

NOTICE OF MEETING



Eryri National Park Authority

*Jonathan Cawley
Chief Executive
Eryri National Park Authority
Penrhyndeudraeth
Gwynedd LL48 6LF
Phone: (01766) 770274
E.mail: parc@eryri.llyw.cymru*

Annual General Meeting:

Eryri National Park Authority

Date:

Wednesday 11 June 2025

Time:

10.00 a.m.

Location:

Eryri National Park Authority Office,
Penrhyndeudraeth and Via Zoom

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

Members appointed by Gwynedd Council

*Councillors: Elwyn Edwards, 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,
Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas.*

This Agenda is also available in Welsh



A G E N D A

	Page Number
1. Chair To elect a Chair of the Authority until the next annual meeting	
2. Vice-chair To elect a Vice-chair of the Authority until the next annual meeting	
3. Apologies for absence and Chair's Announcements	
4. Corporate Update To receive an oral update from the Chief Executive.	
5. Public Question Time The Authority has allocated up to 20 minutes at the start of its meeting to allow members of the public the opportunity to ask specific questions that relate to the work of the Authority (apart from planning applications) that is relevant to the Park's duties and purposes. Questions must be submitted in writing (by post or e-mail) to the Director of Corporate Services at least 7 days prior to the meeting.	
6. Declaration of Interest To receive any disclosure of interest by members or officers in respect of any item of business.	
7. Membership of the Authority To record formally the membership of the Authority. (Copy herewith)	5 - 6
8. Minutes of the Authority The Chair shall propose that the minutes of the meeting of this Authority held on 30 April 2025 be signed as a true record. (Copy herewith)	7 - 12
9. Matters for Information arising from the minutes	
10. Action Sheet To submit the Action Sheet, for information and decision. (Copy herewith)	13
11. Appointment of Members to serve on Committees, Panels, Working Groups and External Representation To submit a report by the Chief Executive. (Copy herewith)	14 - 18
12. Members' Attendance To submit a report by the Interim Deputy Chief Executive. (Copy herewith)	19 - 21

13.	Annual Report to the Authority To submit a report by the Chair of the Standards Committee. (Copy herewith)	22 - 24
14.	Twinning Agreement between Los Alerces National Park and Eryri National Park: Formal Signing of the Memorandum of Understanding (MOU) / Twinning Agreement To submit a report by the Chief Executive (Copy herewith)	25 - 32
15.	Election of Eryri National Park Authority Member to the <i>Ffermio Bro</i> Advisory Panel To submit a report by the Head of Conservation, Woodland and Agriculture. (Copy herewith)	33 - 41
16.	Formal Adoption of <i>Cynllun Yr Wyddfa, 2025</i> To submit a report by the Partnerships Project Manager (copy herewith)	42 - 43
17.	Welsh Language Standards To submit a report by the Head of Administration and Customer Care (Copy herewith)	44 - 57
18.	Annual Governance Statement 2024/25 To submit a report by the Head of Administration and Customer Care (Copy herewith)	58 - 97
19.	Annual Report of the Independent Remuneration Panel for Wales To submit a report by the Interim Deputy Chief Executive (Copy herewith)	98
20.	Annual Report on the Social Partnership Duty To submit a report by the Interim Deputy Chief Executive (Copy herewith)	99 - 101
21.	Proposal to extend the current Well-being Objectives to April 2027 To submit a report by the Chief Executive (Copy herewith)	102 - 116
22.	Europarc Conference 2025 To submit a report by the Chief Executive (Copy herewith)	117 - 118
23.	Performance & Resources Committee minutes To submit the Minutes of the Performance and Resources Committee held on 19 March 2025 for information. (Copy herewith)	119 - 122
24.	Members' Working Group Report To submit the report of the Members' Working Group meeting held on 9 April 2025. (Copy herewith)	123 - 124
25.	Standards Committee Report To submit the report of the Standards Committee meeting held on 11 April 2025. (Copy herewith)	125 - 127
26.	Meetings of Other Organisations To receive oral reports from Members on any recent meetings which they have attended as representatives of the Authority.	

27. **Director of Land Management Appointment – Shortlisting pack** 128
Schedule 12A Local Government Act 1972: Exemption from disclosure of documents
To submit a report by the Interim Deputy Chief Executive (Copy herewith)

Lunch break

PART 2

28. **13:30 – Chair to sign the Memorandum of Understanding (MOU) / Twinning Agreement between Los Alerces National Park and Eryri National Park**
29. **Director of Land Management Appointment – Shortlisting** 129 - 165
To finalise the shortlist of candidates

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	MEMBERSHIP OF THE AUTHORITY
REPORT BY	Chief Executive
PURPOSE	For information

The Authority consists of 18 Members, 9 of whom are appointed by Gwynedd Council, 3 by Conwy County Borough Council and 6 by the Welsh Government.

The Membership is as follows:–

9 Members appointed by Gwynedd Council

1. Councillor Elwyn Edwards Cynghorydd.ElwynEdwards@eryri.llyw.cymru
2. Councillor Delyth Lloyd Griffiths Delyth.Griffiths@eryri.llyw.cymru
3. Councillor Annwen Hughes Cynghorydd.AnnwenHughes@eryri.llyw.cymru
4. Councillor Louise Hughes Cynghorydd.LouiseHughes@eryri.llyw.cymru
5. Councillor Edgar Wyn Owen Cynghorydd.EdgarOwen@eryri.llyw.cymru
6. Councillor Elfed Powell Roberts Cynghorydd.ElfedRoberts@eryri.llyw.cymru
7. Councillor John Pughe Roberts Cynghorydd.JohnPugheRoberts@eryri.llyw.cymru
8. Councillor Meryl Roberts Cynghorydd.MerylRoberts@eryri.llyw.cymru
9. Councillor Einir Wyn Williams Cynghorydd.EinirWynWilliams@eryri.llyw.cymru

3 Members appointed by Conwy County Borough Council

10. Councillor Ifor Glyn Lloyd Cynghorydd.IforGlynLloyd@eryri.llyw.cymru
11. Councillor Jo Nuttall Cynghorydd.JoNuttall@eryri.llyw.cymru
12. Councillor Nia Owen Cynghorydd.niaowen@eryri.llyw.cymru

6 Members appointed by The Welsh Government

- 13. Mr. Brian Angell Brian.Angell@eryri.llyw.cymru
- 14. Mr. Rhys Evans Rhys.evans@eryri.llyw.cymru
- 15. Mr. Tim Jones Tim.Jones@eryri.llyw.cymru
- 16. Ms. Naomi Luhde-Thompson Naomi.Luhde-Thompson@eryri.llyw.cymru
- 17. Ms. Delyth Lloyd Delyth.Lloyd@eryri.llyw.cymru
- 18. Mr. Wyn Thomas Wyn.thomas@eryri.llyw.cymru

Website Contact Details

Officers would be grateful if you could consent to your name, address, preferred contact telephone number and corporate email address being published on the Authority's website.



MINUTES
ERYRI NATIONAL PARK AUTHORITY
WEDNESDAY 30 APRIL 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillors Edgar Wyn Owen (Chairman), Elwyn Edwards, Delyth Lloyd Griffiths, Louise Hughes, Elfed Powell Roberts, John Pughe Roberts, Meryl Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Councillor Jo Nuttall;

Members appointed by the Welsh Government

Brian Angell, Rhys Evans, Tim Jones, Delyth Lloyd, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Edward Jones, Dewi Aeron Morgan, Sian Owen, Rhys Owen, Naomi Jones, Nia Murray, Ioan Gwilym, Eifion Jones.

Also Present

Rachel Freitag (Audit Wales) and Daniel Price (Audit Wales) (item 10 only)

The Interim Deputy Chief Executive announced that the meeting would be broadcast on the web, and that it would also be available online later.

1. Apologies for absence and Chairman's Statements

Apologies were received from Councillors Annwen Hughes, Ifor Glyn Lloyd and Nia Owen, and from Naomi Luhde-Thompson.

2. Corporate Update

Presented by the Chief Executive.

Reported:

- that the Chief Executive and the Chairman had attended the Gwynedd and Eryri Sustainable Visitor Economy Conference 2025 in February;
- that a Member Development Day had been held at Pen y Pass and in Betws-y-coed in March. Transport matters and the Park's commercial elements had been discussed;
- a drop-in session relating to Plas Tan y Bwlch had been held at the beginning of April;
- that the CE and the Chairman would be attending the British National Parks

Chief Executives and Leaders Session in Bakewell, Peak District that afternoon;

- that the CE and the Chairman intended to attend a meeting of the Joint Corporate Committee Planning Sub-committee the following week;
- a session of the Communities' Forum would be held online in a week to inform local community councils that the Authority was starting the process of reviewing its two strategic plans, namely the Local Development Plan and *Cynllun Eryri*, this year;
- representatives from Triglav National Park, Slovenia would be visiting Eryri in May;
- the CE and some Members had attended the launch of the National Grid tunneling machine which was going to burrow under the Estuary.

3. **Public Question Time**

No questions were received from the public.

4. **Declaration of Interest**

No declaration of interest was made.

5. **Minutes**

The minutes of the Authority's meeting held on 5 February 2025 were *presented* and *adopted*, and the Chairman signed them as a true record.

6. **Matters for information arising from the minutes**

None.

7. **Action Sheet**

Presented by the Interim Deputy Chief Executive. He said that interviews for the position of Director of Planning and Partnerships were being held that afternoon, and that it was his intention to announce details about the second Director role soon.

Recommended: that the Action Sheet should remain as presented

Resolved: — to **accept** the Recommendation.

8. **Report of the Interview Panel for Independent Members of the Standards Committee**

Presented by the Interim Deputy Chief Executive.

Reported:

- that it was necessary to appoint an additional Independent Member on the Standards Committee following the retirement of Mrs Sharon Warnes;
- that an interview panel of five, including one lay member in accordance with the rules, was established, with three present on the day for interviews, namely Councillor Edgar Wyn Owen, Mr Iwan Jones and Mr Aled Williams (the lay member);

- that three candidates were to have been interviewed for the post but that one had withdrawn from the process as he had obtained new employment and was no longer local to the area;
- that the Panel, after interviewing the two remaining candidates, had recommended that the Authority appoint Mr Robert Gwilym Lewis, and their opinion was that he met the requirements of the position and that his background would benefit the work of the Standards Committee.

Recommended: – that the Authority appoint Mr Robert Gwilym Lewis to be an Independent Member of the Standards Committee for a term of five years.

Resolved: — to **accept** the Recommendation

9. **Elect 2 new Members on the Assets Sub-group**

Submitted: a report by the Head of Property Service.

Reported:

- that there were 2 vacant seats on the Assets Sub-group following the departure of Councillors June Jones and Dilwyn Roberts as Members, and that they needed to be filled so that the sub-group might meet.

Proposed nominations: – Councillor Einir Wyn Williams, Mr Rhys Evans and Mr Wyn Thomas, but Mr Rhys Evans withdrew his name from being nominated.

Resolved: — to **elect** Councillor Einir Wyn Williams and Mr Wyn Thomas to the Assets Sub-group.

10. **Report ISA260**

Presented: the ISA260 audit report for the financial year 2022-23 by Rachel Freitag, *Audit Wales*.

Reported:

- that the Auditors intended to issue unqualified audit report on the Authority's accounts, and the Head of Finance and the finance team were thanked for their work and cooperation;
- that there had been a significant delay to the 21-22 report due to an asset revaluation problem and this meant postponing the start of the 22-23 audit, but that the 22-23 audit was certified within a year of the previous one;
- that a shortage of staff during 22-23 had contributed to a delay in replying to inquiries, but that the number of staff members had increased since then;
- that a number of corrections to the accounts was needed, and that a number of minor improvements was also required to improve the quality of the accounts in general;
- that the additional work to go through the corrections etc. meant charging an additional fee;
- a letter offering recommendations following the current audit would be sent to the Authority in the near future.

Noted:

- the corrections and amounts listed in the report, but it was also noted:
 - that a new method of auditing had been introduced in 22-23 and that

this led to seeing more necessary corrections in general throughout Wales;

- that every institution saw something in the list of corrections made in an audit;
- that most of the the corrections were in the Notes and not in the Balance Sheet, or the income and expenditure, itself;
- that there had been a period of instability, with vacancies in the finance team, and that this had caused a shortcoming in the Quality Assurance side when preparing the accounts, but that the number of officers in the team had now increased;
- that the Authority should investigate whether it would be worth having an external person to verify the accounts before presenting them to the Auditors;
- that the corrections had now been made and were now in place for future audits.

Recommended: – to accept and note the "ISA260" report submitted by Audit Wales

Resolved: — to **approve** the recommendation.

11. **Statement of Accounts 2022/23**

Presented by the Chief Finance Officer.

Reported:

- that the 2022-23 draft accounts had been presented to the Authority the previous September and, following receipt and note of the "ISA260" report by the Authority, the Authority should approve the accounts and authorize the Chairman and the Chief Finance Officer to sign the Letter of Representation.

Recommended: –

- (i) To approve the Authority's post-audit Statement of Accounts for 2022/23;
- (ii) To Authorize the Chairman of the meeting, together with the Chief Finance Officer, to certify the Representations / Observations Letter

Resolved: — to **accept** the recommendation.

12. **Calendar of Meetings 2025/26**

A schedule of meetings for the period 2025-26 was *presented*.

13. **Trees and Woodlands Strategy**

Submitted by the Head of Conservation, Trees and Agriculture.

Reported:

- that the strategy had been presented to the Authority on more than one occasion previously, and that this was the final version.

Noted:

- the work that had been carried out to create the document, and all those who contributed to its creation were congratulated;

Recommended: – to approve the Trees and Woodlands Strategy, with any necessary amendments

Resolved: — to **approve** the Strategy.

14. **Wales National Parks Members Seminar 2025**

Presented by the Chief Executive

Reported:

- that the Wales National Parks Members Seminar 2025 was being held in Eryri on the 1st and 2nd of October of this year;
- that a more detailed programme would be published in due course, but that the intention was to consider the Visitor Economy and Nature Recovery.

15. **Plas Tan y Bwlch – Update and Options**

Presented by the Chief Executive

Reported:

- he had reviewed the situation at Plas Tan y Bwlch with a fresh pair of eyes over the past few months, and, he wanted the Authority to consider the option of retatining the Plas for the Authority's use, subject to being able to secure grant funding from the National Lottery Heritage Fund;
- that it would mean moving the Authority's permanent office to Plas Tan y Bwlch and disposing of the current headquarters in Penrhyndeudraeth;
- it was anticipated that the Plas would be a mixed-use site;
- it could be an example of how the Authority could contribute directly to the two statutory purposes of the Authority, by
 - providing an opportunity to protect and improve the area's landscape, wildlife and cultural heritage and
 - fostering the economic and social well-being of local communities;
- the serious financial situation that the Authority was facing;
- that the Authority had submitted a rough outline of the project to the Lottery (Expression of Interest (EOI) Stage), and that it had been approved by the Lottery;
- expectations would have to be managed – the option was entirely dependent on being successful with a very ambitious grant application from the National Lottery Heritage Fund. If the grant application was not approved at any phase of the process, the Authority would have to sell the building and gardens (but retain control of the woodlands and Llyn Mair).

Noted:

- the risks attached to the option and the necessity of managing expectations;
- there was enthusiastic support for the principle.

Recommended that Members approve that:–

- (i) Officers try to keep Plas Tan y Bwlch subject to securing a National Lottery Heritage Fund grant, with a view to relocating offices from

Penrhyndeudraeth to the Plas, including a wider mix of uses for the property;

- (ii) That Officers follow this path further by applying for a National Lottery Grant this summer;
- (iii) That Officers emphasize the importance of managing expectations throughout this process, noting that the Plas would go back to being for sale if the grant application failed; and
- (iv) Should the grant funding method be unsuccessful, the Authority should maintain control of the woodlands and Llyn Mair in accordance with the plan in Appendix A, whatever decision is made on Plas Tan y Bwlch;
- (v) That Officers continue to closely monitor the Authority's financial situation throughout this process, including introducing measures to reduce the current deficit in the budget during this financial year;
- (vi) That the Authority consider this matter further and any progress made at the Authority's meeting in September.

Resolved: — to **adopt** the recommendation.

16. Minutes of the Performance and Resources Committee

The minutes of the Performance and Resources Committee held on 19 March 2025 were *presented* for information.

Resolved to **note** the minutes.

17. Reports of the Members Working Group

Reports on the Members Working Group meetings held on 22 January, 5 March and 19 March 2025 were *presented*.

Resolved to **note** the reports.

18. Local Joint Working Group Report

The report of the Joint Working Group meeting held on 14 March 2025 was *presented*.

Resolved to **note** the report.

19. Meetings of Other Organizations

Reported:

- Councillor Meryl Roberts attended a meeting which discussed the provision offered to passengers early in the morning and at the end of the day by Cambrian Railway with Transport for Wales;
- Mr Tim Jones attended the North Access Forum and discussions included reducing the number of people who climb Crib Goch unintentionally.

The meeting ended at 11:30



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 08.02.2023

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
16. Terms and Conditions of Service – ENPA Senior Management Team: Directors	- that the Panel, together with the Head of Human Resources and the new Section 151 Officer, are tasked and authorised to address potential matters resulting from turnover of personnel in the Senior Management Team.	Need to arrange a meeting to consider the issues, date is yet to be agreed	NM	Noted and issue is being monitored.	NO

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	Appointment of Members to serve on Committees, Panels, Working Groups and External Representation
REPORT BY	Chief Executive
PURPOSE	To appoint Members for the forthcoming year

1. SUMMARY

- 1.1 The Authority is invited to nominate Members to serve on its Committees, Panels, Working Groups, and to represent the Authority at meetings of other organisations for the forthcoming year.
- 1.2 All Committees, Panels and Working Groups are fully vacant with the exception of the Standards Committee whose Members are appointed for a 4-year term. Names of previous membership are included (*in grey italics*), for information only, to assist members.
- 1.3 Members are reminded that the constitution of Committees and Sub-Committees has been arranged so that the proportion of Local Authority to Welsh Government appointees is in the same proportion as on the Authority itself (2:1) as far as is practical having regard to whole numbers.

2. RECOMMENDATION

To appoint Members to serve on the following Committees, Panels, Working Groups and external organisations.

1. COMMITTEES

- 1.1 **Planning and Access Committee** All Authority Members (8 meetings a year)
- 1.2 **Performance and Resources Committee** All Authority Members (3 meetings a year)
- 1.3 **Standards Committee** 3 Authority Members – 4-year term of office (2 meetings a year)
- 2 Local Authority Appointees:
- (1) Cllr. Elfed Powell Roberts (until 14/06/26)
- (2) Cllr. Nia Owen (until 12/11/28)
- 1 Welsh Government Appointee:
- (1) Ms Naomi Luhde-Thompson (until 12/11/28)
- 3 Independent Members:
- (1) Mr Martin James Hughes (until 05/07/25)
- (2) Mr Mark Jones (until 25/04/28)
- (3) Mr Robert Gwilym Evans (until 29/04/29)

2. PANELS

- 2.1 **Single Status Grading Appeals Panel** 3 Members + 2 Substitute Members (to meet as required)
- All Members should be drawn from the Standards Committee by the Standards Committee

2.2 Inspection Panels

Northern

- (1) Cllr. Edgar Wyn Owen
- (2) Cllr. Einir Wyn Williams
- (3) Cllr. Ifor Glyn Lloyd
- (4) Cllr. Jo Nuttall
- (5) Cllr. Nia Owen
- (6) Mr Rhys Evans
- (7) Mr Tim Jones
- (8) Ms Naomi Luhde-Thompson
- (9) Mr Wyn Thomas

Southern

- (1) Cllr. Elwyn Edwards
- (2) Cllr. Delyth Lloyd Griffiths
- (3) Cllr. Annwen Hughes
- (4) Cllr. Louise Hughes
- (5) Cllr. Elfed Powell Roberts
- (6) Cllr. John Pughe Roberts
- (7) Cllr. Meryl Roberts
- (8) Mr Brian Angell
- (9) Ms Delyth Lloyd

3. WORKING GROUPS

- 3.1 **Members Working Group** All Authority Members (8 meetings a year)
- 3.2 **Local Joint Working Group** 4 Members (2 meetings a year)
3 Local Authority Appointees:
(1) *Cllr. Ifor Glyn Lloyd*
(2) *Cllr. Elwyn Edwards*
(3) *Cllr. Einir Wyn Williams*
1 Welsh Government Appointee:
(1) *Ms Naomi Luhde-Thompson*
4 Trade Union Representatives apportioned in accordance with the Constitution of the Working Group
- 3.3 **Yr Ysgwrn Management Board** 3 Authority Members (to meet as required)
2 Local Authority Appointees:
(1) *Cllr. Elfed Powell Roberts*
(2) *Cllr. Elwyn Edwards*
1 Welsh Government Appointee:
(1) *Ms Naomi Luhde-Thompson*
- 3.4 **Plas Tan y Bwlch Management Board** 3 Authority Members (to meet as required)
(1) *Cllr. Meryl Roberts*
(2) *Mr Tim Jones*
(3) *Cllr. Elfed Powell Roberts*

4. AUTHORITY ADVISORY COMMITTEES

- 4.1 **Celyn, Tegid and Tryweryn Advisory Conference** 4 Authority Members (to meet as required)
3 Local Authority Appointees:
(1) *Cllr. Elwyn Edwards*
(2) *Cllr. Ifor Glyn Lloyd*
(3) *Vacancy*
1 Welsh Government Appointee:
(1) *Mr Brian Angell*

