plan deliver an on-going programme of traditional skills training which will also compliment the World Heritage Site Action Plan	Ongoing	Hof CH
AC 3.8	Plan new investment in the Dolgellau Conservation Area, expanding on previous projects in the town. ➤ Submit an application to the Heritage Lottery fund	Oct. 2025	Ho CH

This outcome will be achieved by:	AC 4	ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF CLIMATIC CHALLENGES AND DECLINE IN NATURE
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Description of SNPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)		Timetable for completion	Officer(s) responsible
AC 4.1	Assist in the development and design of future land management proposals with Welsh Government and Natural Resources Wales, to ensure that Eryri benefits from future proposals and that the strategic aims of Cynllun Eryri are reflected in future proposals	Ongoing	Hof Conservation, Woodlands and Agric. (Hof CWA) + CEO Director P&LM
AC 4.2	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	Ongoing	Hof CWA
AC 4.3	Prepare an Annual Report on the Ffermio Bro scheme	Annual Report	Hof CWA

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

This outcome will be achieved by:	AC 5	ADDRESSING THE DECLINE IN NATURE
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Description of SNPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
AC 5.1 Progress action plan of the Nature Restoration Plan ➤ Produce an Annual Report	Ongoing March 2026	Hof CWA
AC 5.2 Continuing to deliver biodiversity enhancement through the development management process following publication of Welsh Government guidance	Annual Report	Hof DM&C
AC 5.3 Once guidance by Welsh Government is published, ensure that an SPG on biodiversity is produced to support the Development Management process	March 2026	Hof PP
AC 5.4 Continue to deliver approved projects that address the aims of Eryri and develop further programmes.	Twice yearly update reports	Dir. Land Man. Project Managers
AC 5.5 To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS)	March 2026	Hof CWA

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

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).*

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

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 AC 2.5
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 2.1 CW 3.2 CC 1.6
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 2.3 AC 2.4 AC 2.5

2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS	
Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)		Timetable for completion	Officer(s) responsible
CC 1.1 Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately		Ongoing	Hof Comms. Hof W&A Digital Content Officer
CC 1.2 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		Ongoing	Hof Partnerships Volunteer and Well-being Officer
CC 1.3 Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups		Ongoing	Hof Partnerships Volunteer and Well-being Officer
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		To be reported annually	Hof DM&C Hof PP

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
CC 1.5 Following a decision by the Authority to confirm Article 4 Guidance to control the use of houses as second homes and holiday accommodation in the Eryri National Park area <ul style="list-style-type: none"> ➤ Hold a public consultation on the content of the SPG during Spring 2025 and consider the comments received ➤ Adopt SPG as a planning consideration to control the use of houses as second homes and holiday accommodation summer 2025 ➤ Article 4 Directive comes into force on 1st June 2025 ➤ Effective implementation of Article 4 Directive in the development management process 	<ul style="list-style-type: none"> ➤ Spring 2025 ➤ Summer 2025 ➤ 1st June 2025 ➤ 2025 - onwards 	Dir. P+P Hof PP
CC 1.6 Subject to receive funding from the WGs Sustainable Landscapes Sustainable Places grant for 2025-27, continue to provide funds to support local communities and economies through the Eryri Communities Fund (CCE) focussing on decarbonisation. A new funding window for 2025-26 will open and be promoted as soon as confirmation of funding is received.	Ongoing April 2025 March 2027	Ho Partnerships Cronfa Cymunedau Eryri Project Officer

This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE
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CC 2.1 Implement the Youth Manifesto.	Ongoing March 2026	Ho Partnerships Youth Officer
CC 2.2 Develop the Young Ranger scheme to ensure efficient partnership work, provide broad opportunities and source funding to sustain the scheme.	Ongoing March 2026	Ho Partnerships Hof W&A Youth Officer