- 4.2 **Fforwm Eryri** 5 Authority Members (4 meetings a year – every quarter)
 Chair
 Vice-chair
 2 Local Authority Appointees:
 (1) *Cllr. Annwen Hughes*
 (2) *Cllr. Jo Nuttall*
 1 Welsh Government Appointee:
 (1) *Mr Brian Angell*
- 4.3 **Local Access Forums** 2 Authority Members (4 meetings a year – every quarter)
 1 Southern Area Access Forum:
 (1) *Cllr. John Pughe Roberts*
 1 Northern Area Access Forum:
 (1) *Mr Tim Jones*
- 4.4 **Strategic Planning Sub-Committee (CJC)** 1 Authority Member
 One member to be chosen from:
 (i) Chair of the Authority
 (ii) Vice-chair of the Authority
 (iii) Chair of Planning & Access Committee
 (1) *Chair of the Authority*
- 4.5 **Northern Corporate Joint Committee (CJC)** Authority Chair
 The Chair has been co-opted to the following Sub-committees:
 ➤ Economic & Wellbeing Sub-committee
 ➤ Strategic Planning Sub-committee

5. TASK & FINISH GROUPS AND STEERING GROUPS

- 5.1 **Assets Sub-Group** 6 Authority Members
 (1) *Cllr. Ifor Glyn Lloyd*
 (2) *Cllr. Meryl Roberts*
 (3) *Cllr. Einir Wyn Williams*
 (4) *Mr Brian Angell*
 (5) *Mr Tim Jones*
 (6) *Mr Wyn Thomas*

5.2	Carbon Account and Climate Change Steering Group	5 Authority Members	
		(1) <i>Cllr. John Pughe Roberts</i>	
		(2) <i>Mr Brian Angell</i>	
		(3) <i>Mr Tim Jones</i>	
		(4) <i>Vacancy</i>	
		(5) <i>Vacancy</i>	
5.3	Place Names Steering Group	3 Authority Members	
		(1) <i>Cllr. Elwyn Edwards</i>	
		(2) <i>Vacancy</i>	
		(3) <i>Vacancy</i>	
6.	OTHER BODIES		
6.1	Trawsfynydd Site Stakeholder Group	1 Member	<i>Cllr. Elfed Powell Roberts</i>
6.2	Joint Council for Wales	1 Member	<i>Cllr. Louise Hughes</i>
6.3	Campaign for National Parks	It is agreed that the 3 Welsh National Park Authorities are represented by a Member of the Authority that holds the National Parks Wales Secretariat	
6.4	Alliance for Welsh Designated Landscapes	1 Member	<i>Mr Tim Jones</i>
6.5	Welsh Local Government Association Council	1 Member	<i>Vacancy</i>
6.6	Pen Llŷn a'r Sarnau SAC	1 Member	<i>Cllr. Louise Hughes</i>
6.7	Eryri Transport, Parking & Active Travel Delivery Group	1 Member	<i>Cllr. Einir Wyn Williams</i>
6.8	Energy Island Programme Strategic Forum	1 Member	<i>Cllr. Elfed Powell Roberts</i>
6.9	Dyfi Biosphere Partnership	1 Member	<i>Cllr. Louise Hughes</i>
6.10	Cambrian Coast Railway Liaison Conference	1 Member	<i>Cllr. Meryl Roberts</i> <i>(Ms Delyth Lloyd in reserve)</i>

ITEM NO. 12

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	MEMBERS' ATTENDANCE
REPORT BY	Interim Deputy Chief Executive
PURPOSE	For information

1.0 BACKGROUND

- 1.1 The Authority has previously requested that an annual report be prepared detailing Members' attendance at Authority and Committee meetings. There is set out below details of such attendance for the period from 1st April 2024 to 31st March 2025 for consideration by the Authority. The details have been broken down to attendance of individual members at Authority, Planning and Access, Performance and Resources and the Standards Committee. Where a member has been unable to attend because he or she has been away on Authority business this is noted in the record of attendance.

2.0 MEMBERS' ATTENDANCE 01.04.24 – 31.03.25

Committee	Authority	Planning & Access	Performance & Resources
Number of Meetings:	6	8	4

Members	Attended		
Cllr. Elwyn Edwards	6	8	4
Cllr. Delyth Lloyd Griffiths (appointed 14.01.25)	1 (from a possible 1)	2 (from a possible 2)	0 (from a possible 1)
Cllr. Annwen Hughes	6	8	4
Cllr. Louise Hughes	4	6	1
Cllr. June Jones (resigned 06.12.24)	4 (from a possible 5)	6 (from a possible 6)	1 (from a possible 3)
Cllr. Edgar Wyn Owen	4	8	4
Cllr. Elfed Powell Roberts	5	6	4
Cllr. John Pughe Roberts	6	8	2
Cllr. Meryl Roberts	5	8	4
Cllr. Einir Wyn Williams	6	6	3
Cllr. Ifor Glyn Lloyd	5	5	3
Cllr. Jo Nuttall	6	8	3
Cllr. Nia Owen (appointed 21.10.24)	2 (from a possible 2)	3 (from a possible 3)	2 (from a possible 2)
Cllr. Dilwyn Roberts (resigned 02.10.24)	3 (from a possible 4)	4 (from a possible 4)	0 (from a possible 2)
Mr. Brian Angell	6	8	2
Mrs Sarah Hattle (resigned 08.09.24)	1 (from a possible 2)	3 (from a possible 4)	1 (from a possible 1)
Mr. Tim Jones	6	6	3
Ms. Naomi Luhde-Thompson	5	6	1
Ms. Delyth Lloyd	5	7	2

Committee	Standards 26/04/24	Standards 20/09/24	Total
Cllr. Elfed Powell Roberts	✓	✓	2
Cllr. Dilwyn Roberts	✓	✓	2
Mrs Sarah Hattle	✓	✗	1

3.0 AVERAGE ATTENDANCE 1.04.24 – 31.03.25

- 3.1 As part of this report I have also collected information on the overall average attendance in percentage terms at Authority and Committee meetings and this is set out below. I have also included the percentage attendance for previous years for comparative purposes.

MAIN MEETINGS ARRANGED / ADMINISTERED 01.04.24 – 31.03.25

MEETING	HELD	PERCENTAGE ATTENDANCE
Authority	6	88%
Planning and Access	8	89%
Performance and Resources	4	68%
Standards Committee	2	100%
TOTAL	20	84%

MEETING	HELD	24-25	23-24	22-23	21-22
Authority	6	90%	86%	81%	85%
Planning and Access	8	89%	86%	81%	79%
Performance and Resources	4	68%	80%	85%	86%
Standards Committee	2	100%	83%	67%	100%
TOTAL	20	84%	85%	81%	82%

- 3.2 As can be seen the general attendance percentage varies from 68% for the Performance and Resources Committee to 90% and 89% for the Authority and the Planning and Access Committee respectively, with an overall average of 84%. The figure for the Performance and Resources Committee is slightly lower than for previous years but the other figures show a consistency in attendance compared to previous years.

4.0 RECOMMENDATION

- 4.1 This report is submitted for information purposes only.

ITEM NO. 13

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	ANNUAL REPORT TO THE AUTHORITY
REPORT BY	Chair of the Standards Committee
PURPOSE	To agree and to note the contents of the Annual Report

BACKGROUND

1. The terms of reference of the Standards Committee contain two general functions, namely:
 - 1.1. To promote and maintain high standards of conduct by the members and co-opted members of the Authority;
 - 1.2. To assist members and co-opted members of the Authority to observe the Authority's code of conduct.
2. The Standards Committee also has the following specific functions:
 - 2.1. To advise the Authority on the adoption of, or revision of, the Authority's codes of conduct;
 - 2.2. To monitor the operation of the Authority's codes of conduct;
 - 2.3. To advise on training of members and co-opted members of the Authority on matters relating to the Authority's codes of conduct;
 - 2.4. Considering and where appropriate determining matters referred to it by the Public Services Ombudsman for Wales;
 - 2.5. Considering Complaints against Members and co-opted Members;
 - 2.6. Granting dispensations to members or co-opted members who have a personal interest in any business of the Authority;
 - 2.7. Authorising payments by the Monitoring Officer of allowances and expenses to persons who have assisted in an investigation by the Monitoring Officer;
 - 2.8. To establish the procedure for determining complaints referred to it for consideration.
3. Finally, the Standards Committee also has some staff functions namely as a final internal appeal on disciplinary matters and as a final appeal on grievances or on conditions of service.

4. The present membership of the Standards Committee consists of two Local Authority Members, one Welsh Government appointed Member and three Independent Members namely Mr Martin James Hughes (Chair), Mr Mark Jones (Vice-chair) and Mr Robert Gwilym Lewis. In accordance with the regulations governing Standards Committees both the Chair and Vice-chair have been appointed from amongst the Independent Members.

ADDITIONAL STATUTORY DUTY

5. From May 2022 the remit of the Standards Committee includes an additional statutory duty to prepare an annual report to the Authority on how the committee's functions have been discharged and provide an overview of conduct matters generally within the Authority.
6. The Chair of the Standards Committee and the Director of Corporate Services have prepared this report, and a draft has been circulated to all members of the Standards Committee before submitting the finalised report to the Authority.
7. The Chair of the Standards Committee will present the report to the Authority or in his absence the report will be presented by the Director of Corporate Services.
8. Guidance has been issued in relation to the preparation of the Annual Report which stipulates that the report must:
 - 8.1. describe how the committee has discharged its functions during the preceding financial year.
 - 8.2. include a summary of reports and recommendations made or referred to the committee by the Public Services Ombudsman for Wales relating to the investigation of alleged breaches of the member code of conduct, and any subsequent action taken by the committee.
 - 8.3. include a summary of notices given to the committee by the Adjudication Panel for Wales, relating to the Panel's decisions on possible breaches of the member code of conduct.
 - 8.4. describe the advice it has provided on training for all members and how that has been implemented.

ANNUAL REPORT

9. That the Standards Committee has met twice during the year, considered member training on both occasions.
10. That there have been no matters referred to the Public Services Ombudsman or to the Adjudication Panel for Wales relating to the investigation of alleged breaches of the member code of conduct as members of this Authority.
11. That there have been no instances during the year where the Authority's Members Local Resolution procedure has been invoked.
12. The Standards Committee considered the contents of the Annual Report published by the Public Services Ombudsman for Wales.
13. The Standards Committee also considered a Complaints Monitoring Report that gave an insight into the nature of complaints received and whether there were any established patterns emerging.

14. The Standards Committee granted dispensations to Gwynedd Council members and Conwy County Borough Council members allowing them to take part in the determination of issues in certain limited circumstances.
15. The Standards Committee also considered a report monitoring declarations of interests made by members as part of its remit in monitoring the operation of the code of conduct.

RESOURCE IMPLICATIONS

None

RECOMMENDATION

- 1. To discuss and agree the contents of the report.**

MEETING:	Eryri National Park Authority
DATE:	11 June, 2025
TITLE:	Twinning Agreement between Los Alerces National Park and Eryri National Park: Formal Signing of the Memorandum of Understanding (MOU) / Twinning Agreement
AUTHOR:	Chief Executive
PURPOSE:	To inform Members of developments to date and for the Chair to sign the MoU/Twinning Agreement during the meeting

1. BACKGROUND:

- 1.1 The intention to twin Eryri National Park with Los Alerces National Park, Chubut province, Argentina, was discussed during the Members' Working Group in January when it was agreed for officers to continue negotiations and for the Chair and/or chief Executive to sign the MoD/Twinning Agreement.

2. UPDATE:

- 2.1 As an update to Members, a group from the Trefelin Welsh Association and Ysgol y Cwm have met the Head of Los Alerces National Park, Danilo Hernandez, together with representatives from local tourism agencies, to discuss the first steps towards developing the twinning agreement in a practical way.
- 2.2 We have now received a document outlining initial ideas as first steps to establish collaborative projects between the two National Parks.
- 2.3 The main central themes based on the values shared by the two National Parks have been highlighted as:
- The role of the National Parks in local and regional development
 - Sustainable and accessible Tourism
 - Cultural Heritage
 - Natural areas management framework
 - Information sharing opportunities

3. FORMAL SIGNING OF THE MOU/TWINNING AGREEMENT:

- 3.1 Members have already discussed and agreed the twinning agreement during the April Working Group meeting (Appendix 1) and for officers to continue with discussions. It is hoped that we are able to make contact with Patagonia during today's meeting for a signing of the MoU/Twinning Agreement between Eryri National Park and Los Alerces National Park. The Agreement will be available in Welsh, English and Spanish. Due to the time difference arrangements are in place for Eryri to link up with Patagonia at 13:30.
- 3.2 As previously reported it is also intended to hold an event to celebrate the twinning during the week of the Wrexham National Eisteddfod and officers are currently discussing options.
- 3.3 We understand that one or two individuals associated with the twinning agreement will be attending the Eisteddfod in Wrexham and Eryri officers have contacted the Wales/Argentina Association to discuss options to hold an event at their site during the week.

An event during this week will coincide with 160 years since the Mimosa landed at Porth Madryn on 18 July 1865.

4. RECOMMENDATIONS:

- 4.1 Members to formally agree the content of the Memorandum of Understanding/Twinning Agreement .
- 4.2 Members to agree for the Chair to sign the MoU/Twinning Agreement during today's meeting.
- 4.3 Members to agree for officers to continue with arrangements for an event during the week of the Wrexham National Eisteddfod to celebrate the twinning.
- 4.4 Members to agree that officers continue negotiations to establish collaborative options between the two National Parks.

MEMORANDUM OF UNDERSTANDING BETWEEN THE ADMINISTRATIVE BODY OF NATIONAL PARKS OF THE REPUBLIC OF ARGENTINA AND ERYRI NATIONAL PARK AUTHORITY



BETWEEN:

The President of the Board of Directors, **Marisi López**, appointed by National Ordinance 265/2021, represents the National Parks Administrative Body of the Ministry of Interior, Legal address:-25 de Mayo 101 Autonomous City of Buenos Aires, Argentine Republic.

And **Chair** of Eryri National Park appointed by the Eryri National Park Authority. Legal address: National Park Office, Penrhyndeudraeth, Gwynedd LL48 6LF.

The above have decided to sign the following Memorandum of Understanding, in order to strengthen the relationship between the two Organisations, taking into account:

PREFACE

- V. The Ministry of National Parks (hereafter called APN - Administración de Parques Nacionales), is a decentralized autonomous organization operating within the scope of the Ministry of Environment and Sustainable Development of the Argentine Republic. The ministry is responsible for the conservation and management of ecosystems in the Protected Areas under its administration. It ensures that cultural and natural heritage is protected in the interests of the conservation of the biodiversity and genetic diversity of its indigenous fauna and flora.

And taking into account in addition that APN is the appropriate Authority for the application of the Argentine National Acts (Nos. 22,351 and 27,037) and has adequate powers to manage and supervise the National Parks, Natural Monuments and National Reserves.

And that this is based on the commitments received by the Argentine Republic at the United Nations Conference on Climate Change held in Glasgow in 2022, to strengthen global commitments and the goal of achieving carbon neutrality by 2050 by establishing international cooperation mechanisms in biodiversity conservation, climate change or environmental protection.

- VI. The Eryri National Park Authority (hereafter called ENPA) is an independent public body with statutory responsibility for the protection of the Eryri National Park. Eryri was designated an official National Park on 18 October 1951, following the introduction of the National Parks and Access to the Countryside Act 1949. The Park Authority became an independent body and Local Planning Authority in 1996 following the introduction of the Environment Act 1995.

Its statutory functions are to conserve and enhance the natural beauty, wildlife and cultural heritage of the area; and promote opportunities for the understanding and enjoyment of the special qualities of the area by the public. In fulfilling these functions, it must also seek to foster the economic and social well-being of local communities within the National Park.

- VII. That the above organisations are interested in acting on environmental and cultural conservation policies, sustainable development and the fight against climate change, within the scope of their powers. Furthermore, that they are interested in collaborating in order to contribute to: the conservation of biological as well as genetic diversity; the sustainable use of natural resources, and the enhancement of cultural resources within protected areas associated with nature.
- VIII. The UN's announcement that the period 2021-2030 is identified as the Ocean Sciences Decade for Sustainable Development and Ecosystem Restoration.

As a practical expression of the above, the signatories consider it convenient to establish this Memorandum of Understanding in accordance with the following:

CLAUSES

FIRST - OBJECTIVE

The purpose of this MoU is to establish and maintain a framework of collaboration in technical and logistical matters between the APN and ENPA, in matters relating to national parks, protected areas and their relevant corresponding management categories.

The MOU also aims to contribute to: the conservation of biological diversity; cultural heritage conservation; the sustainable use of natural resources and the enhancement of those resources associated with the nature of protected areas.

SECOND - COLLABORATION

The development of the Memorandum of Understanding will be formed in a Programme of Collaboration, in which actions relating to the following lines of work will be incorporated:

- 2.1 Exchange experiences, information and documents relating to the management of national parks, protected areas and biosphere reserves, in the following areas: landscape planning; protection and conservation; research; monitor; protected area governance; environmental education; science; social participation; eco-tourism; develop sustainable economic activities in sanctuaries or buffer zones; Protected names of origin and conflict resolution, among other topics.
- 2.2 Exchange experiences in implementing, monitoring and evaluating the processes involved in the management and co-management of national parks, protected areas (PA), marine protected areas (MPA) under the administration or coherence of the two bodies taking into account: conservation of biological diversity; the sustainable socio-economic development of the PA communities; climate change, as well as the circular economy and waste management.
- 2.3 Specific support for designing infrastructure for general accessibility for visitors with a variety of different needs (physical, sensory among others) for visitor centres and public service infrastructure of the protected areas, based on the experience of the organisations.
- 2.4 Specific support for the design of bio-climatic infrastructures, passive buildings, retrofitting existing constructions and building new ones, ensuring ecological energy transformation and minimal impact on the environment.
- 2.5 Specific support for the design and implementation of management and recovery programmes for natural systems, and the management of exotic species. Restore modified, damaged or degraded ecosystems. Conservation of native forests. Environmental monitoring, and conservation actions for the benefit of unique species, under legal protection or at risk of extinction.
- 2.6 Undertake studies with the aim of identifying similarities related to problematic issues and management, between protected areas to select places with linked processes in order to improve their management.
- 2.7 Promote technical exchange visits for protected area staff (including park rangers and wardens, forest fire brigade members, technical, scientific or administrative personnel) and promote good internal practices that lead to sustainable management of the environment and enhancement of cultural resources associated with both areas.
- 2.8 Develop models for the participation of those communities living in or around the protected areas in the economic and environmental processes associated with those areas, with the ancillary purpose of maintaining or improving the long-term conservation of the protected areas.

- 2.9 Share experiences related to studies, research, publications and statistical data generated by the Organisations, as well as relevant material on topics of mutual interest. Promote scientific publications shared in internal or external specialist journals.
- 2.10 Promote and share systems for products and/or services through differentiation (certification; geographic designation of origin, fair pricing, ecolabeling, food produced in a protected area, among others).

THIRD – MODE OF OPERATION

- 3.1. In signing this Memorandum of Understanding a Monitoring Committee will be created with the aim of coordinating the implementation of the cooperation programme. The Committee shall consist of:
- Two representatives from the APN.
 - Two representatives from ENPA.
 - Ysgol y Cwm Representative

The above shall be appointed by those organisations.

- 3.2. This Committee will be hosted by the above organisations in their turn for the duration of one year. The APN representative will host first.

The secretarial functions shall be performed by the organisation presiding over the meeting of the Committee at the time. Any operating rules for the Monitoring Committee shall be developed, where appropriate, by the Committee.

- 3.3. The Committee will co-ordinate consistently and, if necessary, hold virtual or face-to-face meetings (subject to financial resources) if a request is made by one of the signatories. Minutes shall be kept of the discussions and decisions at the above meetings. These will be taken by common agreement by the members of the Monitoring Committee.

- 3.4. The Committee shall have the following functions in monitoring the implementation of the Memorandum:

- Prepare annual or multi-year Work Plans that offer the actions to be taken, their description, implementation deadlines and the person responsible.
- Offer specific collaboration agreements in order to carry out the activities arising out of this Memorandum and the Work Plans.
- Ensure the implementation of this Memorandum and the activities organised in the Work Plan
- Monitor and evaluate Work Plans annually
- Discuss and resolve any disputes that may arise between the signatories, within the framework of the implementation of this Memorandum or the Work Plans.

FOURTH - MISCELLANEOUS PROVISIONS

4.1 Ancillary agreements:

Signatories to this Memorandum of Understanding may propose specific agreements for the implementation of the actions established in the Work Plans. The signatories will be able to define the specific financial items according to the budgetary forecasts.

The actions taken by this Memorandum must be compatible with the objectives of the management of protected areas, and subject to the internal regulations of the signatory countries.

4.2 Financial provisions:

There are no financial commitments by signing this Memorandum of Understanding.

Compliance with this Memorandum shall be guided by the normal annual budgets of the signatories, according to their availability and subject to the provisions of the relevant national legislations.

The personnel provided for carrying out the work plans will belong to the body that employed them, and the signatories should have sufficient reserves to face the responsibilities arising from labour relations issues, particularly in relation to work and health and safety risks.

4.3 Validity, modification and resolution:

This Memorandum of Understanding comes into force on the day after signing it, and will be valid for five years. It can be extended for a further five years by unanimous agreement of the signatories by signing an Extension Agreement. It will have to be adopted before the end of the validity of this Memorandum.

Any of the organisations may terminate this Memorandum unilaterally, by written notice.

Any alteration or modification to this Memorandum of Understanding shall be made by signed attachment. The signatories shall have a period defined by mutual agreement of the Monitoring Committee to accept, reject or submit a counter-offer to the modification.

4.4 Conflict resolution:

The signatories undertake not to perform any act which may affect the reputation and prestige of the other, and the commitments taken must be adhered to with responsibility and distinction.

The signatories agree that any dispute, controversy or inconsistency must be resolved directly by the PMC, using their best efforts to reach an agreement.

FIFTH - FINAL PROVISIONS

- 5.1 This document is a statement that is not legally binding, and not subject to International Law. Except for the stated intentions, this Memorandum is not intended to create, and does not create, any legally enforceable rights or obligations with respect to any of the signatories.
- 5.2 With the agreement of the organisations, this Memorandum of Understanding is signed digitally, in the office designated at the commencement of the Memorandum, and on the date indicated near the signatory.

Marisi López

President
Of the Board of Directors
Of National Park Administration of
the Argentine Republic

Dated:

Chair
Eryri National Park Authority

Dated:

ITEM NO. 15

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	Election of Eryri National Park Authority Member to the <i>Ffermio Bro</i> Advisory Panel
REPORT BY	Head of Conservation, Woodland and Agriculture
PURPOSE	Briefing for election purpose

BACKGROUND

Ffermio Bro is a new three-year capital grant programme for the designated landscapes of Wales running until 2028 and is a transition programme to the new Sustainable Farming Scheme collaborative layer.

It has a budget of £1.8M in year one, and a scheduled budget of £3.2M in years two and three.

In the structure of the programme, officers will have decision-making powers on applications up to £10,000. Applications above this threshold will be presented to regional advisory panels for determination.

Panel members will have the opportunity to scrutinize contracts set that are below panel thresholds.

National terms of reference for the panels have been created by Welsh Government and are attached.

Eryri has delivery responsibility in the region for Llŷn and Môn AONB, and officers have been appointed.

The Chief Executive Officer has approved the panel membership for Eryri and each invitee has accepted the offer.

The Panel will include:

- ENP CEO – Jonathan Cawley (Chair)
- Fforwm Eryri Chair – Gwynedd Watkin
- Snowdonia Society – Rory Francis
- Nature Friendly Farming – Rhys Evans

- NFU representative – Hedd Pugh
- FUW representative – Teleri Fielden
- NRW representative – Linda Ashton
- ENPA member
- Môn AONB board member
- Llŷn AONB board member.

Officers seek the appointment of an ENPA member and a substitute member to take up the position on the appraisal panel.

RESOURCE IMPLICATIONS

Anticipated three panel meetings per annum, held in person or electronically.

RECOMMENDATION

To note content and elect panel representative and substitute.

BACKGROUND PAPERS

National terms of reference for advisory panel.

Ffermio Bro: Farming in Designated Landscapes

Terms of Reference for Local Assessment Panels

Final version. 6 March 2025



Tirweddau
Cymru
Landscapes
Wales



Llywodraeth Cymru
Welsh Government
Ffermio Bro

Purpose of the Panel:

To consider and decide on applications for projects above £10,000¹ submitted to the Ffermio Bro: Farming in Designated Landscapes programme, according to the agreed WG scheme guidance criteria for the programme and in accordance with the scoring system provided.

Designated Landscape bodies, where they are leading local programmes, are responsible for appointing the panel, with some landscape bodies sharing panels subject to local capacity and requirements.

Role of Local Assessment Panel (LAP) The panel shall:

- 1.1 Receive a report and recommendation on all valid applications from the relevant Ffermio Bro local advisor
- 1.2 Thoroughly consider all applications for projects above £10,000¹ along with the report and recommendations.
- 1.3 Assess applications, ensuring compliance with the WG Ffermio Bro scheme guidance, and scoring applications against the provided criteria
- 1.4 Award funding only where projects meet the Sustainable Land Management (SLM) objective '*Maintain and enhance resilience of ecosystems and benefits they provide*' set out in The Agriculture (Wales) Act 2023 ('the Agriculture Act')
- 1.5 Make a decision falling into one of the following four categories:
 - Award
 - Partially award
 - Request for more information
 - Refusal of application

¹ Projects below this limit may be determined by the relevant Designated Landscape body. The panel, Welsh Government and the Programme Manager may choose to lower this threshold for future applications.

- 1.6 Provide a clear rationale for decisions taken, making reference to the scheme guidance documents and criteria.
- 1.7 Provide guidance and advice to applications that are not fully awarded to support amendments that would be reconsidered for approval
- 1.8 Review reports on decisions made by the Landscape on applications of under £10,000 and provide comment and feedback to the Landscape
- 1.9 Have the discretion to lower the threshold at which applications must be taken to the panel for approval.
- 1.10 Treat all decisions as confidential until the Designated Landscape body has provided the decision to the applicant.
- 1.11 Champion the Ffermio Bro programme with farmers, the agricultural community, land managers and other organisations.

Panel makeup

- 2.1 Panel members will be appointed by the Chief Executive/most senior officer of the relevant Designated Landscape body(ies) rather than be subject to recruitment processes.
- 2.2 Panel members should be appointed from a range of locations and backgrounds across the Designated Landscape.
- 2.3 The panel should insofar as possible reflect the diversity of the people who live, work and spend time in the Landscape. Panels should endeavour to include members from differing ethnicities, genders, occupations, ages and other such characteristics.
- 2.4 Panel members should also have excellent specialist knowledge in their field and of the Landscape or an area within the Landscape.
- 2.5 The panel should, insofar as possible, consist of representatives of:
 - The Designated Landscape Team;
 - Natural Resources Wales (where staff are available to so)¹;
 - The farming and land management community
 - The conservation and environmental sector
 - The relevant Local Access Forum (LAF)²

Notes:

¹Recognising resource constraints and potential challenges in securing representatives, NRW representatives should be invited to be part of the panel, but recognising that it may not be possible for them to join or to attend on a regular basis

²Where a LAF representative cannot attend every meeting they should be invited to those meetings where applications for which recreation and access issues are critical are being discussed

2.6 At least one member of the panel should have significant experience of agri-environment schemes (this may be as an applicant or as an administrator of such schemes).

2.7 Panels may be made up of one or more Designated Landscape bodies. These shared Local Assessment Panels will assess applications for the Landscapes present.

2.8 Where a panel is shared, at least one farming representative/designated landscape team representative for the landscape under discussion must attend where applications in that landscape are being discussed.

2.9 The panel should keep its membership under review and may, at the discretion of the Chair or the Chief Executive/most senior officer of the Designated Landscape body or their nominee, invite additional members or remove members.

2.10 The Chief Executive of the Designated Landscape or their nominee may, at their discretion, invite additional members or remove members.

2.11 Panels should have at least 5 members

2.12 For shared local assessment panels there should be a minimum of 7 panel members (excluding the Chair)

Governance

3.0 The quorum of the panel should be 50% (at least 3) + 1 of the agreed panel size

3.1 The panel may review and make recommendations for amendments to the Panel's Terms of Reference; these will be considered and approved by the Chair and the Chief Executive of the relevant designated landscape(s)

3.2 The panel will have regard to the Nolan Principles in all its affairs and members will adhere to the relevant codes of conduct applicable to the Designated Landscape.

3.3 The Panel should appoint a chair from among its membership at the first meeting.

3.4 The Panel membership should be available to the public, if requested
Organisation of LAP meetings

- 3.5 Panels will meet at an appropriate frequency. Decision-making meetings will need to be linked to the timetables set out in the WG scheme guidance. The schedule of meetings will be determined by the Designated Landscape body(ies). Additional meetings outside the panel's agreed schedule can be called at a minimum of 5 working days' notice.
- 3.6 All members of the panel should have equal voting powers and decisions should be taken by a majority of those present. In the event of no clear conclusion the Chair should have a second and casting vote.
- 3.7 In the event of any continued deadlock that cannot be resolved by the panel's voting or discussion, the Chief Executive of the Designated Landscape or their nominee will have the final deciding vote.
- 3.8 Panel members will be expected to declare **any** pecuniary interest or other conflict of interest in projects being assessed, including personal or family relationships.
- 3.9 Where it is considered (by officer or panel member) that a member has a conflict of interest in a matter under discussion, that member must be excluded from that part of the meeting (they will have to leave the meeting or disconnect from a video link), they will have no vote on such applications and the conflict of interest noted in the minutes. Panel members will have a responsibility to declare an interest in any application under discussion.
- 3.10 Panel members may apply to the fund but, will not be involved in assessing their own applications nor may they lobby other panel members for support.
- 3.11 Designated Landscapes may apply to fund for activities on land they own or manage, but representatives of the Landscape must be excluded from that part of the meeting and may not vote on the application. In addition, the Programme Manager or a representative of Welsh Government must be invited to sit on the panel when it discusses such an application and will have the right of veto to prevent such an application being approved.
- 3.12 All applications and matters discussed at grants panel meetings should be treated in the strictest confidence, though it should also be noted that all communication in relation to the fund is on the public record and subject to Freedom of Information legislation.
- 3.13 The agenda, supporting papers and report should be issued at least one week before the date of a meeting, by email.
- 3.14 The relevant Ffermio Bro advisor should prepare a report for the panel setting out each decision made below the £10,000 threshold in the period since its last meeting. This report should include details of rationale for approval and alignment with SLM objectives. It should also include

information on levels of engagement, enquiries, feedback and issues from farmers.

- 3.15 The panel may choose to ask for additional information and comment on the decision made by the landscape on projects approved below the £10,000 threshold in the period since its last meeting.
- 3.16 At its discretion, the panel may choose to reduce the threshold at which future applications must be approved by it.
- 3.17 Welsh Government and the Programme Manager may also, at their absolute discretion, choose to lower the threshold at which future applications must be taken to the panel for approval.
- 3.18 Circumstances in which the threshold may be lowered include where insufficient applications are progressing to panel or where additional governance around smaller claims is considered necessary.
- 3.19 Panels can choose to meet virtually and also decide by correspondence by local agreement.
- 3.20 All administration of the panel including minute taking will be the responsibility of the relevant Designated Landscape body. This includes reasons for decisions made at the meeting.
- 3.21 Decisions of the panel including the reasons for those decisions should be issued in writing to applicants within 1 week of the date at which it was agreed.
- 3.22 Minutes of the panel meeting should be circulated to members no more than (2) weeks of a meeting. They shall include:
 - a. Attendance
 - b. Matters arising from previous meetings (e.g. progress on deferred applications)
 - c. A decision record for each application
 - d. Financial information
- 3.23 On receipt of timesheets, farmer and land manager representatives to the panel and those from organisations with charitable status can be reimbursed expenses for preparation for and attendance at panel meetings at the discretion of the lead Designated Landscape body. This spending would come out of the Designated Landscape body's Ffermio Bro revenue allocation or own administrative budgets and be a shared expense across the groups of Landscapes if the panel is a shared panel.

Complaints and appeals

4. Appeals

- 4.1 Appeals on decisions made on applications should be made to the Designated Landscape body in which the applicant is based (regardless of whether the decision was made at a shared Local Assessment Panel).
- 4.2 Applicants can only query a funding decision if they think that the Local Assessment Panel has:
 - a. made a mistake with the application
 - b. made a processing error
 - c. got the law wrong
- 4.3 Applicants must set out to their relevant Designated Landscape body the reason for their appeal under one (or more) of these 3 criteria. Information on how to appeal should be included in the written decision from the panel as a matter of course. Applicants should be provided with the following advice for making an appeal:
 - a. An appeal must be made within 10 working days of receiving your application decision
 - b. The Landscape will aim to communicate with you about your appeal within 15 working days from when you submitted your appeal
- 4.4 Appeals should be dealt with locally in the first instance by the relevant Designated Landscape body.
- 4.5 Designated Landscapes should set up an Appeals Panel with distinct members to the normal Assessment Panel and comprised of appointees of the Chief Executive of the Landscape (or its most senior officer) to decide on any Appeals.
- 4.6 Applicants making appeals will be provided with detailed information around the original decision, and be given the opportunity to discuss the rationale for rejection with the Chair of the Panel.
- 4.7 Where necessary, Designated Landscapes bodies can escalate the appeal to Welsh Government for advice and further management of the appeal.
- 4.8 Complaints (separate to appeals on applications) should be directed to the Designated Landscape body relevant to the application or project.
- 4.9 Designated Landscape bodies should all have formal complaints procedures in place and there will be some local variation. This procedure should be followed in the event of a complaint.
- 4.10 Applicants should be provided with the relevant advice in accordance with the Landscape's own complaints procedure.

Intentionally Blank

MEETING	Eryri National Park Authority
DATE	11 June, 2025.
TITLE	Formal Adoption of <i>Cynllun Yr Wyddfa, 2025</i>
REPORT BY	Catrin Glyn, Partnerships Project Manager
PURPOSE	Request for the formal adoption of <i>Cynllun Yr Wyddfa 2025</i> by the Authority.

1. BACKGROUND

- 1.1 *Cynllun Yr Wyddfa (management plan)* was developed by Partneriaeth Yr Wyddfa, a group of organisations working closely together on and around Yr Wyddfa. The work was led by the Eryri National Park Authority and the Plan was launched in 2018 following a wide consultation process with local communities, mountain users, partners, and interest groups. A shared vision was agreed upon, with each partner fully committed to working towards it and implementing the implementation plan.

It is important to note that, although the creation of a management plan for Yr Wyddfa is not a statutory process, the mountain's high profile, the popularity of the area, and Yr Wyddfa's cultural significance mean that such a partnership plan is essential.

2. CYNLLUN YR WYDDFA REVIEW

- 2.1 Six years on from the launch of the original Plan, the review process is now drawing to a close. This process has included: a review of recent or ongoing consultations; a series of workshops with Eryri NPA staff, partners, and stakeholders; and a public consultation that involved direct engagement with both primary and secondary schools in the Yr Wyddfa area, as well as community drop-in sessions. The final version of the complete Plan is available here: [Cynllun Yr Wyddfa 2015 \(Management plan\)](#).
- 2.2 A draft of the implementation plan (pages 94–145) was shared with Members at the Working Group meeting on 21 May 2025. At that meeting:
- the collaborative work undertaken to date as part of the process was acknowledged;
 - Members were given the opportunity to suggest any changes to the draft implementation plan;

- and support was given for the review process and the launch of the revised version.

3 WHAT HAS BEEN COMPLETED

- An audit of consultations and campaigns that are currently happening or have taken place in recent years in the area.
- A review of the membership, considering new working relationships that have developed since the launch of the plan in 2018.
- Initial workshop with ENPA staff: Challenges.
- Partner and stakeholder workshop: Challenges.
- Partner and stakeholder workshop: Themes and implementation plan.
- Partneriaeth Yr Wyddfa meeting to discuss the implementation of the Plan.
- A draft of the implementation plan presented to the Working Group.
- Consultation with schools (secondary and primary) in the Yr Wyddfa area.
- Drop-in sessions in Beddgelert, Llanberis, and Waunfawr.
- Share a draft of full Plan online

4. NEXT STEPS

- Authority formally to adopt the full Plan: [Cynllun Yr Wyddfa 2015 \(Management plan\)](#).
- Launch the revised Plan.

5. RECOMMENDATIONS

1. Authority formally to adopt *Cynllun Yr Wyddfa 2025*.

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	WELSH LANGUAGE STANDARDS
REPORT BY	Head of Administration and Customer Care
PURPOSE	Monitoring Report on the Authority's Welsh Language Standards

1. BACKGROUND

- 1.1 On the 30th of September 2015, the Welsh Language Commissioner issued the Authority with a Compliance Notice in accordance with section 44 of the Welsh Language (Wales) Measure 2011, which confirmed the Welsh Language Standards that the Authority is subject to.
- 1.2 The Authority is required to produce an annual report on its performance against the standards, in line with the requirements of the Compliance Notice.

2. RECOMMENDATION

- 2.1. **That the Authority approves the report and authorises the Head of Administration and Customer Care to publish it on the Authority's website.**

3. BACKGROUND PAPERS

- 3.1. Welsh Language Standards: 2024/25 Monitoring Report.



Eryri National Park Authority's Welsh Language Standards: 2024/25 Monitoring Report

1. Introduction

- 1.1 On the 30th of September 2015, the Welsh Language Commissioner issued the Authority with a Compliance Notice in accordance with section 44 of the Welsh Language (Wales) Measure 2011, which confirmed the Welsh Language Standards that the Authority is subject to.
- 1.2 As is required on an annual basis, this Monitoring Report looks back over the financial year 2024-25, and reports on how the Authority has complied with, and performed against each of the 162 Standards given to it.
- 1.3 This Annual Report is presented for approval to the Annual General Meeting of the Authority in June each year, before being published on the Authority's website. Publicity is given to the Annual Report via the Authority's social media channels.
- 1.4 The Head of Administration and Customer Care has the day-to-day responsibility over implementing the standards, and contact should be made by sending an e-mail to Bethan.Hughes@eryri.llyw.cymru or by telephoning 01766 772530 to discuss any matter relating to this report.

2. Executive Summary

- 2.1 The 2024-25 financial year has seen continued staff turnover, with 33 new or vacant posts being advertised during the year. On the 31st of March 2025, the Authority had 136 staff, of which 130 were able to undertake the duties of their post bilingually, which is 95.6%.
- 2.2 It has been noted in the annual reports over the last few years that staff recruitment and retention is a major issue for the Authority, and although it is acknowledged that this is a national problem, with all kinds of sectors experiencing difficulties in recruiting positions at all levels, it nonetheless remains a risk for the Authority.

- 2.3 The Authority recognises that certain specialist work areas are particularly vulnerable to recruitment difficulties nationally, and with the added language requirements that we have, the recruitment pool is limited. Last year a Graduate Trainee Planning Officer post specialising in the Historical Environment was created due to difficulties of recruiting a specialist officer for this work.
- 2.4 The recruitment of suitably qualified staff remained a problem this year for the planning service, with the Authority relying on external agencies to plug gaps when required. This creates additional pressure on remaining staff, especially technical and administrative staff who have to liaise between some planning applicants and agency staff.
- 2.5 Staying on the subject of planning, at the start of the year public engagement on the proposed introduction of an Article 4 Direction for the Eryri National Park Planning Authority area to remove certain permitted development rights to enable control of the use of homes within Eryri took place.
- 2.6 The primary objective of introducing the Article 4 Direction is to create an intervention with the expectation that over the longer term the Authority can contribute towards protecting the Welsh language and Welsh-speaking communities. The intervention aims to create and maintain sustainable communities through the adequate stock and affordability of main residence dwelling houses for the residents of Eryri. Currently, 65.6% of Eryri's population have been priced out of the housing market.
- 2.7 A comprehensive Welsh Language Impact Assessment was undertaken and was included as part of consultation documents. The public consultation attracted 357 written responses, of which 229 answered the specific question of the effects on the Welsh language (both positive and negative) that the introduction of the Article 4 Direction would have.
- 2.8 It is true to say that the proposal to introduce the Article 4 Direction has split opinions across communities. From the responses, the majority of people (43%) believed the introduction of the Direction would be advantageous to the Welsh language and would indirectly have positive benefits. However, 30% stated that it would have a detrimental effect on the language due to the negative effect it would have on the tourism sector in Eryri, and the corresponding negative effect on local employment opportunities.
- 2.9 The Authority gave due consideration to the comments and provided detailed responses with robust evidence where available to challenge some perceptions. Since implementing the Article 4 Direction in this way is unprecedented, it was not possible to accurately anticipate or measure every implication that may derive from its implementation.
- 2.10 The social inequality that exists at the moment in some communities due to the lack of available housing along with house prices that are beyond their reach is creating an unsustainable divided society. Some consultation responses did however identify legitimate concerns on the effects of older

people and recent first time buyers in particular, and accordingly this aspect will be closely monitored, along with further analysis of any potential mitigation measures that could be implemented over the coming years. The Article 4 Direction will come inf force on the 1st of June 2025.

- 2.11 The Authority has continued to integrate the promotion of the language into all aspects of its work this year, which we hope will contribute to strengthening the Welsh language in Eryri over the coming years.
- 2.12 Following the Authority's decision back in November 2022 to use the names Yr Wyddfa and Eryri in the Welsh and English languages, a two year bedding in period was agreed, which included authorising staff to include the English name in brackets in English language documents to aid understanding where needed.
- 2.13 Following 2 years of implementation, the Authority reviewed the original decision at its meeting on the 13th of November 2024. The positive outcomes as well as challenges and areas for improvement were reported upon. The review concluded that people's sentiment towards using the Welsh words was changing which included the media in England.
- 2.14 In the same meeting, approval was also given to changing the Authority's logo as a last step to incorporating the Welsh names in all communications and branding. This decision attracted the largest engagement with the public and media during the year. Interactions in the media and on social media, whether positive or negative, contributed to raising widespread awareness of the Welsh names.

3. Service Delivery Standards

- 3.1 Correspondence (Standards 1-7): The Authority sends out correspondence in the language of choice of the recipient, or in cases when this is not known a bilingual version of the correspondence is sent.
- 3.2 When bilingual correspondence is sent out, the Welsh and English language is treated equally by appearing side by side (where this is possible), with the same font and size used in both languages. On rare occasions when separate Welsh and English correspondence is produced, both versions are identical in terms of font and size, including contact details, signatures etc.
- 3.3 Telephone Calls (Standards 8-22): All staff who work at the Authority's main receptions and Information Centres are fully bilingual and accordingly are able to deal with all enquiries through the medium of Welsh at the first point of contact.

- 3.4 The Authority has an automated menu on the main contact number, which gives a choice to proceed in Welsh or English. Menu choices are then given in the language chosen. The pre-recorded message for out of hours is bilingual with the message in Welsh being transmitted first.
- 3.5 When contact is made through a direct line telephone number, staff are instructed to greet the caller with a bilingual greeting (with the Welsh first) or with a neutral greeting, ensuring that the Welsh language is not treated less favourably than the English language.
- 3.6 When contact is made through a direct line telephone number, staff are instructed to set a bilingual message on their voice mail, with the Welsh message playing first. For those who have not set a voicemail message, a standard Welsh greeting, recorded by one of the reception staff, asking the caller to leave a message is played instead.
- 3.7 As the majority of the Authority staff are bilingual, any calls from Welsh speakers are dealt with at the first point of contact. For the staff that are not fully able to carry out a full conversation in Welsh confidently, they will transfer the call to a colleague without any delay.
- 3.8 Meetings (Standards 23-38): All meetings arranged with an individual have and will continue to be conducted in the language of choice of the individual. For meetings that have been arranged for a group of individuals, they will be conducted in Welsh with simultaneous translation being arranged for any non-Welsh speakers in attendance (unless none of the invited individuals are able to communicate in Welsh, in which case the meeting will be conducted in English).
- 3.9 All public meetings of the Authority have and will continue to be conducted in Welsh with simultaneous translation available for those who cannot communicate through the Welsh language.
- 3.10 The Authority's committees are all hybrid, giving Members and staff the choice of whether to attend in person or online. For members of the public, they also now have the choice of observing these committees in person or through the live webcast for the Authority and Planning and Access Committee or later through the YouTube channel.
- 3.11 All publicity, written materials and any documentation produced by the Authority and handed out at public events or meetings are fully bilingual, with the Welsh and English languages treated equally.