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CC 3	PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
CC 3.1 Work with Cyngor Gwynedd and Conwy CBC to develop and implement the Gwynedd and Eryri Sustainable Visitor Economy strategic plan. Continue the work of the action plan and related targets and indicators.	Ongoing	Ho Partnerships Sustainable Tourism Officer
CC 3.2 Develop and review opportunities to encourage greener transport and travel by: <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. 	Ongoing until April 2026	Ho Partnerships
CC 3.3 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. <ul style="list-style-type: none"> ➤ Assist the Delivery Group to complete and implement a Delivery Plan 	Ongoing	Ho Partnerships
CC 3.4 Continue to develop the Eryri Ambassadors scheme.	Ongoing	Ho Partnerships
CC 3.5 Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities. In addition, ensure that sustainable tourism with community benefit is fully considered when amending the Eryri LDP	To be reported annually	Hof DM&C Hof PP

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CC 4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
CC 4.1 Continuing to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh. <ul style="list-style-type: none"> ➤ Submit the renewal of the Ysgwrn's accreditation status to the WG ➤ Create a new temporary exhibition on the Chairs of Eugene Van Fleteren 	Ongoing Oct. 2025 By Summer 2026	Hof Cultural Heritage
CC 4.2 Safeguarding and promoting use of Welsh place names by completing the next stage of the standardisation of Eryri place names	Ongoing	Hof Cultural Heritage
CC 4.3 Develop opportunities to engage people in the Welsh language, culture and heritage of the area including: <ul style="list-style-type: none"> ➤ Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy. 	Ongoing	Volunteer & Well Being Officer
CC 4.4 The Carneddau Voices and Place Names project and Harlech and Ardudwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation.	Ongoing until December 2025	Hof Cultural Heritage
CC 4.5 Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process	To be reported annually	Hof DM&C

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CC 5	DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF SNOWDONIA AS A NATIONAL PARK
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CC 5.1 Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP	To be reported annually	Hof DM&C
CC 5.2 Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP	Annual report	Hof PP
CC 5.3 Promote sustainable opportunities to understand and enjoy Eryri's special qualities	Ongoing	Hof Comms.

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

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)*

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 4.2
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 1.3 1.4 1.9 CC 3.1 – 3.5
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 3.8
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 4.5
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

3. RESILIENT WAYS OF WORKING

This outcome will be achieved by:	CW 1	DEVELOPING A SKILLED WORKFORCE
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
CW 1.1 Engaging with our staff at all levels to assist performance management: <ul style="list-style-type: none"> ➤ Aim for all Authority staff members to be appraised within the 12 months ➤ Aim to undertake training needs assessments of all staff within the 12 months 	Ongoing March 2026	Hof Human Resources (HR)
CW 1.2 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	Ongoing March 2026	Hof HR Hsof Service
CW 1.3 Further develop our workforce and provide staff with every opportunity to develop to meet future challenges	Ongoing March 2026	Hsof Service Hof HR
CW 1.4 Develop and adopt an Information Systems Strategy and a Digital Strategy to lead the Authority into the future with guidelines and vision in terms of its technical systems	March 2026	Ho Information Systems (IS) Ho Comms.
CW 1.5 Develop an internal communications handbook for all staff	Dec. 2025	Ho Comms. Ho IS Ho CC & Admin

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
CW 2.1 Develop projects and share achievements of Decarbonisation work on the Estate/Buildings through Sustainable Landscapes Sustainable Places funding with other bodies within designated landscapes and wider public estate	March 2026	Hof Property
CW 2.2 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: <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. 	March 2026	Ho HR

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

his outcome will be achieved by:	CW 3	EFFECTIVE PARTNERSHIP WORKING
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
CW 3.1 Review Cynllun Eryri (Management Plan) to reflect the priorities of the State of the Park report	Ongoing June 2026	Ho Partnerships
CW 3.2 Support the work of the National Designated Landscapes Partnership (NDLP) in Wales	Ongoing	CEO
CW 3.3 Continue to support the work of UK wide National Park Authorities, the National Parks Partnership, National Parks Foundation and other associated collaborative initiatives	Ongoing	CEO
CW 3.4 Contribute to the formation and development of the planning function of the North Wales CJC	Ongoing	Director P&P
CW 3.5 Publish and communicate the data collected in the State of the Park Report	Spring 2025	Ho Partnerships