- 3.12 Public Documentation (Standards 40-51): All the Authority's public documents, including forms are either bilingual with the Welsh appearing first or on the left hand side of the document or are two separate Welsh and English documents. The Welsh and English languages are treated equally, with the same font and size of text used for both languages. The Welsh and English language versions are usually in a separate document when they are published on the website, and a sentence is included on the English version, stating that a Welsh version is available.
- 3.13 Website, Apps and Social Media (Standards 52-59): The Authority's website and apps are fully bilingual with the user being able to choose their preferred language on the home page. Every single page of the new website has a toggle button which can be used to access the other language. All pages correspond fully between both languages.
- 3.14 The Authority no longer has corresponding Welsh and English versions of its social media accounts, but rather one bilingual account for each social media platform. All posts are bilingual or are replicated identically in the Welsh and English versions. Any messages received in Welsh through social media are always answered in Welsh.
- 3.15 Self-service Machines (Standard 60): All the Authority's pay and display machines in the car parks are able to provide the service in Welsh and English. The default language on display is always Welsh with a button on the machine to change to English.
- 3.16 Signs (Standards 61-63): All signs erected by the Authority are fully bilingual, with the Welsh appearing first or on the left hand side. The Welsh and English languages are treated equally, with the same font and size of text used for both languages.
- 3.17 Reception Services (Standards 64-68): As previously stated all staff who work at the main reception areas or at Information Centres are bilingual. Each reception has the 'laith Gwaith' logo on display to indicate that a Welsh service is available and all reception staff have been given 'laith Gwaith' badges.
- 3.18 Official Notices (Standards 69-70): When the Authority publishes or displays an Official Notice they are always fully bilingual, with the Welsh appearing first or on the left hand side. The Welsh and English languages are treated equally, with the same font and size of text used for both languages.

- 3.19 Grant Schemes (Standards 71-75): The Authority has several grant schemes, namely
- Cronfa Partneriaeth Eryri Partnership Fund;
 - Building grants in Dolgellau through the Dolgellau Townscape Heritage Initiative;
 - Cronfa Cymunedol y Carneddau which is funded by the National Heritage Lottery Fund; and
 - Celtic Rainforest Fund which is funded by the EU LIFE.
- 3.20 For each of the grant schemes, all documentation including application forms and guidance notes are fully bilingual, and correspondence is carried out in the language of choice of the applicant or bilingually.
- 3.21 In addition, for those grants which are for community based projects, events and activities; conditions are set upon the grant to ensure that all activities and documentation funded by the grants are fully bilingual. The Authority has a formal Policy in place on Awarding Grants in relation to the Welsh language implications.
- 3.22 Contract Tenders (Safonau 76-80): All Public Notices for Invitations to Tender or to Express an Interest are produced bilingually and usually published on the Authority's website. They are also published on the Sell2Wales website bilingually.
- 3.23 All submissions received in Welsh have been processed and treated in the same way as submission in English, and correspondence is carried out in the language of choice of the applicant or bilingually.
- 3.24 Corporate Identity and Promoting Services (Standards 81-83): The Authority's corporate identity has been changed during the year, which was the final step in the implementation of the policy decision taken in November 2022 to use the names Eryri and Yr Wyddfa only. In November 2024, the Authority approved a new logo. Electronic assets were updated immediately to reflect the rebranding. Being mindful of the need to make good use of public money, the Authority's physical assets will be updated with the new logo as they become due for renewal over the next few years.
- 3.25 The Authority does not provide the same services separately in Welsh and English, but rather offers a bilingual service with one point of contact. The promotion of any services is therefore done bilingually, unless using some social media channels which have replicated posts in both languages, ensuring that the Welsh and English language is treated on the basis of equality.

- 3.26 Education Courses (Standards 84-86): The Authority no longer runs its own public education courses at Plas Tan y Bwlch. This standard is therefore no longer applicable to the Authority.
- 3.27 Public Address System (Standard 87): The Authority currently does not have any public address systems in place across its buildings.
- 3.28 Complaints relating to Complying with the Service Delivery Standards
During the year no complaints were received relating to the way in which the Authority complied with the Service Delivery Standards.

4. Policy Making Standards

- 4.1 Policy Formulation and Associated Consultation (Standards 88-93): With every new strategic policy* that is developed (or if a present policy is revised and updated), now a standalone Welsh Language Impact Assessment is conducted in full at the start of the policy forming process. This impact assessment then forms part of the public consultation process on the policy.
- 4.2 It is then further revised if consultation responses highlight further impacts and their effects. As has always been the case, Members of the Authority will also have an opportunity to scrutinise the proposed policy at various points through this process. If any negative impacts are identified, further work is done to identify mitigating measures. Members would have full involvement on the decision of whether the mitigation measures are likely to be sufficient and to decide whether to proceed with the policy.
- *Policy is defined in its wider context to include plans and strategies*
- 4.3 A Guidance Document for staff is in place outlining the requirement to ask specific questions regarding the impact (either positive or negative) of any proposal on the Welsh language, opportunities to use the Welsh language and opportunities to promote the language, which goes out with a copy of the impact assessment. The document also includes examples of appropriate wording to use in different consultation documents, which has been circulated to all services within the Authority.
- 4.4 Awarding Grants and Commissioning Research and Projects (Standards 94-97): The requirement to take into consideration the effect (both positive or negative) on the Welsh language has been fully integrated into Cronfa Eryri, the commissioning fund. Additional conditions on the use and the promotion of Welsh, and to ensure equality for the Welsh language will continue to be part of the fund's requirements.

- 4.5 Complaints relating to Complying with the Policy Making Standards
During the year no complaints were received relating to the way in which the Authority complied with the Policy Making Standards

5. Operational Standards

- 5.1 On the 31st of March 2025, the Authority employed 136 staff of which 130 are considered bilingual and can fulfil the language requirements of their role, representing 95.6%.
- 5.2 Using Welsh internally (Standard 98): Since its inception, the Authority has established through custom and practice that the main language of internal communications is Welsh, with English being used as required. A policy is now in place on the use of Welsh internally. This formalises the custom and practice and to assist new staff of operational expectations.
- 5.3 Staff Documentation (Standards 99-104): The Authority has a fully bilingual policy in place for all human resources matters. In practice, this means that all documentation relating to the employment of an individual is produced in Welsh as standard and given to all staff members. Staff can request an English version of any document if they wish. Any correspondence that is sent out periodically from the human resources service to individual staff members is also usually produced in Welsh only and occasionally bilingually.
- 5.4 Human Resources Policies (Standards 105-111): All human resources policies are produced bilingually as standard.
- 5.5 Grievance and Disciplinary Procedures (Standards 112-119): Staff are welcome to correspond in the language of their choice. Both Welsh and English are treated equally and there would be no delay in responding to correspondence received in either language. Disciplinary or appeal hearings are all conducted in the language of choice of the staff member, as well as all related documentation and correspondence.
- 5.6 Computer Software (Standard 120): Every staff computer and laptop has Cysgliad installed for checking spelling and grammar in Welsh, as standard.
- 5.7 Staff Intranet (Standards 121-126): All policies and documents uploaded to the Authority's intranet are bilingual or have separate Welsh and English versions.
- 5.8 Skills Assessment (Standard 127): Data from the staff skills assessment is set out in Appendix 1.
- 5.9 Training (Standards 128-133): General training courses are always provided in Welsh where possible. During 2024-25, 72 members of staff attended course entirely through Welsh.

- 5.10 Employees who cannot fully communicate in Welsh or who need to improve their skills in order to meet the post requirements are given assistance to attend Welsh language courses and training, which can be undertaken in work time. One member of staff attended Welsh / Improving Welsh courses during the year and other one employee undertook online training.
- 5.11 E-mail Signatures and Contact Details (Standards 134-135): The Authority uses the 'Iaith Gwaith' badge for Welsh language speakers and learners to place within their e-mail signature. All contact details provided as part of an e-mail signature are fully bilingual, as required in the Authority's 'Clear Communications' booklet, the guide for staff on customer service standards and house style.
- 5.12 Vacant Posts and Recruitment (Standards 136-140): During 2024-25, 33 vacant posts were advertised. Of these, all were classed as Welsh essential, although the exact skill level for each of the four requirements (speaking, listening, reading and writing) differs for each role.
- 5.13 The Authority has a Welsh language skills framework, which classifies the required skill level for each post from 0 to 5+ in four categories, namely listening, speaking, reading and writing. Each Head of Service now scores each new or vacant post using a comprehensive template which is accompanied by a guidance document. The scoring is then moderated by the Head of Administration and Customer Care, before receiving final approval from the Management Team. Applicants are now aware before applying, the exact skill level required for the position.
- 5.14 During the year a new more comprehensive template for assessing skill levels of each post was produced along with a detailed guidance document. The aim of this is to give Heads of Service more information about the various aspects to consider when assessing an appropriate skill level, and to have more detailed justification for each score which gives a clear audit trail.
- 5.15 All recruitment advertisements are promoted on different social media channels and recruitment sites such as Lleol.Cymru. Depending on the channel, the posts are either in Welsh or bilingual. The Authority uses Webrecruit to accept and process applications, which allows applicants to submit their applications online. All documentation is available bilingually e.g. application form, job description, person specification and equality monitoring form. Job interviews are conducted in Welsh.
- 5.16 The Webrecruit system sends out an e-mail to job applicants if they have been unsuccessful in their application and have not been selected for interview. This e-mail is in Welsh and English. Letters or e-mails sent to job applicants informing them of the outcome of their interview are sent out in Welsh only or bilingually.

- 5.17 Internal Signage and Announcements (Standards 141-144): All signs erected by the Authority are fully bilingual, with the Welsh appearing first or on the left hand side. The Welsh and English languages are treated equally, with the same font and size of text used for both languages. The Authority doesn't currently have an internal address system.
- 5.18 Complaints relating to Complying with the Operational Standards
During the year no complaints were received relating to the way in which the Authority complied with the Operational Standards.

6. Promotion Standards

- 6.1 Promoting the Welsh Language (Standards 145-146): On the 22nd of March 2023 the Authority's Performance and Resources Committee adopted a new Strategy for Promoting the Welsh Language for the next five year period.
- 6.2 The strategy includes a target to "at least maintain the current number of Welsh speakers in Eryri, and to work with our public sector partners on increasing the numbers over the next 5 years".
- 6.3 As our previous Strategy demonstrated, although we cannot link the effect of our Welsh language promotion activities directly on the number of Welsh speakers in Eryri, there is still plenty of positive work we can undertake to influence the overall number. With this in mind, we have also set a second target of increasing the number of opportunities to use the Welsh language in Eryri. This target is both meaningful and measurable and within the control of the Authority.
- 6.4 The Authority's policy decision in November 2022 to use the names Eryri and Yr Wyddfa only, demonstrates the commitment we have to protecting and promoting the language, which is one of the special qualities of Eryri National Park.

7. Record Keeping and Supplementary Standards

- 7.1 Keeping Records of Compliance with the Standards (Standards 147-176): A document titled 'Eryri National Park Authority Welsh Language Standards' has been produced, which is available in the Authority's offices and on the website. The document outlines all the Standards that the Authority is subject to and sets out how members of the public can make a complaint about the Authority's compliance with the Standards or any aspect of the Welsh language service offered by the Authority.
- 7.2 The Authority has kept records of how it complies with the Standards in accordance with the requirements of the Welsh Language Commissioner.
- 7.3 The Authority always responds promptly to all requests from the Welsh Language Commissioner's Office for evidence when compliance audits are undertaken.

APPENDIX 1

1. Staff Skill Levels - Overview

The number and % of staff within the Authority's services which are able to speak Welsh according to directorate			
	No. of Staff	No. of Welsh Speakers	%
Corporate	70	68	97%
Planning and Land Management	66	62	94%

The number and % of staff within the Authority's services which are able to speak Welsh according to post grade			
	No. of Staff	No. of Welsh Speakers	%
Management Team	2	2	100%
Heads of Service	12	12	100%
Grade 7+	60	55	92%
Up to Grade 6	62	61	98%

The number and % of staff within the Authority's services which are able to speak Welsh according to workplace			
	No. of Staff	No. of Welsh Speakers	%
Head Office	100	95	95%
Information Centres	6	6	100%
External Staff	25	25	100%
Plas Tan y Bwlch	5	4	80%

2. Staff Skill Levels by Service

Corporate Directorate

The number and % of staff within the service which are able to speak Welsh			
Section	No. of Staff	No. of Welsh Speakers	%
Management Team	3	3	100%
Finance	5	5	100%
Human Resources	4	4	100%
Administration & Customer Care	11	11	100%
Information Systems	5	4	80%
Property	6	6	100%
Legal	1	1	100%
Cyfathrebu	6	6	100%
Plas Tan y Bwlch	5	4	80%
Wardens	24	24	100%

Number and % of staff within the service, by post grades, which are able to speak Welsh			
Section	No. of Staff	No. of Welsh Speakers	%
Chief Executive	1	1	100%
Director	1	1	100%
Heads of Service	7	7	100%
Grade 7+	25	24	96%
Up to Grade 6	36	35	97%

Planning and Land Management Directorate

The number and % of staff within the service which are able to speak Welsh			
Section	No. of Staff	No. of Welsh Speakers	%
Director	0	0	0%
Development Management & Compliance	13	10	77%
Planning Policy	5	5	100%
Cultural Heritage	15	15	100%
Conservation, Trees and Agriculture	20	19	95%
Information Centres	6	6	100%
Partnerships	7	7	100%

Number and % of staff within the service, by post grades, which are able to speak Welsh			
Section	No. of Staff	No. of Welsh Speakers	%
Director	0	0	0%
Heads of Service	5	5	100%
Grade 7+	35	31	89%
Up to Grade 6	26	26	100%

3. Staff Skill Levels – Reception

The number and % of posts in the main reception areas that have been designated 'Welsh essential' and that were filled by bilingual staff.			
Section	No. of Staff	No. of Welsh Speakers	%
Head Office	6	6	100%
Plas Tan y Bwlch	2	2	100%
Information Centres	6	6	100%

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	Annual Governance Statement 2024/25
REPORT BY	Head of Administration and Customer Care
PURPOSE	To approve the Statement and allow it to be signed by the Chair and the Chief Executive.

1. INTRODUCTION

- 1.1 Amongst the requirements placed on local authorities in Wales by the Accounts and Audit Regulations (Wales) 2014 is the need to produce an annual Statement on Internal Control.
- 1.2 In preparing the statement, the Authority must ensure that it incorporates the statutory requirements as outlined in the Regulations. To ensure that this happens, the guidelines published by professional bodies such as CIPFA and SOLACE were followed.
- 1.3 When preparing the Annual Governance Statement, it is essential that evidence is in place in order to support the contents before the document is published. In preparing this statement, a review was undertaken of all the Authority's main Strategies, Plans, Policies, Procedures, Codes of Practice and Guidelines, as detailed in the Statement.
- 1.4 Risk management systems have also been reviewed and reported upon along with all reports and associated documents which have been presented before the Authority's committees, panels/boards and working groups.

2. RECOMMENDATION

- 2.1 The Authority is requested to approve the Annual Governance Statement for the 2024/25 financial year.

Eryri National Park Authority

Annual Governance Statement 2024-25



This statement meets the requirement to produce a Statement of Internal Control pursuant to Regulation 5(4) of the Accounts and Audit (Wales) Regulations 2014

[Mae'r ddogfen yma ar gael yn y Gymraeg / This document is available in Welsh](#)

1. Introduction

Eryri National Park Authority is responsible for ensuring that its business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

Eryri National Park Authority is subject to the Well-being of Future Generations (Wales) Act 2015. The Act places a duty on the Authority to set Well-being Objectives that directly contribute to achieving the 7 Well-being Goals as set out in the Act, namely:

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language
- A globally responsible Wales

Furthermore, Eryri National Park Authority must meet its duties in accordance with a 'statutory sustainability principle', which means that the Authority must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

In discharging this overall responsibility, Eryri National Park Authority is also responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, which includes arrangements for the management of risk and adequate and effective financial management.

Eryri National Park Authority has approved and adopted a code of corporate governance, which is consistent with the principles of the CIPFA/Solace Framework Delivering Good Governance in Local Government. This statement on internal control explains how the Authority has complied with the code and also meets the requirements of regulation 5(2) of the Accounts and Audit (Wales) Regulations 2014 in relation to conducting a review of the effectiveness of the Authority's governance arrangements.

The Code of Corporate Governance was reviewed and updated, as part of a larger review of the Authority's governance arrangements in 2021/22. The new Code of Corporate Governance was formally adopted by the Authority in April 2022.

2. The Purpose of the Governance Framework

The governance framework comprises the systems and processes, and culture and values, by which the authority is directed and controlled and its activities through which it accounts to, engages with and leads the community. It enables the authority to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services.

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Eryri National Park Authority's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

3. The Governance Framework

The Governance Framework comprises the seven principles of good governance:

- **Principle 1:** Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law
- **Principle 2:** Ensuring openness and comprehensive stakeholder engagement
- **Principle 3:** Defining outcomes in terms of sustainable economic, social and environmental benefits
- **Principle 4:** Determining the interventions necessary to optimise the achievement of the intended outcomes
- **Principle 5:** Developing the entity's capacity, including the capability of its leadership and the individuals within it
- **Principle 6:** Managing risks and performance through robust internal control and strong public financial management
- **Principle 7:** Implementing good practices in transparency, reporting, and audit to deliver effective accountability

Eryri National Park Authority develops and implements its strategic corporate planning through the adoption of:

- Cynllun Eryri (The National Park Management Plan);
- Eryri Local Development Plan;
- Well-being Statement and Well-being Objectives; and
- Corporate Work Programme.

These 4 documents represent the cornerstone for the Authority's work in fulfilling its primary purposes as defined in the Environment Act 1995 and in implementing its vision.

Governance Structure

The Authority's governance structure comprises of 4 main committees:

- Eryri National Park Authority has 18 appointed Members and during 2024/25 had 6 scheduled meetings.
- The Performance and Resources Committee was held 4 times during 2024/25. As part of its remit it undertakes audit committee functions in accordance with CIPFA requirements.
- The Planning and Access Committee was held 8 times during 2024/25. This committee is responsible for carrying out the Authority's statutory planning functions.
- The Authority's Standards Committee was held twice during 2024/25. Membership of the committee, whose remit it is to promote and maintain high standards of conduct by Members, comprises of 3 Authority Members and 3 independent members.

The Authority's Standing Orders (published on the website) gives a detailed account of the arrangements for each committee. For every committee, the agenda, minutes and associated reports and background papers are all published on the Authority's website.

Management Team

The Authority's management structure includes the Chief Executive (who is also the 'National Park Officer' and the Head of Paid Service) and two Directors. The Authority's Management Team meet fortnightly, with the Head of Finance and the Head of Human Resources in attendance.

Standards

The Authority has an established Code of Conduct for Members, which includes a section that specifically refers to interests and a Members' Register of Interest. The Code of Conduct for staff is the national standard code of conduct for public authority employees.

The Authority has adopted the following policies and procedures for maintaining high standards of conduct for both staff and Members, and to ensure accountability to the public:

- Complaints Procedure – based on the best practice model complaints procedure produced by the Public Service Ombudsman for Wales;

- Whistle Blowing Policy – to enable staff to raise serious concerns with the confidence in knowing that they will be thoroughly and fairly investigated, without fear of reprisals;
- Anti-Fraud and Corruption Strategy – contains measures designed to frustrate any attempted fraudulent or corrupt act, and the steps to be taken if such an act occurs; and a
- Scheme of Delegation – outlines how the full Authority's functions are carried out through delegation to its committees and sub-committees.

Risk Management

A Risk Management Policy and Strategy is in place. The risk identification process is co-ordinated by the Head of Administration and Customer Care, with input from the Management Team and Heads of Service. The Risk Register and mitigation measures is reviewed and updated quarterly.

Internal Audit

The review of the effectiveness of the system of internal control and governance arrangements is informed by the work of the Internal Auditors, undertaken by Cyngor Gwynedd. The Internal Audit service is provided in accordance with CIPFA's Code of Practice for Internal Audit in Local Government in the UK. The Internal Audit Manager prepares an annual report that summarises the results of internal audit work during the year.

External Audit

Audit Wales act as the Authority's external auditor, and accordingly report on the Authority's financial management and performance. In addition, Audit Wales gives an opinion on the adequacy of internal audit work.

Monitoring Officer

The Director of Corporate Services has been nominated as the Monitoring Officer. The Monitoring Officer has the specific duty to ensure that the Authority's Officers and appointed Members maintain the highest standard of conduct in all they do. The Monitoring Officer advises on constitutional procedure and the legality of the Authority's actions.

Financial Management

The Authority's financial management arrangements conform to the governance requirement of the CIPFA Statement on the Role of the Chief Financial Officer in Local Government (2016). The Chief Finance Officer (who is Cyngor Gwynedd's Chief Finance Officer) is the officer responsible for the administration of financial affairs as required under Section 151 of the Local Government Act 1972.

4. Significant Governance Issues and Actions Undertaken During the Year

The Well-being of Future Generations (Wales) Act 2015 sets a core duty on the Authority to set well-being objectives that maximise its contribution to achieving the 7 well-being goals set out in the Act. The Authority's well-being objectives should be objectives for change over the long term.

The Authority's Well-being Statement for 2021-26 sets out Well-being Objectives which describes how they will help the Authority achieve the seven wellbeing goals for Wales.

The Well-being Objectives concentrate 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, as set out below.

Resilient Environments

1. Improving recreation management and any negative effects of recreation.
2. Responding to the challenges of Climate Change.
3. Improving the management and understanding of Cultural Heritage.
4. Addressing the challenges and opportunities of post Brexit land management scenarios.
5. Addressing the decline in nature.

Resilient Communities

1. Maintaining and increasing the quality of life of residents.
2. Supporting young people.
3. Promoting sustainable tourism to add value to local communities.
4. Promoting and actively supporting the Welsh language.
5. Developing a local economy which supports both the designation and the management of Eryri as a National Park.

Resilient Ways of Working

1. Developing a skilled workforce.
2. Developing and promoting best practice.
3. Effective partnership working.
4. Modernising governance arrangements.
5. Maintaining and improve the understanding and support of local communities to the work of the National Park.

Any actions that the Authority takes in achieving the well-being objectives will need to be made in a sustainable way. Sustainable development involves five key requirements namely:

1. Long Term – the importance of balancing short term needs with the need to safeguard the ability to meet long term needs, especially where things done to meet short term needs may have detrimental long term effects.
2. Integration – how our well-being objectives may impact upon each of the well-being goals, how the well-being objectives may impact upon each other or upon other public bodies' well-being objectives, in particular where steps

taken by us may contribute to meeting one objective but may be detrimental to meeting another.

3. Involvement – the importance of involving other persons with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of Wales or the geographical area of the Authority.
4. Collaboration – acting in collaboration with any person (or how different parts of the Authority acting together) could assist the Authority to meet its well-being objectives, or assist another body to meet its objectives.
5. Prevention – to take account of how deploying resources to prevent problems occurring, or getting worse may contribute to meeting the Authority's well-being objectives, or another body's objectives.

The Corporate Work Programme for 2024/25 was presented for approval as a working document by the Members at the Authority Meeting on the 24th of April 2024. The Programme sets out the projects, initiatives and specific actions that will fulfil the Authority's Well-being Objectives and Service Priorities.

Progress against the Programme has been reported to the Performance and Resources Committee on the 27th of November 2024 and on the 19th of March 2025.

5. Effectiveness of the Governance Framework

Eryri National Park Authority has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control. The review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the senior managers within the Authority, who have responsibility for the development and maintenance of the governance environment, and also by comments made by the external auditors and other review agencies and inspectorates. The review is based on the seven principles from the Code of Corporate Governance.

Principle 1: Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law

<p>Code of Corporate Governance</p>	<p>Governance was scrutinised in depth during 2021/22 by a Task and Finish Group of Officers and Members which was established especially for this purpose.</p> <p>The Code of Corporate Governance was reviewed in depth and redrafted by the Group, to ensure that it remains a cornerstone of effective governance for the future.</p> <p>The revised Code of Governance was formally adopted by the Authority in its meeting on the 27th of April 2022.</p>
<p>Standards Committee</p>	<p>The Standards Committee met twice during the year.</p> <p>The first meeting held on the 26th of April 2024, considered and agreed the statutory annual report to be presented to the Authority AGM, on how the committee's functions have been discharged, which included an overview of conduct matters generally within the Authority.</p> <p>The meeting also considered a report by Internal Audit on support provided to the Authority's Members. The Committee welcomed the report conclusion that there was a high level of certainty that the internal mechanisms in place provided sufficient support to Members. However, concerns were raised at the low level of participation by Members to the Internal Audit's questionnaire. It was agreed that the lack of engagement should be referred to in the Annual Report.</p> <p>The agenda also included a report from the Monitoring Officer regarding the monitoring that had taken place on the operation of the code of conduct and specifically Declarations of Members' Interests.</p> <p>The second meeting of Standards Committee which was held on the 20th of September 2024, considered the Committee's usual business, which included the nomination of Members for the Single Status Grading Appeals Panel, Grant of Dispensations and the consideration of the Authority's Annual Complaints Monitoring Report as well as the Public Service Ombudsman for Wales Annual Report.</p> <p>On the 8th of December 2024, the Chair of the Standards Committee's term came to an end. Approval for the recruitment process for a new independent member for a 5 year term and the establishment of an interview panel, was</p>

	agreed at the Authority meeting on the 13 th of November 2024. The recommendation for the appointment of a new independent Member will be presented to the Authority on the 30 th of April 2025 for approval.
Whistle Blowing Policy	During 2024/25, no reports or concerns were raised in relation to any Member or Officer of the Authority under the Whistle Blowing Policy.
Anti-Fraud and Corruption Strategy	During 2024/25, no complaints of alleged fraud or corruption were made regarding any Member or Officer of the Authority, and Internal Auditors did not identify any areas of concern through their auditing work.
Model Code of Conduct	During 2024/25, no amendments or revisions were made to the Model Code of Conduct.
Complaints – Officers	<p>During 2024/25, the Authority received a total of 16 formal complaints.</p> <p>None of these complaints were later referred to the Public Service Ombudsman for Wales for investigation.</p> <p>The Authority was therefore not subject to a formal investigation of alleged maladministration by the Public Service Ombudsman for Wales during 2024/25.</p>
Complaints - Members	During 2024/25, the Authority's Monitoring Officer did not receive any formal complaints relating to the Members, and no complaints were submitted directly to the Public Service Ombudsman for Wales.
Standing Orders	<p>The Authority's Standing Orders were reviewed as part of the remit of the Reviewing Governance Task and Finish Group during 2021/22.</p> <p>The review concluded that the Authority continues with its current committee structure but that the Authority should in future consider an amendment giving the Performance and Resources committee the right to make final decisions on financial and other reports (unless Authority approval is specifically required).</p>

Standing Orders relating to Contracts	<p>A new revised version of the Standing Orders relating to Contracts came into effect on the 1st of April 2025.</p> <p>The revision incorporates slight changes to threshold limits which now incorporates VAT, and ensures compliance with the Procurement Act 2023.</p> <p>Side by side with the revision to the Standing Orders, the Authority registered on the new Central Digital Platform (CDP) to ensure readiness for the new regime. The CDP is where all UK authorities are required to publish information relating to procurement.</p>
Scheme of Delegation	<p>The Scheme of Delegation was reviewed as part of the remit of the Reviewing Governance Task and Finish Group during 2021/22.</p> <p>The Group concluded that the current Officer Scheme of Delegation continued to be fit for purpose, and therefore no recommendation for changes were given.</p>
Members' Register of Interests	<p>The Local Government (Democracy) (Wales) Act 2013 places a requirement on the Authority to publish the current Members' Register of Interests on the Authority's website.</p> <p>It is the responsibility of each Authority Member to keep their record of personal interests up to date and to report on any changes in a timely manner. Nonetheless, the Democratic Services Officer sends each Member a copy of their current record after each AGM of the Authority, and requests that they be reviewed and updated if required.</p>

Principle 2: Ensuring openness and comprehensive stakeholder engagement

Strategic Equality Plan	<p>The Annual Report on the Strategic Equality Plan was presented to the Performance and Resources Committee on the 27th of November 2024.</p> <p>This was the final progress report on the action plan within the Authority's Strategic Equality Plan for 2020 – 24. Progress was reported on the work undertaken and how this contributed towards reaching the Equality Objectives, along with the Equality Impact Assessments undertaken during the year, equal pay monitoring data and staff equality data.</p> <p>A new Strategic Equality Plan for the period 2024 – 28 was approved by the Performance and Resources Committee on the 20th of March 2024.</p> <p>The Annual Report on the first year of implementing the action plan within the new Strategic Equality Plan for the period 2024 – 28 will be reported to the Performance and Resources Committee in November 2025.</p>
Direct Consultation	<p>During 2024/25 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars, online meetings as well as face-to-face meetings, workshops and consultation surgeries.</p> <p>Consultation is inbuilt into the wide range of workflows and projects we undertake as an Authority, be that through a formal statutory process, informally with communities and stakeholders or jointly with other public bodies. As a small Authority, it is important that we involve communities and stakeholders and consider their views from the outset, if we are to be successful with our projects.</p> <p>During the year, the largest consultation took place around the proposed introduction of the Article 4 Direction. The consultation and public engagement went beyond the statutory requirement, with every household within the National Park receiving a letter to inform them of the proposal. The public consultation attracted 357 written responses, and it's fair to say that opinions were divided within the communities of Eryri as to the potential effects that the introduction of the Article 4 Direction would have. With any new and innovative proposal which cannot draw upon exact historical precedents, this is to be expected. The Authority provided a comprehensive response to all concerns raised during the consultation; and provided data and</p>

	<p>information where available to assist the assessment of the various predicted implications. After analysing all the information and available evidence, a decision to proceed with the Article 4 Direction was taken, which came into force on the 1st of June 2025.</p> <p>In addition, the trial Community Forum to try out a different approach to consult with Community and Town Councils was successful. The forum will now be used as part of the wider consultation process of reviewing the Eryri Local Development Plan and Cynllun Eryri over the next few years.</p>
Communication and Engagement Strategy	<p>Communication and engagement is an essential element in everything the Authority does. It is also something that can always be improved upon, and the Authority's Strategy reflects this.</p> <p>Fast paced technological advancements and the continuing growth in social media platforms and participation levels, means that the Authority needs to be fully focused on engaging effectively through the correct channels at the correct time with a wide range of audiences.</p> <p>The annual report which included performance indicator results was presented to the Performance and Resources Committee on the 10th of July 2024.</p> <p>At the Authority's meeting on the 13th of November 2024, a review of the decision to use Eryri and Yr Wyddfa only in the Authority's communications was presented to the Members, following 2 years of implementation.</p> <p>The positive outcomes as well as challenges and areas for improvement were reported upon. The review concluded that people's sentiment towards using the Welsh words was changing which included the media in England.</p> <p>In the same meeting, approval was also given to changing the Authority's logo as a last step to incorporating the Welsh names in all communications and branding. This decision attracted the largest engagement with the public and media during the year. Interactions in the media and on social media, whether positive or negative, contributed to raising widespread awareness of the Welsh names.</p>

Freedom of Information and Environmental Information Regulations Requests	<p>The Authority has adopted the Information Commissioner's Model Publication Scheme and has published a guide to information, both of which are available on the website.</p> <p>During 2024, 42 requests were received of which 23 received all the information requested (55%). Of the other 19 requests, 10 were refused or partially refused as the information requested did not exist or the authority did not hold the information, 3 requests contained commercially sensitive information, 2 requests contained third party personal data, 1 request was for information classed as legal professional privilege, 1 request was for incomplete data which had the potential to mislead the public, 1 request was partially refused as the information would have identified members of the public who reported possible breaches of planning control, and 1 request was for information already available to the public.</p> <p>Of the 42 requests, all were answered within the 20 working day time limit.</p> <p>No complaints were submitted during the year to the Information Commissioner with regard to any information request.</p>
Committee Agendas and Associated Reports	<p>The Authority's Committee agendas and associated reports are published on the website at least 3 clear working days before each meeting, to satisfy the statutory time limit.</p> <p>An archive of past Committee meetings agendas and associated papers is also available on the website for the last 3 years, and older agendas are available on request. Minute Books are also published annually on the website.</p>

Principle 3: Defining outcomes in terms of sustainable economic, social and environmental benefits

Cynllun Yr Wyddfa Partnership Plan	<p>The process of reviewing Cynllun Yr Wyddfa is drawing to a close with a public consultation over a period of three weeks online, and a draft of the Plan programmed for the beginning of June 2025.</p> <p>The consultation follows a process of co-designing the action plan with partners and stakeholders. There was a series of design workshops with partners and stakeholders that looked at the challenges and opportunities, with a specific workshop to write the action plan for the next five years.</p> <p>The Plan will act as a strategic document that will include a new promise to the mountain, the Partnership's aspirations in terms of a sustainable future for the mountain, and the action plan that includes specific projects, and which partner organisation will lead on the different elements.</p> <p>The action plan is divided into seven themes namely: Yr Wyddfa Ecosystem, Cultural Heritage, Communities, Outdoor Activities, Infrastructure, Economy, and Communication - with each theme clearly defined within the Plan.</p> <p>Over the next few months we will:</p> <ul style="list-style-type: none">• work with primary and secondary schools in the Wyddfa area for consultation on the plan and gathering their views about the mountain,• hold drop-in sessions to consult with the communities on the action plan, and• conducts an online public consultation, on a draft of the Plan as a whole. <p>It is intended to launch the Plan in its new form in July, with the implementation of the action plan to begin immediately afterwards.</p>

<p>Cynllun Eryri (Eryri National Park Partnership Plan)</p>	<p>Cynllun Eryri was adopted by the National Park Authority as its statutory (Partnership) Management Plan in October 2020 and officially launched in November 2020. It contains a 5-year action plan which comes to an end in 2025. This means that this year will see a final report on the current action plan and a review of the policies, objectives and actions – with a draft action plan being produced and adopted by the Authority in 2026.</p> <p>The final report on the 2020/25 action plan is currently being written.</p> <p>As a statutory part of the Management Plan review – a State of the Park Report has been produced and published in the form of a micro-site, which is accessed from the Authority's website. This process has identified 5 priorities for the National Park Authority to focus on for the future.</p> <p>A series of Symposia will be held from June – November 2025 to discuss and scrutinise further the identified priorities and begin the process of creating an Action Plan for Cynllun Eryri 2026-2031.</p>
<p>Eryri Local Development Plan 2016-2031</p>	<p>The revised Eryri Local Development Plan 2016-2031 (LDP) was adopted on the 6th of February 2019.</p> <p>The Annual Monitoring Report for 2023-24 was approved by the Planning and Access Committee on the 16th of October 2024, and subsequently presented to the Welsh Government.</p> <p>Some of the main findings of the report include:</p> <ul style="list-style-type: none"> • There have been no significant developments permitted which undermine the statutory purposes of the National Park; • The Eryri LDP policies have been effective in determining land use planning applications and in defending appeals; • Housing permissions and completions have been below the average annual housing requirement target for several years in a row, although an increase was seen receiving planning permission (45) in the fifth monitoring year; • The number of dwellings that have been completed annually have been consistently below the Annual Anticipated Housing requirement of 51 dwellings per annum since 2016-17. There is a shortfall of -41% for cumulative required build rate from the start of the plan period;

	<ul style="list-style-type: none"> • Of the 45 new residential properties granted planning permission during 2023-24, 20 of these were affordable housing units; and • During the year, 21 applications were approved to improve community facilities. <p>A revised Delivery Agreement was presented to the Planning and Access Committee on the 9th of April 2025, outlining key stages of the full review of the Eryri LDP. The Delivery Agreement was approved for stakeholder consultation.</p>
Article 4 Direction	<p>At the Authority's Planning and Access Committee on the 6th of March 2024, Members approved engagement on the proposed introduction of an Article 4 Direction for the Eryri National Park Planning Authority area to remove certain permitted development rights to enable control of the use of homes within Eryri.</p> <p>A notice regarding the Article 4 Direction was served on the 12th of April 2024. A 6 week public engagement period commenced on that day and ran until the 24th of May 2024. A total of 357 responses were received during the public engagement period.</p> <p>On the 4th of December 2024, the Authority's Members Working Group discussed and considered in detail comments received during the public engagement period and the Authority's response to the comments, which were collated into a comprehensive Consultation Report.</p> <p>The Authority's Planning and Access Committee then formally considered the comments in its meeting on the 22nd of January 2025 and moved to formally confirm the Article 4 Direction which will come into force on the 1st of June 2025. Accordingly, a formal notice was issued in accordance with the requirements of the Town and Country Planning (General Permitted Development) Order 1995 (as amended).</p> <p>At the same meeting, Members approved the draft Supplementary Planning Guidance: 'Change of Use of Main Home, Second Home and Short Term holiday accommodation' for public consultation. The outcome from the 6 week consultation period along with a final version of the Supplementary Planning Guidance will be presented for approval to the Planning and Access Committee prior to the Article 4 Direction implementation date.</p>

<p>Strategic Plan for a Sustainable Visitor Economy</p>	<p>Since the adoption of the Strategic Plan for a Sustainable Visitor Economy in Gwynedd and Eryri (2035) by the National Park Authority on the 8th of February 2023, officers from the NPA and Cyngor Gwynedd have been formalising operating structures. Conwy Council have now committed to taking the Memorandum of Understanding through their democratic processes and rural Conwy will become official members of the Plan by May 2025.</p> <p>The first annual Action Plan is in the process of being completed and reported upon. The next meeting of the Gwynedd and Eryri Sustainable Visitor Economy Partnership is on the 7th of May 2025 and will begin to draft the second annual Action Plan.</p> <p>As part of the original Memorandum of Understanding, the very first Gwynedd & Eryri Sustainable Visitor Economy Conference was held on the 14th of February 2025 at Neuadd Reichel, Bangor University and marked a significant milestone in the region's journey towards sustainable tourism. The event brought together industry experts, local businesses and community leaders to explore innovative approaches for developing a thriving, sustainable visitor economy. The conference featured in-depth presentations that focused on sharing best practices for responsible tourism. 130 attendees had the opportunity to engage with leading industry experts, including Prof. Terry Stevens, renowned for his work on sustainable tourism, as well as representatives from Adventure Smart, Eco-Amgueddfa Llŷn, Croeso Cymru and Plas Coch, Llanberis. The final panel discussion chaired by Bethan Price provided insights from professionals from Grŵp Llandrillo Menai, Bangor University, and Cymunedoli.</p> <p>There is furthermore a Strategic Board which meets twice a year and a Partnership Delivery Group as well as Task and Finish Groups which lead on specific projects.</p>

<p>Corporate Work Programme</p>	<p>As the Authority now has an adopted Well-being Statement which includes its Well-being Objectives for a five-year period from 2021-26; there will therefore be no need for an annual review.</p> <p>The agreed actions in the Corporate Work Programme will now be sufficient to enable the Authority to assess its progress in attaining the Well-being Objectives and there will accordingly be no need for a separate report on Performance Indicators. The final report on the Corporate Work Programme for 2023/24 was considered by the Authority on the 12th of June 2024.</p> <p>The Corporate work Programme for 2024/25 was formally adopted by the Authority on the 24th of April 2024.</p> <p>Members were provided with updates on the progress made in meeting the Well-being Objectives, outlined in the Corporate Work Programme for 2024/25.</p> <p>Progress on the first two quarters of the financial year was reported to the Performance and Resources Committee on the 27th of November 2024. The third and (where available) fourth quarter progress report was reported to the same committee on the 19th of March 2025. A final report is expected to be presented to the Performance and Resources Committee in its meeting in July 2025.</p>
<p>Eryri Low Carbon Strategy 2024-29</p>	<p>At the Authority meeting on the 12th of June 2024, the Eryri Low Carbon Strategy for the period 2024 – 29 was adopted by Members.</p> <p>Whilst the Authority already undertakes several projects which significantly contribute to the goal of reducing carbon and greenhouse gas emissions, this is the first time the Authority has had a specific strategy to guide the work.</p> <p>The strategy will focus on the following key areas: the Corporate Plan, Cynllun Eryri, and the Eryri Local Development Plan. To co-ordinate and implement the strategy effectively, the Authority created a Carbon Officer post.</p>

Principle 4: Determining the interventions necessary to optimise the achievement of the intended outcomes

Budget Strategy 2024-25	<p>The Revenue and Capital Outturn Report for 2023/24 was reported to the Performance and Resources Committee on the 10th of July 2024, which noted the final position of Directorates and Services with regard to budgetary control.</p> <p>The Authority's revenue and capital budget for 2024/25 was confirmed in the Chief Finance Officer's report to the Authority on the 7th of February 2024. The report also confirmed the levy on constituent authorities.</p> <p>An update on the Budget was presented to the Authority on the 11th of September 2024 and on the 13th of November 2024 as well as to the Performance and Resources Committee on the 19th of March 2025.</p> <p>The March report outlined the projected year-end revenue and capital position, which estimated a £500k deficit which will be funded from the financial challenge reserve. An oral update to the report was given at the meeting confirming that an additional grant of £1.1 m had since been received by Welsh Government.</p> <p>The report confirmed that the situation in terms of net spending on services was on target to keep within budget for the year, however inflationary pressures continued to be challenging.</p> <p>Expenditure remains higher on elements affected by inflation, particularly on energy, however confirmation was received that the budget for 2024/25 was 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.</p>
Base Revenue Budget for 2025/26	<p>The Base Revenue Budget for 2025/26 which was presented to the Authority at the 13th of November 2024 meeting, confirmed that the budget figures were based on a flat settlement to reflect Welsh Government statement that there will be no increase in indicative settlements of core grant funding for future years.</p>

	<p>However, the report outlining the Authority's Budget and Levy on Constituent Authorities for 2025/26 by the Chief Finance Officer at the 5th of February 2025 Authority meeting, confirmed that a draft settlement was received in December 2024 in which an increase of around 5% was announced to the Authority's core funding. In actual terms this is an increase of £206k in the core funding, which will also result in an increase of £68k in the levies raised on the constituent authorities.</p> <p>The news was welcomed, however the Chief Finance Officer noted that the Authority continues to face an extremely challenging financial situation and starts the 2025/26 financial year with a deficit in the baseline of £635,850.</p>
<p>Mid Term Financial Plan 2024/25 – 2027/28</p>	<p>The Chief Executive presented an overview of the Authority's financial challenges for the next 2 financial years (2025 – 2027) at a Members' Working Group meeting on the 17th of April 2024.</p> <p>The report outlined the anticipated inflationary pressures (based on Bank of England assumptions) on the Authority over the next 3 financial years to be £903,000.</p> <p>Wage inflation was also identified as an unknown. It may reduce the challenge or increase the financial pressure on the Authority, which needs to be assessed as and when such is known. The Chief Executive concluded that no significant adjustments (except for Plas Tan Y Bwlch) need to be considered in this financial year, but preparatory work needs to be undertaken for future consideration.</p> <p>Following this, the Medium Term Financial Plan was formally considered by Members at the Authority meeting on the 11th of September 2024.</p> <p>Some of the steps considered within the report to address the financial challenge included:</p> <ul style="list-style-type: none"> • Disposing of Plas Tan y Bwlch which creates a £240k saving in the baseline budget; • Increase income generation in the Information Centres; • Increase car parking fees; and • Consider cuts to certain budget lines in order to create savings. <p>It was agreed to adopt the MTFP as a working document, and to review and update it as relevant information</p>