This outcome will be achieved by:	CW 4	MODERNISING GOVERNANCE ARRANGEMENTS
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CW 4.1 Monitor Members attendance at Authority meetings	March 2026	Democratic Svcs. Officer
CW 4.2 Support and develop Authority members through training and development <ul style="list-style-type: none"> ➤ Continue to support WG to refine and deliver a training programme on the principles of good governance practice and accountability for Authority Members 	Ongoing	Dir. Corporate Services

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

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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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
CW 5.1 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.	Ongoing	Hof CH + Visitor Experience Manager (when appointed)
CW 5.2 Review 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.	Ongoing	Hof Comms.
CW 5.3 Engage with and keep communities informed through meetings with Community Councils	Ongoing	Ho Policy Ho Partnersh. Ho CC&Admin Comm. Engagement Officer
CW 5.4 Liaise with landowners and interested parties through meetings of the Eryri National Park Access Forums	Ongoing	Access Manager
CW 5.5 Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group	Annual meeting	Hof CWA
CW 5.6 Involve our local communities in all important aspects of the Authority's work e.g. delivery of Cynllun Eryri, and LDP, formulation of Supplementary Planning Guidances, Engagement Strategies when developing new projects etc. ➤ Develop a Community Engagement Strategy for the Authority	On going Spring 2025	➤ Ho Partnerships ➤ Hof PP ➤ Community Eng. Officer

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CW 6 *	BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
CW 6.1 Review the Mid Term Financial Plan in order to address the financial situation <div>Report to: Adopted:</div>	Working Group 06.25. Authority Sept.	CEO Ho Finance
CW 6.2 Subject to the Authority's final decision(s) on 30.04.25. on the future of Plas Tan y Bwlch, report on the progress of any decision(s)	March 2026	CEO Dir. Corp. Svcs.
CW 6.3 Collect data during the 2025 season to inform a review of the Authority's car parking fees and if relevant progress preparatory work for tariff adjustment and fee review in line with other car parking providers in the area	March 2026	Ho Property
CW 6.4 Progress a review of the commercial potential of the Authority's Information Centres including: <ul style="list-style-type: none"> ➤ Adoption of a plan for the redevelopment of the Betws y Coed Centre ➤ Submitting an application for financial support to Visit Wales ➤ By investing in the shop, collect data during the 2025 season for reviewing the use of the Pen y Pass Centre 	March 2026	Ho Cultural Heritage Sus. Tourism Mgr.

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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, Adopted March 2024

Footnote: Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

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
<p>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</p> <p>Implement a transformational tripartite agreement between NPAs to host a team of WG-funded Strategic Landscape Co-ordinators to work across our Parks and AONBs, and ensure the objectives and outputs of these posts are included within wider NPA monitoring arrangements and those of DLW:</p> <ul style="list-style-type: none"> i. A Nature Recovery and Carbon Sequestration Strategic Lead, with focus on all of the unimproved habitats and woodland and the biodiversity they contain inclusive of invasives, and opportunities for carbon reduction ii. A Nature Recovery and Nutrient Management Strategic Lead, with a focus on working soil management, riparian and marine matters from terrestrial activity, upland lake eutrophication, water/aquatic biosecurity to agricultural run-off issues, and support the development of Nutrient Management Boards <p>Both posts would help to:</p> <ul style="list-style-type: none"> • Develop a strategic plan to respond to the nature and climate emergencies • Support the development of approaches to enable DLW to transition to the new Sustainable Farming Scheme • Identify how DLW can develop new partnerships and support wider Welsh Government priorities, and identify innovative funding streams <p>iii. An Inclusion, Diversity and Governance Excellence Strategic Lead, to work across all NPAs, hosted by one NPA. A key aspect of their work should also be to take bold steps to drive up diversity and equality – on Boards, staffing profile, and visitors and support NPAs to meet the requirements of the socio-economic duty and increase contributions towards tackling child and rural poverty.</p>	<p>CW 3.2</p> <p>AC 2.6</p>
<p>Share experience and best practice as designation for a new National Park progresses</p>	<p>-</p>

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