	<p>becomes available. In addition, it was agreed to work closely with Welsh Government Ministers and Officials to develop a commitment on indicative future budgets and to try and ensure provision towards inflationary costs, to ensure that the Authority achieves its statutory duties.</p>
Performance Management	<p>The mechanism for reviewing performance in relation to the Authority's Well-being Statement and the Corporate Work Programme was set out formally in 2021/22.</p> <p>The Performance and Resources Committee will scrutinise performance on the actions contained in the Corporate Work Programme which gives an insight into progress on a quarterly basis.</p> <p>The Annual Report for 2023/24 which was approved for adoption and publication by the Authority in its meeting on the 11th of September 2024, reported on Year 3 progress in achieving the Authority's Well-being Objectives.</p>

Principle 5: Developing the entity's capacity, including the capability of its leadership and the individuals within it

Members' Role Descriptions	<p>Revised role descriptions for Members and for the Chair and Vice Chair were adopted by the Authority on the 27th of April 2022.</p> <p>Changes were made to strengthen the emphasis of the role of members in setting a strategic direction and ambition for the Authority, providing an overarching introduction including the purpose of National Parks and the role of the Authority in delivering on these purposes, and strengthening the section on personal and role development.</p>
Members' Attendance	<p>From the 1st of October 2024, all the Authority's committees and meetings have been held at the Head Office in Penrhyndeudraeth, taking full advantage of the new technological investment for conducting hybrid meetings which has embedded well.</p> <p>Members of the public can observe the committees in person or can view a live webcast, with the current exception of the Performance and Resources Committee. Recordings of committees can also be accessed at a later date through the Authority's YouTube channel.</p>

	Members' attendance at meetings during 2024/25 was 83%, compared to 85% and 81% in the two preceding years of 2023/24 and 2022/23.
Member Training	<p>In 2024/25, member attendance at training events was 48% (53.5% in 2023/24).</p> <p>In addition to the Authority's Member training programme, this year Welsh Government provided funding for Members training sessions on the following:</p> <ul style="list-style-type: none"> ➤ Effective Financial Governance; ➤ Risk Governance; and ➤ Sustainable Governance. <p>Course materials have been made available on the Landscapes Wales website, which allows Members who were unable to attend to access the information.</p>
Staff Performance Appraisals and Training	<p>Learning and development needs are identified in annual performance appraisal reviews, which outlines training priorities for the year ahead.</p> <p>Staff appraisal rates remain low, with only 35% of staff having received appraisals during 2024/25.</p> <p>Further focus will continue to be applied to ensure that as many staff as possible are annually appraised.</p>
Human Resources Strategy	<p>During 2024/25 the average staff sickness absence was 8.9 days compared to 9.1 days in 2023/24.</p> <p>Analysis of available data has shown that there has been a significant increase in absences due to mental health, stress at work, stress, low mood and depression.</p> <p>This increase has promoted the Authority to take the following actions:</p> <ul style="list-style-type: none"> • Offer staff absent from work due to stress the opportunity of a referral to Occupational Health; • The HR department to support managers in developing Wellness Action Plans, for staff returning to work after a period of absence due to stress; • The implementation of stress risk assessments across the Authority; and

	<ul style="list-style-type: none"> • Improve the accuracy of recording reasons for absence to identify trends and provide data for further analysis. <p>As part of the above work a Stress Indicator Tool online survey was rolled out to staff. The survey gathers data anonymously from employees, and will score the performance on workplace aspects related to stress.</p> <p>In addition, all Authority staff and Members have access to the 360 Wellbeing app, which offers amongst other things 24 hour access to GP services, 24 hour mental health helpline and counselling sessions.</p> <p>During the year, several new or revised policies were introduced, including Flexible Working, Domestic Abuse Policy, Learning and Development Policy, Smoking Policy, and a Policy on Reasonable Adjustments.</p>
Management Team Capacity	<p>Following the retirement of the Chief Executive, a new appointment for the role was confirmed on the 2nd of October 2024, which was an internal appointment.</p> <p>On the 13th of November 2024 a report by the new Chief Executive was presented to the Authority to recommend a new structure for the Management Team.</p> <p>The report's main issue of resilience had previously been raised by the Authority as a risk to the operation of the Authority. Therefore, this was considered an opportune time to address this, thereby mitigating a corporate risk. Whilst acknowledging that increasing the capacity of the Management Team had significant financial implications, the Authority nonetheless considered on balance that the advantages outweighed the disadvantages.</p> <p>The Authority therefore resolved to support the increase in Management Team Members from 3 to 4, which will be structured as follows: Chief Executive, Deputy Chief Executive and 2 Directors. The administrative support will remain as existing.</p> <p>The Deputy Chief Executive role would be subject to review between the CEO and Chair of the Authority within 6 months.</p>

Principle 6: Managing risks and performance through robust internal control and strong public financial management

Financial Statements	<p>The Final Statement of Accounts for 2021/22 were formally presented and approved, along with the ISA 260 Report at the Authority meeting on the 12th of June 2024. The Chair and Chief Finance Officer were authorised to sign the Final Letter of Representation by the Appointed Auditor from Audit Wales in accordance with The Accounts and Audit (Wales) (Amendment) Regulations 2018.</p> <p>In the Audit Wales report it was noted that the number of amendments and initial omissions were more numerous than would generally be expected. Detailed background on the delays experienced during the revaluation of the assets was also reported.</p> <p>At the Performance and Resources Committee on the 27th of November 2024, Audit Wales presented their Audit Plan which sets out the plan for the 2022/23 audit of accounts and the 2023 and 2024 performance audit work programme.</p> <p>The Plan set out a timeline of January 2024 for completion of the audit and formal opinion of the 2022/23 financial statements. This timetable was not achieved and the Final Statement of Accounts for 2022/23 along with ISA 260 report were presented to the Authority on the 30th of April 2025 instead.</p> <p>Audit Wales confirmed that yet again a number of amendments were required, and due to this more time was required by Audit Wales to audit the accounts which would result in an increased fee to the Authority. However, an unqualified opinion was given on the final accounts once corrections had been made.</p> <p>The Chair and Chief Finance Officer were authorised to sign the Final Letter of Representation by the Appointed Auditor from Audit Wales in accordance with The Accounts and Audit (Wales) (Amendment) Regulations 2018.</p>

Risk Management	<p>The Risk Register is reviewed and updated quarterly by the Heads of Service and Management Team.</p> <p>Identified risks as noted in the Risk Register are allocated as a responsibility to named officers and target dates are set for mitigation. The Risk Register is reviewed by Members at each Performance and Resources Committee and any removal of risks from the Register is ratified annually at an Authority meeting.</p>
External Audit	<p>At the start of 2023, Audit Wales commenced a review on governance within National Park Authorities in Wales, which included effective scrutiny, partnerships, supporting recovery and resilience, the appointment of members and maximising their contribution through balancing national and local issues. The report was formally presented to Members and Officers at the Authority AGM on the 12th of June 2024.</p> <p>The organisational response was later presented to Members for discussion at the Performance and Resources Committee on the 10th of July 2024. Audit Wales staff were present to provide Members with a follow-up to the responses received to their four recommendations.</p> <p>Full details of the findings and recommendations are set out under Section 6 (Significant Governance Issues) in this Statement.</p> <p>In the summer of 2023 Audit Wales issued a brief on their proposed forthcoming audit on 'Promoting Equality and Diversity of Access', and Officers duly submitted the evidence requested. A draft report was received on the 9th of January 2025 to which the Authority provided follow up questions on some of the findings. A joint meeting to discuss these issues took place on the 6th of March 2025. The final report including recommendations is yet to be received.</p>
Internal Audit	<p>The Internal Audit Manager reports on the previous financial year's work to the Performance and Resources Committee. However, the annual report for 2023/24 was not presented at any time during the year.</p>

	<p>Internal Audit have confirmed that they will report on work undertaken during 2023/24 and 2024/25 in a combined two year report at the Performance and Resources Committee in July 2025.</p>
Health and Safety	<p>Following a review of the management of Health and Safety within the Authority during February 2023, and to meet compliance with Regulation 7 of the Management of Health and Safety at Work Regulations, the appointment of an inhouse Health and Safety Officer was made in January 2024.</p> <p>A Health and Safety Report was presented to the Performance and Resources Committee on the 27th of November 2024 by the new Officer. The report identified several gaps in the Health and Safety Management System, notably the review process of policies and procedures, risk assessments and training needs assessments. Those issues are now being addressed.</p> <p>During 2023/24, 43 members of staff attended training courses in relation to health and safety. A further 160 health and safety courses have been completed by staff through the ELMS e-learning platform for National Parks.</p> <p>Within the same reporting period, 18 incidents were reported, none of which were reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).</p>
Information Centres	<p>The Authority has 3 Information Centres in Betws y Coed, Beddgelert and Aberdyfi, which are managed by the Sustainable Tourism Manager, whose main objective is to ensure that the Centres are commercially viable / self-financing.</p> <p>The Information Centres Annual Report was presented to the Performance and Resources Committee on the 27th of November 2024. The report provided an overview of the 2024/25 year to date and concluded that the Centres would end the financial year within their set operating budget.</p> <p>The main issues of note was the increased turnover seen in all 3 Centres, that the number of visitors had remained stable in Aberdyfi and Betws y Coed but had decreased slightly in Beddgelert. Full staffing levels have been in</p>

	<p>place at all Centres for the full season and no days were lost due to insufficient cover.</p> <p>The report confirmed that increasing income and reducing the running costs of the Centres will be a priority in 2025 and all commercial opportunities will be explored.</p>
Borrowing and Investment Strategies / Treasury Management	<p>The Annual Report providing the actual Treasury Management (borrowing and investment) of the Authority during 2023/24, was not presented to the Authority during the year.</p> <p>The Chief Finance Officer presented the Capital Strategy for 2025/26 at the Authority meeting on the 5th of February 2025.</p> <p>The report gives a high-level overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of National Park services along with an overview of how associated risk is managed and the implications for future financial sustainability.</p> <p>The report confirms that the Authority commences 2025/26 debt free. Capital expenditure planned for the year amounts to £1.44M of which £1.24M is financed by external sources and £196K is financed by the Authority's own resources. There is no expectation that the Authority will need to finance any capital works through borrowing.</p> <p>Members approved no change in the authorised borrowing limit and the operational boundary, and approved both the Capital Borrowing Strategy and Investment Strategy for 2025/26, and noted the content with regard to the Prudential Code.</p>
Plas Tan y Bwlch Study Centre	<p>In his report to the Authority on the 7th of February 2024, the previous Chief Executive reported that the Plas Tan y Bwlch Board had come to the conclusion that a viable business linked to delivery of the Authority's statutory purposes could not be developed within the current resources available.</p> <p>It was resolved at the meeting to pursue a two-way path of gauging what interest there in the Property on the Open Market and in addition, to continue discussions with potential partners to run the site.</p>

	<p>A report by the Interim Chief Executive to the Authority on the 11th of September 2024 reported on progress thus:</p> <ul style="list-style-type: none"> • Despite numerous enquiries and interest shown in the site, only one definite offer to purchase had been received; • A community company, Cymunedoli Cyf., had commissioned a feasibility study on the possibility of transferring the asset into their ownership; and • Due to recent increased press coverage, concerns had been raised by the public, primarily over losing access to the woodland and Llyn Mair. <p>It was resolved to postpone a decision relating to the offer to enable discussions to continue with other interested parties and with Cymunedoli Cyf., and to investigate options to protect access to the woodlands and Llyn Mair.</p> <p>A further comprehensive update report was presented to the Authority on the 13th of November 2024. After careful consideration and discussions by Members, it was resolved:</p> <ul style="list-style-type: none"> • To formally rescind the Authority's decision relating to Plas Tan y Bwlch dated 11th September 2024; • To defer a decision on the future of Plas Tan y Bwlch to the Authority meeting on 30th April 2025; • To continue communications and negotiations with those parties that have shown an interest to date with a view to gaining a better understanding of their interest and ability to purchase; • To utilise this time to undertake an assessment of any potential buyer's ability to fund necessary repairs and improvements to Plas Tan y Bwlch and what plans they have for the property. This assessment to include an assessment of the means of Cymunedoli Cyf. and any other Community Company to proceed with their plans and the likely timeframe involved; • In the meantime, that Plas Tan y Bwlch be formally withdrawn from the market; and • To consider and reach a decision on the preferred option for ensuring public access to the woodlands and Llyn Mair for formal decision by the Authority at its meeting on 30th April 2025.
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	<p>Following a detailed discussion at the Members' Working Group on the 3rd of March 2025, in which the new Chief Executive presented a new option for the future of Plas Tan y Bwlch; Officers were asked to explore the retention of Plas Tan y Bwlch subject to securing a National Lottery Heritage Fund grant. The option was also discussed with the community in a drop-in session on the 20th of March 2025.</p> <p>A further report by the new Chief Executive to the Authority on the 30th of April 2025 gave more detail on this option and a proposed timetable to consider. The following recommendation was formally approved by Members at the meeting:</p> <ul style="list-style-type: none"> • Officers to pursue the retention of Plas Tan Y Bwlch subject to securing a National Lottery Heritage Fund grant, with a view to relocating offices from Penrhyndeudraeth to Plas, including a wider mix of uses for the property; • Officers to pursue this with a National Lottery Grant application this Summer; • Officers to emphasise the importance of expectation management throughout this process, noting that Plas would revert to be sold should the grant application fail; • Should the grant funding approach prove unsuccessful, that the Authority should retain control of the woodlands and Llyn Mair, whatever decision is made on Plas Tan y Bwlch; • Officers to continue to closely monitor the Authority's financial situation throughout this process, including presenting measures to reduce the current budget deficit during the course of this financial year; and • That the Authority further considers this matter and any progress made at the Authority's September 2025 meeting. <p>The Authority's Risk Register continues to be reviewed and updated throughout this process, to reflect the most up to date situation with regard to mitigation of risks. Further detail can be found under Section 6, Significant Governance Issues, of this report.</p>

Yr Ysgwrn	<p>Yr Ysgwrn's Annual Report for 2023/24 was presented to the Authority on the 11th of September 2024.</p> <p>The report noted that 2 successful projects had been undertaken during the year. The first was the Vanishing Words (Geiriau Diflanedig) Project which opened its exhibition in June 2023. Financial grant support was received to develop an educational resource based on the project, which would respond to the curriculum of Wales requirements for pupils aged 7 to 11 years old.</p> <p>The second was the Fama Project, which was initiated because of the vandalism committed on the Hedd Wyn memorial during 2022. This was an opportunity to work with the community to reinterpret the relationship with Hedd Wyn and the heritage of Yr Ysgwrn and the local community, exactly a century after the memorial was unveiled, in 1923.</p> <p>In addition to the 2 projects, a further 20 activities attracting over 500 attendees were held during the year.</p> <p>Despite the financial challenges, the year concluded within Yr Ysgwrn's operating budget.</p>
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Principle 7: Implementing good practices in transparency, reporting, and audit to deliver effective accountability

Pay Policy Statement	<p>Section 38 (1) of the Localism Act 2011 places a requirement on Local Authorities to prepare pay policy statements. Whilst National Park Authorities are exempt from this requirement, it has been considered good practice to adopt such a statement, and accordingly this is done annually by the Head of Human Resources.</p> <p>The Authority's Pay Policy Annual Report for 2023/24 and Pay Policy Statement for 2024/25 was presented to the Performance and Resources Committee on the 10th of July 2024, ensuring transparency in staff remuneration at the Authority.</p>
Annual Report 2023/24	<p>The Annual Report for 2023/24 was presented to the Authority meeting on the 11th of September 2024, before being published on the website and distributed to the Authority's main centres, public libraries etc., within the National Park.</p>

	<p>It contains the Chairman's Annual Report for the year, which sets out what was achieved, not achieved and any problems that were encountered.</p> <p>It also contains details of the Authority's Service Priorities and the Authority's Objectives set on an annual basis that feed into and show how it is intended to take the National Park forward in order to attain the Authority's vision; a summary evaluation of progress made in attaining the Authority's Objectives, and performance management.</p>
Hybrid Committees and Broadcasting	<p>From the 1st of October 2024, all official Authority meetings are now held at the Head Office at Penrhyndeudraeth, taking full advantage of the investment in hybrid meeting technology installed in the conference rooms.</p> <p>The Authority meetings and the Planning and Access Committee are also webcast live on to the Authority's YouTube channel, as well as a recording of the meeting being able to be viewed at any time. Members of the public therefore can either attend the Committee meetings in-person or can access remotely.</p> <p>This not only improves access for Members and Officers but also access, transparency and reporting of the Authority's business for members of the public.</p>
Grant Funding	<p>Most project based work in the Authority is funded through external grant funding.</p> <p>Grant Funding updates, including any reprofiling and amendments to end dates where relevant, are given to Members through the Performance and Resources Committee. Detailed information is given on capital funded projects as well as live projects.</p> <p>The Authority reviews its priorities annually, ensuring consideration is given to the timescales involved with some grant obligations, and as a result confirms the priority areas for future bids.</p>

	<p>Members have previously confirmed that their approval is required for projects under the following situations:</p> <ul style="list-style-type: none"> • Any multi-year projects. • Any proposal that does not fit within agreed strategic priorities. • Any proposal referred to members by the Chair or CEO. • Any in-year proposal above an agreed financial limit (agreed at £150,000). <p>During the year an update was given to the Performance and Resources Committee on the 27th of November 2024.</p>

6. Significant Governance Issues and Actions Proposed for 2025/26

Audit Wales: Governance of National Park Authorities

During the period between January and December 2023, Audit Wales conducted a review of governance arrangements across the National Park Authorities in Wales. The review considered five key elements: governance model and structure; key functions and responsibilities within these structures; governance culture; infrastructure to support effective governance; and arrangements to monitor and evaluate the effectiveness of governance.

The purpose of the review was twofold. Firstly, to identify how governance arrangements could be strengthened in light of previously identified themes which had emerged over the last few years reviews, which were:

- Stretched Officer Capacity;
- Tension between key priorities when discharging functions;
- Reliance on short-term grant funding;
- Challenging financial positions and use of reserves; and
- Difficulties in performance management of partnerships.

Secondly, the challenging operating environments for National Parks in Wales due to 15 years of reduced budgets, makes good governance even more important so as to effectively manage the reductions in funding in a way that secures value for money.

Reporting on the outcome for this Authority in June 2024, Audit Wales noted in its report that “Overall, we found that the governance model for National Park Authorities provides a clear framework to discharge their key functions, but weaknesses in its implementation present a risk to good governance.”

Particular issues identified were:

- National Park Authorities recognise the value of collaboration but governing through complex partnership structures presents challenges.
- Servicing governance requirements risks stretching Officer capacity.
- Weakness in elected member selection processes risk undermining good governance.
- The Welsh Government has a comparatively rigorous process for appointing Members, but there is limited on-going support to appointed Members.
- The extent to which Members are being held accountable for their contribution to the governance of National Park Authorities is unclear.
- Weaknesses in how the governance model is being implemented raises questions about its suitability.

Proposals for Improvement

The table below sets out the proposals for improvement for this Authority, identified by Audit Wales whilst undertaking the review and the Authority's response.

Recommendation	
R1	<p>Supporting Members to carry out their role: This report highlights weaknesses in the ongoing support and guidance provided to members appointed by the Welsh Government. To address this, we recommend that NPAs and the Welsh Government work together to:</p> <ul style="list-style-type: none"> ➤ Agree the support and guidance that will be provided to NPA members; ➤ Agree which of this support and guidance will be provided by the Welsh Government and which will be the responsibility of NPAs; and ➤ Clearly communicate this to Welsh Government appointed members.
Eryri NPA Response 12.06.2024	
	<p>The Authority frequently evaluates the development needs of all Members. Following on from this a support programme is provided to all Members. The Authorities hold a seminar for Members at Welsh level annually. There are other opportunities at UK and European levels available to Members.</p> <p>We will continue to collaborate with the Welsh Government to enable thematic training for all Members.</p>

Audit Wales Response 10.07.2024	
	Whilst agreeing to continue to collaborate with the Welsh Government to enable thematic training for all Members was to be commended, Audit Wales remained of the opinion that the organisational response did not directly address what was needed and did not provide sufficient certainty that this would happen.
Eryri NPA Further Response 10.07.2024	
	Members and Officers agreed to address the issues raised by Audit Wales.

Recommendation	
R2	<p>Ensuring Member nominations support good governance:</p> <p>This report highlights a lack of clarity and inconsistency in how local authority members are nominated to sit on NPAs. It also highlights a lack of diversity amongst local authority NPA members. To help address this, we recommend that NPAs work with the WLGA and the Welsh Government to:</p> <ul style="list-style-type: none"> ➤ review whether the protocol for nominations remains fit for purpose; ➤ raise awareness of the protocol and how it can support nominations; and ➤ promote its usage amongst relevant local authorities.
Eryri NPA Response 12.06.2024	
	These are not matters within the Authority's control. These are a point of action for the WLGA, individual local authorities and the Welsh Government. The Authority will be willing to contribute to any review/scrutiny on this if invited to do so.
Audit Wales Response 10.07.2024	
	Audit Wales welcomed the offer to work with the Welsh Government and the WLGA on the protocols, and whilst the response stated these matters were not within the Authority's control, they were relevant to the Authority as it has a role to govern effectively.
Eryri NPA Further Response 10.07.2024	
	Change the response as follows: These are not matters within the Authority's control. These are a point of action for the WLGA, individual local authorities and the Welsh Government. The Authority would welcome the opportunity to contribute to any review/scrutiny on this if invited to do so.

Recommendation	
R3	<p>Improving accountability for Members</p> <p>To provide assurance on Members' contribution to the governance of NPAs, and to help inform future training and development provision, we recommend that the Welsh Government, NPAs and constituent local authorities work together to develop an accountability framework for all members of NPAs that:</p> <ul style="list-style-type: none"> ➤ evaluates their contribution to the NPA; and ➤ can be used to help to target support and development to enable NPA members to be effective in their role.
Eryri NPA Response 12.06.2024	
	We look forward to assisting the Welsh Government and local Authorities on this.
Audit Wales Response 10.07.2024	
	Accepted.

Recommendation	
R4	<p>Reviewing whether the model is delivering what was intended</p> <p>This report highlights weaknesses in the implementation of the governance model and how these issue raise questions about its suitability. To ensure it remains fit for purpose and reflects the distinct and different challenges each faces we recommend that, within the timescales of designating a new national park, the Welsh Government reviews the governance model for NPAs.</p>
Eryri NPA Response 12.06.2024	
	<p>The report does not highlight any weaknesses in terms of Governance, common concerns that are shared by several public bodies are highlighted which is a lack of resources to deliver, this is a challenge, not a lack of Governance.</p> <p>No logical evidence has been presented in this report about the need for change and why the Governance system is not fit for purpose. Several reports have come to the conclusion that the current Governance system provides the necessary balance to manage special and vulnerable places.</p> <p>The report has missed an opportunity to look at strategic Governance issues e.g. The effectiveness of section 62(2) of the Act supporting the objectives of National Parks, NPA's ability to trade and NPA's ability to manage natural Resources within its boundaries. Very disappointing as an overview of Governance.</p>

Audit Wales Response 10.07.2024	
	The Authority's response stated the report did not provide evidence why the Governance system was not fit for purpose. Audit Wales were confident that the report provided a basis for the evidence which was comprehensive and conclusive.
Eryri NPA Further Response 10.07.2024	
	Members and Officers agreed that no change was necessary to the Authority's response.

The Authority's Risk Profile

The three highest risks to the Authority as reported formally in March 2025, is as follows:

**Both risks associated with Plas Tan y Bwlch have since been updated and is due to be reported upon to the July 2025 Performance and Resources Committee.*

Risk	Result	Action Identified / Progress to date
Insufficient core budget funding.	Cut in Services.	<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> <p>Risk Rating: Effect 4 x Likelihood 4 = 16 (High)</p>

<p>*Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.</p>	<p>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.</p>	<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> <ul style="list-style-type: none"> (i) formally annul the decision made by the Authority regarding Plas Tan y Bwlch dated 11 September 2024. (ii) postpone a decision on the future of Plas Tan y Bwlch until the Authority's meeting on 30 April 2025. (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. (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. (v) meanwhile, formally remove Plas Tan y Bwlch from the market. (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. (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. (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.
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		<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 2025 when the situation will be discussed in further detail.</p> <p>Risk Rating: Effect 4 x Likelihood 5 = 20 (High)</p>
*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.	<p>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.</p> <p>Risk Rating: Effect 5 x Likelihood 3 = 15 (High)</p>

7. Opinion

We propose over the coming year to take steps to address the matters referred to in part 6 to further enhance our governance arrangements. We are satisfied that these steps will address the need for improvements that were identified in our review of effectiveness and will monitor their implementation and operation as part of our next annual review.

**CHIEF EXECUTIVE
SNOWDONIA NATIONAL
PARK AUTHORITY**

DATE: 11.06.2025

**CHAIR
SNOWDONIA NATIONAL
PARK AUTHORITY**

DATE : 11.06.2025

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES
REPORT BY	Interim Deputy Chief Executive
PURPOSE	To discuss the Annual Report of the Independent Remuneration Panel for Wales

1 BACKGROUND

- 1.1 Members will no doubt recall that a report was submitted to the Authority on 13th November 2024 when the draft report of the Independent Remuneration Panel for Wales was discussed. The Authority decided that it should accept the draft report and recommendations as submitted with the minor resource implications which will necessitate an increase to existing budgets.
- 1.2 The Authority has now received the final report of the Independent Remuneration Panel for Wales which can be found at the Independent Remuneration Panel for Wales' website, a link for which is set out below for both the Welsh and English versions:

[Adroddiad Blynyddol 2025-26](#)

[Annual Report 2025-26](#)

- 1.3 The Independent Remuneration Panel for Wales has not changed any aspect of the draft report insofar as it relates to National Park Authorities.

2 RESOURCE IMPLICATIONS

The increase in allowances set out above will have minor resource implications which will necessitate an increase to existing budgets.

3 RECOMMENDATION

To note the contents of the report.

4 BACKGROUND PAPERS

Report to the Authority dated 13th November 2024

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	ANNUAL REPORT ON THE SOCIAL PARTNERSHIP DUTY
REPORT BY	Interim Deputy Chief Executive
PURPOSE	To discuss and agree the contents of the Annual Report

1. BACKGROUND

- 1.1. The Social Partnership and Public Procurement (Wales) Act states that in carrying out sustainable development, public bodies, which includes Eryri National Park Authority, will be required, in so far as is reasonable, to seek consensus or compromise with their recognised trade unions or, where there is no recognised trade union, other worker representatives. The duty applies when setting well-being objectives and making decisions of a strategic nature about the reasonable steps they intend to take to deliver those objectives set under section 3(2) of the Well-Being of Future Generations (Wales) Act.

2. SOCIAL PARTNERSHIP DUTY

- 2.1. Section 16(2) of the Social Partnership and Public Procurement (Wales) Act, sets out a number of specific requirements relating to the Duty, which a public body must comply with when 'seeking consensus or compromise'. The requirements are intended to ensure that trade unions or other representatives of the staff of public bodies are fully and properly involved when a public body sets its well-being objectives, or when making strategic decisions about the reasonable steps the body is taking to meet those objectives.
- 2.2. The Social Partnership and Public Procurement (Wales) Act states that:
- in order to seek consensus or compromise a public body must include its recognised trade unions or other representatives of its staff in the process of setting objectives or making decisions, by (in particular)—
- (a) consulting them at a formative stage of the process, and
 - (b) otherwise involving them throughout the process by—
 - (i) providing sufficient information to enable them to properly consider what is proposed, and

- (ii) providing sufficient time to enable them to adequately consider what is proposed and respond

3. ANNUAL REPORT DUTY

- 3.1. The Social Partnership and Public Procurement (Wales) Act requires the Authority to produce an annual report to evidence how they have complied with the duty, which must be submitted to the Social Partnership Council for scrutiny.
- 3.2. Section 18 of the Social Partnership and Public Procurement (Wales) Act states that in relation to Social Partnership Reports a public body must prepare, in respect of each financial year, a report of what it has done to comply with the duty.
- 3.3. The report must be agreed with the public body's recognised trade unions or (where there is no recognised trade union) other representatives of its staff, or contain a statement explaining why it was not agreed.
- 3.4. The public body must publish the report, and submit it to the Social Partnership Council, as soon as reasonably practicable after the end of the financial year.

4. THE AUTHORITY'S ANNUAL REPORT

- 4.1. The Authority has not reviewed its Well-being Objectives during the financial year 2024-25.
- 4.2. No formal consultation has accordingly been undertaken in relation to the Duty as set out in the Social Partnership and Public Procurement (Wales) Act during the 2024-25 financial year.
- 4.3. The Authority has started the process of revising *Cynllun Eryri*, its National Park Management Plan which will be undertaken during the 2025-26 financial year.
- 4.4. *Cynllun Eryri* sets out the direction that the Authority and its partners wishes Eryri National Park to develop over the next five years. Through setting out the Vision and Special Qualities for Eryri and identifying and agreeing key partnership roles and responsibilities, *Cynllun Eryri* has a fundamental role in the Authority's strategic corporate planning process.
- 4.5. *Cynllun Eryri*, the National Park Management Plan will then directly feed into the development of the Authority's Well-being Statement, which includes our Well-being Objectives and ways of working in realising the Vision and achieving successful outcomes. The Well-being Objectives will set out where we will focus our resources over the coming years.
- 4.6. Due to this, it is the Authority's intention to delay a review of the Authority's Well-being Objectives so as to ensure a seamless golden thread runs between *Cynllun Eryri* and the Authority's Well-being objectives.
- 4.7. It is therefore anticipated that the process for formally reviewing the Authority's Well-being Objectives will commence in the 2026-27 financial year.
- 4.8. Formal consultation will be undertaken with trade union representatives at that time.

5. CONSULTATIONS

- 5.1. The Local Joint Working Group discussed and agreed the contents of the Annual Report at its meeting on 14th March 2025.
- 5.2. Although not a requirement of the Act as the Authority has recognised trade union representation the Authority's Staff Forum also discussed and agreed the contents of the Annual Report at its meeting on 28th May 2025.

6. RESOURCE IMPLICATIONS

None

7. RECOMMENDATION

- 7.1. That Authority formally agrees the contents of this Annual Report so that the same may be submitted to the Social Partnership Council as the Authority's Annual Report for the financial year 2024-25.

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	Proposal to extend the current Well-being Objectives to April 2027, with a full review commencing in 2026-27.
REPORT BY	Chief Executive
PURPOSE	To set out rationale to extend the existing Well-being Objectives to April 2027, with a full report setting out the timetable for this review to follow in early 2026.

1. Background

- The Well Being of Future Generations (Wales) Act 2015 requires that public bodies, when they are carrying out sustainable development, must create and publish their well-being objectives. These objectives must be designed to maximise the contribution of the Authority to achieving their well-being goals.
- The Authority's Well-Being Statement, which includes these objectives, was prepared in 2020 and published in 2021 covering the 5-year period to 2026. This set out the Authority's corporate vision and helped shape the Authority's new initiatives and projects/programmes, as well as highlighting areas for improvement. The process of reviewing these Well-being Objectives should be commencing shortly, with a view to adopting them by April 2026.
- However, this report seeks Member approval to extend the use of the current objectives by 12 months to April 2027, thereby allowing the review of *Cynllun Eryri* to precede and inform them. It is considered this will provide a much stronger and more inclusive foundation upon which to prepare the Well-being Objectives.

5. The Current Well-being Statement 2021-2026

- Just by way of reminder (although most Members will be very familiar with this), the Well-being Statement was prepared throughout 2020 and comprised a series of Member and staff facilitated engagement sessions. Most Members will by now be familiar with the 3 main themes and 5 sub-themes that emerged from this, which were as follows (a full copy is included in Appendix 1):

a. Resilient Environments:

- Improve recreation management and any negative effects of recreation
- Responding to the challenges of climate change
- Improving the management and understanding of our cultural heritage
- Addressing the challenges and opportunities of post Brexit land management scenarios
- Addressing the decline in nature.

b. Resilient Communities

- Maintaining and increasing the quality of life of residents
- Supporting young people
- Promote sustainable tourism to add value to local communities
- Promote and actively support the Welsh language
- Develop a local economy which supports both the designation and the management of Eryri as a National Park

c. Resilient Ways of Working

- Developing a skilled workforce
- Developing and promoting best practice
- Effective partnership working
- Modernising governance arrangements
- Maintain and improve the understanding and support of local communities to the work of the National Park.

7. A key element of the Authority's Well Being Statement is directly linking the above sub-themes to the 'outcomes' in *Cynllun Eryri*, and most Members will again be familiar with this format. The relationship between both *Cynllun Eryri* and the Eryri Local Development Plan with the Well-being Statement is therefore a direct one – and the 'golden thread' between these documents is essential to the way the Authority operates at a strategic level.

8. Timescale for the Review of *Cynllun Eryri*

9. *Cynllun Eryri* is a 5-year plan (currently 2020-25), with a 20–25-year vision - the current Plan's vision is set to 2045. A key part of *Cynllun Eryri*'s review process is the 'State of the Park Report', which Members have already seen earlier this year. The State of the Park Report provides the foundation for the work that follows on the *Cynllun Eryri* Review. There will also be a series of symposiums on various topics over the coming weeks and months (on topics such as nature restoration, sustainable tourism and climate change) which will also directly contribute to the *Cynllun Eryri* review. The outcomes of these processes will be presented to Members in a Working Group in early 2026, and the plan is then to present the revised *Cynllun Eryri* for Members to adopt at the AGM in June 2026.

10. Implications for the timescale of the Review of the Well Being Objectives

11. Given the work that has already happened with the State of the Park Report, and the work that is to follow with the symposiums this year and ultimately with the adoption of *Cynllun Eryri* next year, I believe it is prudent to extend the period of the current Well-

being Objectives by 12 months to April 2027. This will allow time for any review to fully consider the content of the newly adopted *Cynllun Eryri*.

12. The strategic direction of the National Park will have been widely discussed with a wide variety of stakeholders as part of the *Cynllun Eryri* review process. This will leave a strong foundation upon which to subsequently review our Well-being Objectives in 2026-27. Provided Members are content with this approach, a more detailed timetable and methodology for reviewing the well-being objectives will follow in due course. This will set out the methodology for involving Members and other stakeholders in their preparation, along with a more detailed timetable for their preparation.

13. New Management Team Members

14. Members will also be aware that we are in a period of change regarding the Authority's Management Team. I started my role just over 6 months ago, and we have appointed a new Director of Planning & Partnerships who is set to commence on the 23rd June. We also hope to recruit a new Director of Land Management this Summer. I would like the entire Management team to have ownership over the Well-being Objectives, which is a further reason to extend the current Well-being Objectives by a year, thereby ensuring the full team will be in place for the review that follows next year.

15. Conclusion

16. Whilst it was originally envisaged to start reviewing the Authority's Well-being Objectives shortly with a view to adopting them by April 2026, this report seeks approval to extend the existing objectives by a year to 2027. This will allow the ongoing review of *Cynllun Eryri* to precede reviewing the Well-being Objectives. This will provide a much stronger and more inclusive foundation upon which to commence a review of the Well-being Objectives in 2026-27. There will also be a full complement of staff within the Management Team at that point which will allow a greater sense of corporate ownership over the process.

17. Recommendation

18. To extend the existing Well-being Objectives 2021-2026 by 12 months to April 2027.
19. To commence the review of the Well-being Objectives once *Cynllun Eryri* has been adopted at the AGM in 2026, with a view to adopting them in April 2027.
20. For a more detailed timetable and methodology for preparing the Well-being Objectives to be presented to Members in early 2026.

Appendix 1: Eryri Well Being Statement 2021-26:



SNOWDONIA NATIONAL PARK AUTHORITY

WELL-BEING STATEMENT 2021-2026

Adopted by the Authority March, 2021

The Well-being of Future Generations (Wales) Act 2015 is about improving the economic, social, cultural and environmental well-being of Wales. Public bodies in Wales must work to achieve a shared vision, expressed in the Act as the seven national well-being goals:

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and thriving Welsh Language	A Globally responsible Wales
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Public bodies subject to the Act have a legal duty to adopt the sustainable development principle when setting well-being objectives and in taking steps to achieve those objectives. In the Act the sustainable development principle is represented by the five ways of working, which are:



Long Term



Prevention



Integration



Collaboration



Involvement

This document sets out Snowdonia National Park Authority's revised well-being objectives, describes how they will help us achieve the seven well-being goals for Wales and establishes the rationale and the steps we will take to achieve them. Underpinning our well-being objectives, are our Sustainable Development principles, Vision, Service Priorities and Corporate Work Programme.



WELL-BEING STATEMENT 2021-2026

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WELL-BEING STATEMENT 2021-2026

1. INTRODUCTION

- 1.1 Snowdonia National Park Authority is committed to the principles of Sustainable Development and Continuous Improvement. This document forms a key element in the system by which the Authority establishes its work programme and monitors performance and improvement
- 1.2 The Authority's Well-Being Statement is the document which details the Authority's corporate vision and priority outcomes. The document is a high level strategic document which identifies the Authority's guiding principles and key priorities. The Well-Being Statement helps to shape what new initiatives and projects/programmes the Authority may develop or bid for in the coming years as well as highlight any areas for improvement.

2. BACKGROUND TO ADOPTING NEW WELL-BEING OBJECTIVES FOR 2021-26

- 2.1 In 2018-19 Snowdonia National Park Authority combined its improvement objectives into its Corporate Plan (well-being statement) and produced one document. This approach was consistent across the three National Park Authorities and supported and audited by the Wales Audit Office.
- 2.2 Since the publication of the "Valued and Resilient" report in July 2018, which identified Welsh Government's priorities for the Designated Landscapes of Wales, the Authority's well-being objectives are required to meet the 10 cross-cutting themes found in the document:
 1. Landscapes for everyone
 2. Exemplars of the sustainable management of natural resources
 3. Halting the loss of biodiversity
 4. Green energy and decarbonisation
 5. Realising the economic potential of landscape
 6. Growing tourism and outdoor recreation
 7. Thriving Welsh language
 8. All landscapes matter
 9. Delivering through collaboration
 10. Innovation in resourcing
- 2.3 The disapplication (with caveats) of the Local Government Measure 2009 allows the Authority to adopt longer term objectives which will facilitate 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 annual work programmes.
- 2.4 The Wellbeing and Future Generation (Wales) Act 2015 stipulates that the Authority must carry out sustainable development and in doing so must set and publish objectives ("well-being objectives") that are designed to maximise its contribution to achieving each of the

well-being goals, and take all reasonable steps (in exercising its functions) to meet those objectives.

- 2.5 The Authority is required to reflect purposes and duties under the Environment (Wales) Act 1995.
- 2.6 In 2019 Members agreed on the need to review the Authority's objectives to ensure that they better reflected and aligned with the priorities identified in the documents 2.2 – 2.5 above and accommodate Welsh Government's priorities for the designated landscapes of Wales.
- 2.7 A timeline was adopted by the Authority to adopt new wellbeing and strategic objectives for the period 2021-26.

A series of Member and/or staff facilitated engagement sessions were held throughout 2020 during which key areas were identified. Three main themes emerged, two outward and one inward facing. Aligned with the three main themes further five sub themes were developed to provide focus:

RESILIENT ENVIRONMENTS:

- 1. Improve recreation management and any negative effects of recreation
- 2. Responding to the challenges of climate change
- 3. Improving the management and understanding of our cultural heritage
- 4. Addressing the challenges and opportunities of post Brexit land management scenarios
- 5. Addressing the decline in nature.

RESILIENT COMMUNITIES:

- 1. Maintaining and increasing the quality of life of residents
- 2. Supporting young people
- 3. Promote sustainable tourism to add value to local communities
- 4. Promote and actively support the Welsh language
- 5. Develop a local economy which supports both the designation and the management of Snowdonia as a National Park.

RESILIENT WAYS OF WORKING:

- 1. Developing a skilled workforce,
 - 2. Developing and promoting best practice,
 - 3. Effective partnership working,
 - 4. Modernising governance arrangements,
 - 5. Maintain and improve the understanding and support of local communities to the work of the National park.
- 2.8 During the summer of 2020, the Authority held an initial informal consultation with stakeholders to gauge whether the initial themes reflected the aims and vision of the National Park Authority whilst utilising the resources available in the most sustainable way. Feedback confirmed the themes and provided suggestions for changes and further improvement.
- A formal consultation took place late 2020 prior to further Member/Staff sessions to discuss, consider and develop final draft well-being objectives and a Corporate Work Programme.
- 2.9 The position of the Authority like all other sectors has changed dramatically due to the need to protect public health against the Covid-19 pandemic and the requirements of dealing with the threat to society. Accordingly, this has necessitated changes to both the Authority's Service Priorities and to some elements of the well-being objectives themselves so as to enable the Authority to concentrate efforts and resources on where it is needed.

3. SERVICE PRIORITIES

3.1 In developing its service priorities and well-being objectives the Authority takes regard to key legislation and strategic policy statements, other relevant plans and the views of staff, its members, key stakeholders and members of the public including:

- The Well-being of Future Generations (Wales) Act 2015
- Natural Resources Policy
- Remit letter issued on an annual basis by the Welsh Government to the Authority
- Delivery of the National Park Management Plan (Cynllun Eryri)
- Reports by Wales Audit Office on the Authority
- Gwynedd & Mon and Conwy & Denbighshire Public Service Boards Well-Being Plans
- Consultation responses and the views of stakeholders.

3.2 **OUR SERVICE PRIORITIES FOR THE COMING FINANCIAL YEARS ARE SET OUT AS FOLLOWS:**

- ensure that the objectives in Cynllun Eryri, the National Park Management Plan, are delivered successfully by ourselves, our partners and our stakeholders in order to improve the state of the Park;
- ensure that the statutory planning function is adequately resourced and effectively managed in order to meet national policy, customer expectations and support sustainable communities;
- sourcing new income streams to support Park purposes and the Authority;
- ensure that we are fully engaged with and delivering against the Well-being of Future Generations (Wales) Act 2015, the Environment (Wales) Act 2016 and priorities of Valued and Resilient;
- demonstrating both locally and nationally the benefits of a National Park Authority to manage such a special place as Snowdonia for both now and for future generations;
- protect our staff, residents, users and the National Health Service against the spread of Covid-19 virus at a local, regional and national level;
- ensure that both staff and members are adequately supported in their working arrangements in such a period and that the wellbeing of staff is supported;
- deal with the operational needs and financial pressures resulting from the constraints and challenges of operating in a challenging environment and the required measures in dealing with the Covid-19 pandemic and years beyond;

3.3. **HOW THE AUTHORITY GOES ABOUT ITS BUSINESS IS EQUALLY IMPORTANT IN THESE ECONOMIC TIMES AND IN THIS CONTEXT THE AUTHORITY WILL ADOPT THE FOLLOWING APPROACH:**

- further embedding sustainable development as a core principle that guides all our work;
- by working with our partners, adopting an enabling and facilitating role in attaining our purposes;
- will fully evaluate long term financial and other commitments of all potential projects;
- working with our communities in attaining the vision of the Authority.

4. WELL-BEING OBJECTIVES AND THE SUSTAINABLE DEVELOPMENT PRINCIPLES

- 4.1 The Well-being of Future Generation (Wales) Act 2015 (“the Act”) gives a legally binding common purpose namely the seven well-being goals. The seven well-being goals are as follows:

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and thriving Welsh Language	A Globally responsible Wales
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The Act applies to national government, local government, local health boards and other specified public bodies such as this Authority.

For the Authority the core duty in the Act (the well-being duty) is that we must set well-being objectives that maximise our contribution to achieving the well-being goals set out above. In doing so, we must take all reasonable steps to meet those well-being objectives in accordance with the sustainable development principle.

- 4.2 The Authority’s well-being objectives should be objectives for change over the long term. We will meet our well-being objectives by a series of steps and these can themselves be short, medium or long term actions for change or a combination of the same.
- 4.3 The Authority’s well-being objectives are set out in Section 5 of this Well-being Statement. They are set out in such a way as to clearly show how each and every one of them applies to each of the seven well-being goals. Beneath the individual well-being objectives are the series of steps needed to achieve the same and these have, once again, been assessed individually as to how they apply to each of the seven well-being goals. The steps to be undertaken as set out above and in Section 5 is supported by a detailed Work Programme that is reported to and audited by the Authority on a regular basis throughout the year. The progress can then be measured by the Local Performance Indicators adopted for that specific purpose.
- 4.4 Supporting the Well-being goals is a parallel duty that each public body must carry out sustainable development. Further details as to what constitutes sustainable development is set out below.

Any actions that we take in achieving our well-being objectives will need to be made in a sustainable way. Sustainable development involves five key requirements namely:

1. **Long Term** – the importance of balancing short term needs with the need to safeguard the ability to meet long term needs, especially where things done to meet short term needs may have detrimental long term effects.
2. **Integration** – how our well-being objectives may impact upon each of the well-being goals, how the well-being objectives may impact upon each other or upon other public bodies’ well-being objectives, in particular where steps taken by us may contribute to meeting one objective but may be detrimental to meeting another.
3. **Involvement** – the importance of involving other persons with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of Wales or the geographical area of the Authority.

4. **Collaboration** – acting in collaboration with any person (or how different parts of the Authority acting together) could assist the Authority to meet its well-being objectives, or assist another body to meet its objectives.
5. **Prevention** – to take account of how deploying resources to prevent problems occurring, or getting worse may contribute to meeting the Authority’s well-being objectives, or another body’s objectives.

4.5 Having assessed the requirements of sustainable development with the Authority’s well-being objectives it appears that sustainable development is an integral part of our well-being objectives, further details of which are set out below:

Long Term: Each of the Authority’s well-being objectives encompasses the long term aspirations of the Authority, in particular how we as an Authority will go about our business in the future and the ethos of our thinking. These involve greater collaboration with our stakeholders, increased awareness of the health benefits of the National Park to people in general, the challenges of climate change, empowering our communities whilst recognising that the Authority must continue to operate within the financial resources available to it.

Integration: Some of our well-being objectives have a greater impact on individual well-being goals than others. As part of the process of adopting our well-being objectives the Authority considered how they meet the well-being goals and these are set out not only in respect for each of the well-being objectives but also for the actions associated with our well-being objectives.

Involvement: Most of our well-being objectives involve other people. By communicating effectively and broadening the understanding of the public on such diverse subjects as to the challenges faced by Snowdonia in responding to climate change, addressing any negative effects of recreation whilst improving understanding of our cultural heritage it is expected that such communications will reflect the population of Wales. Likewise ensuring that our communities are resilient in the face of the challenges that they face will of course involve not only the population of the geographical area of the Authority but also the population of Wales as a whole as it is only by involving all that we can ultimately hope to be successful. Our Resilient ways of working objective, whilst not directly involving other people is the objective that ensures that the long term ambitions of the Authority continue to be attainable.

Collaboration: As a relatively small Authority Snowdonia National Park Authority has always recognised the significant advantages that can be gained through collaborating with others and through sustained partnership working. This form of thinking is by now ingrained into the fabric of the Authority and its staff and it comes as no surprise that all our well-being objectives involve collaboration. All of our well-being objectives will involve a mixture of internal and external collaboration.

Prevention: It should come as no surprise that prevention is a central plank to the Authority’s well-being objectives when one considers our statutory purposes. By involving our communities and others in the work of the Authority; by communicating effectively as to the very real opportunities that the National Park offers; by ensuring that we offer favourable conditions for habitat recovery; by taking these and other actions now, we can begin the process of adapting to the challenges of climate change. If resources are not deployed now on these issues there is a real risk that the challenges facing future generations will prove insurmountable.

The Authority’s well-being objectives are set out in Section 5. Progress on the implementation of its well-being objectives will be reviewed on a regular basis by the Authority’s Performance and Resources Committee. A final report is considered by the Authority after the financial year has ended, through consideration of the Authority’s Annual Report.

5. WELL-BEING OBJECTIVES

The Well-Being Objectives and Corresponding Activities, and a Summary of how they meet the Well-Being Goals

RESILIENT ENVIRONMENTS Amgylcheddau Cydnerth (AC)	Prosperous	Resilient	Healthier	More equal	Cohesive Communities	Vibrant Culture	Global responsible
This outcome will be achieved by:							
AC1 Improving recreation management and any negative effects of recreation	✓	✓	✓		✓		✓
AC2 Responding to the challenges of Climate Change	✓	✓	✓	✓	✓		✓
AC3 Improving the management and understanding of Cultural Heritage	✓			✓	✓	✓	✓
AC4 Addressing the challenges and opportunities of post Brexit land management scenarios	✓	✓	✓	✓	✓	✓	✓
AC5 Addressing the decline in nature		✓	✓				✓

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

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

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

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

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

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

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

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

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

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

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

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

RESILIENT COMMUNITIES Cymunedau Cydnerth (CC)	Prosperous	Resilient	Healthier	More equal	Cohesive Communities	Vibrant Culture	Global responsible
This outcome will be achieved by:							
CC1 Maintaining and increasing the quality of life of residents	✓	✓	✓	✓	✓	✓	✓
CC2 Supporting young people	✓	✓	✓	✓	✓	✓	✓
CC3 Promoting sustainable tourism to add value to local communities	✓	✓	✓	✓	✓	✓	✓
CC4 Promoting and actively supporting the Welsh language	✓	✓	✓	✓	✓	✓	✓
CC5 Developing a local economy which supports both the designation and the management of Snowdonia as a National Park	✓	✓	✓	✓	✓	✓	✓

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 Ffyrdd Cydnerth o Weithio (CW)	Prosperous	Resilient	Healthier	More equal	Cohesive Communities	Vibrant Culture	Global responsible
This outcome will be achieved by:							
CW1 Developing a skilled workforce	✓	✓	✓				
CW2 Developing and promoting best practice	✓	✓	✓	✓			
CW3 Effective partnership working	✓	✓	✓	✓	✓		
CW4 Modernising governance arrangements	✓	✓		✓			✓
CW5 Maintaining and improve the understanding and support of local communities to the work of the National Park		✓	✓	✓	✓	✓	✓
CW6 Balancing the Authority's resources and efforts	✓	✓	✓				

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.

6. CONTACT DETAILS

We welcome your input and suggestions. Please contact Iwan Jones with your comments.

Further information on the details set out in this Well-Being Statement can be obtained by writing or e-mailing:

Iwan Jones

Director of Corporate Services

Snowdonia National Park Authority

SNPA Headquarters, Penrhyndeudraeth, Gwynedd, LL48 6LF.

e-mail: iwan.jones@eryri.llyw.cymru
www.snowdonia.gov.wales

Well-being Statement 2021-26
Adopted SNPA P&R ~ March 2021

Wellbeing Objectives reviewed January 2022 – no amendments
Wellbeing Objectives reviewed February 2023 – no amendments
Wellbeing Objectives reviewed February 2024 – New Wellbeing objective added:
CW6 Balancing the Authority's Resources and Efforts

MEETING:	Eryri National Park Authority
DATE:	11 June, 2025
TITLE:	EUROPARC CONFERENCE, 2025. Nature for People, People for Nature Birstonas, Lithuania, Neumunas River Loops Regional Park 07- 10 October, 2025
AUTHOR:	Chief Executive
PURPOSE:	To inform Members of the Conference

1. BACKGROUND:

- 1.1. EUROPARC Federation is the representative body of Europe's Protected Areas. The Federation has a membership of 378 responsible authorities in over 36 countries and facilitates international co-operation in all aspects of Protected Area Management to improve and conserve our natural inheritance.

The Federation is recognised worldwide as a professional network of European Protected Areas providing a forum to share professional experiences, collaborate on technical projects and progress common aims.
- 1.2 Eryri National Park has been a member of the EUROPARC Federation for nearly 30 years and hosted the EUROPARC Conference in Eryri in 2006.

2. EUROPARC FEDERATION CONFERENCE, 2025:

- 2.1 The 2025 conference will take place from October 7th to 10th in the heart of Lithuania in the Nemunas River Loops regional park, an area renowned for its rich biodiversity and cultural heritage. The Nemunas River hides surprises in each loop, sheltering the famous Punia forest, wide terraces and ridges reveal the earliest layers of soil, while the many ravines and washes have eroded slopes that reveal ornate works of graphic art. The event will be hosted in Birstonas, an internationally recognised resort town celebrated for its wellness traditions, mineral springs and natural landscapes.
- 2.2 The Central theme of the Conference "Nature for People, People for Nature" will highlight the deep interdependence between people and nature and underscore our shared responsibility to protect ecosystems for the benefit of current and future generations.
- 2.3 This year's Conference will also mark the 50th anniversary of the Ramsar Convention – central to the EUs Nature Restoration Law.

- 2.4 Cost of attendance at the conference for EUROPARC Federation Members:
- | | |
|-----------------------------------|--------------------|
| Registration up to – 31.07 - 280€ | after 01.08 - 350€ |
| Youth | 140€ 280€ |

3. **RECOMMENDATIONS:**

- 3.1 Members are requested to decide if SNPA should be represented at the 2025 EUROPARC Conference.
- 3.2 Subject to the above, Members are requested to delegate the decision on the actual representation to the Chair and Chief Executive.

4. **BACKGROUND INFORMATION:**

Conference Website: [EUROPARC Conference 2025 - EUROPARC Federation](#)

JO/Awdurdod/ 11 06 25 Europarc 2025



MINUTES
PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 19 MARCH 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillors Elfed Powell Roberts (Chairman), Elwyn Edwards, Annwen Hughes, Louise Hughes, Edgar Wyn Owen, Meryl Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Councillors Ifor Glyn Lloyd, Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Brian Angell, Tim Jones;

Officers

Jonathan Cawley, G. Iwan Jones, Dewi Aeron Morgan, Sian Owen, Angela Jones, Etta Trumper, Bethan Hughes, Naomi Jones, Eifion Jones.

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

1. Apologies for absence and Chairman's Announcements

Apologies were received from Councillors Delyth Lloyd Griffiths, John Pughe Roberts, and Naomi Luhde-Thompson.

2. Declaration of Interest

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

3. Minutes

The minutes of the Performance and Resources Committee meetings held on 27 November 2024 were *adopted*, and the Chairman signed them as a true record.

4. Action Sheet

Submitted: the action sheet by the Deputy Chief Executive.

Reported: that the Authority continues to await guidance and a response from the Welsh Government to the two items on the leaflet and they should be kept as they were.

Recommended: – to keep the two items on the sheet unchanged.

Resolved: — to **accept** the Recommendation.

5. **Dolgellau Townscape Heritage Project Completion Report**

Submitted: a report by the Head of Cultural Heritage.

Reported:

- the project background, and details on individual projects;
- that the Covid 19 pandemic had had an impact on the project's timetable;
- that the success of the current scheme had led to the of a Declaration of Interest submission to the National Lottery Heritage Fund for a new project in Dolgellau;
- that the proposed project covered a wider range of activity, including a more detailed focus on listed building efficiency, community engagement, nature restoration and environmental improvements.

Recommended: –

- i. that Members receive the report for information
- ii. that Members support the intention to develop a new conservation project in the Dolgellau conservation area

Resolved: — to **accept** the Recommendation.

6. **Freedom of Information Requests – Annual Report**

Submitted: report by the Head of Administration and Customer Care.

Reported:

- that 42 applications had been received during 2024;
- that 16 of the 42 applications were dealt with under the Environmental Information Regulations and 26 under the Freedom of Information Act;
- that no complaints had been submitted to the Information Commissioner's Office regarding the refusal to release information;
- that every request had received a response within the statutory time limit of 20 days.

Recommended: – that the committee note the content of the report.

Resolved: — to **accept** the Recommendation.

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

Submitted: a report by the Interim Deputy Chief Executive.

Reported:

- that 20 risks had been identified on the Profile;
- that 3 had been identified as High risk, 14 as Medium risks and 3 as Low risks

- A New risk had been noted (Risk 20 – Financial risk and reputational risk regarding the future of Plas Tan y Bwlch)
- that Risk 18 – a risk of Judicial Review on introducing Article 4 Direction – had been increased from Low to Medium risk on the Risk Register;
- that 3 other risks had been reduced on the Risk Register: Risks 4, 5 and 17;
- it was deemed that Risk 17 (Resilience of the Management Team), due to the recent decision to increase the number of officers on the Management Team, had now been fully addressed and could be removed from the Risk Register.

Recommended:

- (i) To discuss the content of the report and review the changes to some of the risk ratings;
- (ii) Agree to remove Risk 17 from the Risk Register as outlined in the report.

Resolved: — to **accept** the Recommendation.

8. **Update on the 2024/25 Budget**

Submitted: a review of the 2024/25 budget including a summary of the revised revenue and capital budgets from the beginning of the financial year ie, 1 April 2024 to 31 January 2025 by the Head of Finance.

Reported:

- that an additional grant of £1.1M had been received from the Welsh Government since the submission of the written report;
- that the expected end of financial year deficit was approximately £500,000 but, because of the recent grant, it was no longer expected that it would need to be funded from the reserve funds.

Recommended: – to approve the report and note the current financial situation for 2024/25

Resolved: — to **accept** the Recommendation.

9. **Volunteering and Wellbeing Annual Report 2024**

Submitted: a report on the progress of the Volunteering Strategy 2021-2026 by the Volunteering and Wellbeing Officer.

Reported: that the annual report was divided into 5 parts, giving an overview of the developments in volunteering and welfare opportunities, which included;

- Volunteering program
- Welbeing events
- Trumper hire
- Detailed updates on KPIs from the Volunteering Strategy
- 2025 targets

Recommended: – to approve the content of the 2024 annual report and advise on any aims or objectives of the 2021-2026 volunteer development strategy.

Resolved: — to **accept** the Recommendation.

10. **Corporate Work Programme 2024-25**

Submitted: 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.

Recommended: – to examine and discuss the Corporate Work Programme.

Resolved: — to **accept** the Recommendation.

11. **Corporate Work Programme 2025-26**

Submitted: a report by the Chief Executive on the work / projects that would be completed during 2025-26 in response to the Authority's Wellbeing Objectives.

Reported:

- that the period of the current Wellbeing Objectives ends this year, and that it was time to review the Objectives for the next 5 years;
- that the intention was to postpone this full review for a year or so to be able to complete the review of the *Local Development Plan* and *Cynllun Eryri* first, because:
 - the Wellbeing Objectives feed into *Cynllun Eryri* and, probably,
 - the Objectives would have to be changed once again if they were reviewed before *Cynllun Eryri* was reviewed.
- that the Chief Executive intended to submit a report to the Authority in June formally to postpone.

Recommended: – to adopt the (Draft) Corporate Work Programme as an operational document for 2025-26.

Resolved: — to **adopt** the (Draft) Corporate Work Programme.

The meeting ended at 10:55



**MEMBERS' WORKING GROUP
ERYRI NATIONAL PARK**
Wednesday 9 April 2025

PRESENT:

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;

Members appointed by Conwy County Borough Council

Councillors Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Brian Angell, Rhys Evans, Delyth Lloyd, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Naomi Jones, Eifion Jones;

The Deputy Chief Executive advised that the meeting would be recorded to help verify the minutes.

In the absence of the Chair of the Members' Working Group, Councillor Ifor Glyn Lloyd, the meeting was chaired by Councillor Edgar Wyn Owen, the Authority Chair.

1. Apologies and Chairman's remarks

Apologies were received from Councillor Einir Wyn Williams, Councillor Ifor Glyn Lloyd, Tim Jones, Naomi Luhde-Thompson.

The Chair welcomed the Members Mr Rhys Evans and Mr Wyn Thomas to their first Members' Working Group meeting.

2. Declaration of Interest

No member or officer declared an interest in any item.

3. Minutes

Submitted: the minutes of the Members' Working Group meetings held on 5 March and 19 March 2025.

The minutes were *adopted*, and the Chairman signed them as a true record.

4. **Eryri Landscape Names Annual Report**

Submitted: a report by the Head of Cultural Heritage

Reported:

- the importance of naming places as it reflected people's understanding of the place;
- the influence of travellers on placenames was enormous;
- that names of 5 groups of topographical features had been standardized: lakes, smaller lakes, waterfalls, passes and summits;
- that the original target was to gather 100 topographical names in every session but that every event but one to date had exceeded this target;
- that communities had responded well to this work and interest was increasing;
- that the resulting use of the names Eryri and Yr Wyddfa in English publications was evidence of success.

The report was discussed, and the following was *noted*:

- that local pronunciation and spelling of names was being recorded;
- that the Authority was currently working with Ordnance Survey, but that there was an intention to extend this to other mapping companies.

Recommended: –

1. That Members accept the report for their information.
2. That Members contribute any ideas for developing the place names area of work.

Resolved: — to **approve** the recommendation.

The meeting ended at 12:00



MINUTES
STANDARDS COMMITTEE
FRIDAY 11 APRIL 2025
National Park Headquarters

PRESENT:

Members appointed by Gwynedd Council

Councillors Elfed Powell Roberts, Edgar Wyn Owen (*ex officio*);

Members appointed by Conwy County Borough Council

Cynghorydd Nia Owen;

Members appointed by the Welsh Government

Independent Members

Mr. Martin J. Hughes, Mr. Mark Jones;

Officers

Iwan Jones, Eifion Jones.

The Deputy Chief Executive advised that the meeting would be recorded to help verify the minutes.

1. To elect the Chair and Vice-chair

The Deputy Chief Executive explained that, following the retirement of the former chair, Mrs Sharon Warnes, it was necessary to elect a new Chair of the Standards Committee.

Mr Martin Hughes was nominated and *elected* as Chairman.

Subsequently, as the Vice-Chairman had now been appointed Chair of the Committee it was necessary to elect a Vice-Chairman.

Mr Mark Jones was nominated and *elected* Vice-chairman.

2. Apologies and Chairman's remarks

Noted: as a third Independent Member of the Committee had yet to be appointed, Ms Naomi Luhde-Thompson had been asked not to attend the meeting to ensure the necessary balance of Members.

3. Declaration of Interest

No member or officer declared an interest in any item.

4. **Minutes**

Submitted: the minutes of the Standards Committee meeting held on 20 September 2024.

The minutes were *adopted*, and the Chairman signed them as a true record.

Matters arising from the minutes:

- The Deputy Chief Executive (DCE) welcomed Councillor Nia Owen to her first meeting of the Standards Committee;
- The DCE reported that interviews had been held to appoint a new Independent Member to the Committee following the retirement of Mrs Sharon Warnes; that a person had been nominated following those interviews, and that a report would be submitted to the Authority recommending their appointment to the post;
- He reported that he had failed to attend the National Standards Forum Committee which had been held in January;
- He reported that an item had arisen in a recent Planning Committee meeting where Members of Conwy County Borough Council had used a general dispensation granted to them by the Standards Committee at the meeting of 20 September 2024 to participate in the discussions and the decision. Independent Members had not been informed before the meeting that the members would be using the dispensation, but he promised that a recording of the meeting would be sent to the Independent Members. Councillor Nia Owen reported that she had benefited from having the dispensation and that she was pleased to have been able to contribute to the discussion.

5. **Annual Report to the Authority's Annual General Meeting**

Reported: the matters that must be reported to the Authority and the draft proposal of the matters that would be presented.

Discussed:

1. In response to a question asking whether the report was prepared in consultation with the Chairman only, the DCE explained that the current meeting was an opportunity for the whole committee to discuss the report and to propose improvements to it, as it was only in draft form at the time.
2. That the draft report stated that "there have been no cases during the year where the Authority's Local Resolution procedure has been implemented", but that the minutes of the Standards Committee's last meeting (20.09.24) stated, "that the Authority did not have a Local Resolution Procedure". The DCE explained that they were referring to two different matters: that the minutes were referring to general complaints made to the Authority and that the report was referring to minor disputes between Members. He acknowledged that the terminology was similar and therefore confusing and promised to amend the report to make it clearer.

Recommended:–

1. To discuss the content of the report.
2. To agree on the content of the Annual Report to be submitted to the Authority as set out in Section 4 above subject to any additions / amendments that the Standards Committee may wish to make to it.

Resolved: to **accept** the Recommendation.

6. Declarations of Members' Interests

Noted:

- that the Declaration of Interests of former member June Jones was not on the Website; it was explained that her details had been removed from the Website because she was no longer a Member;
- that the declarations of interest presented to the Committee were for the period between 1 April 2024 and 31 March 2025 and not between 1 April 2023 and 31 March 2024 as the agenda said;
- that the date of release by the Standards Committee was incorrect on one form and it was necessary to ensure that all forms were up to date and the correct forms used.

7. National Standards Forum Committee – Monday 27 January 2025

The Chairman *reported:*

- that he had only recently received the minutes of the National Standards Forum Committee and that they had now been distributed to the members of the Standards Committee;
- that the meeting had discussed many issues, and that it had been a beneficial meeting.

The meeting ended at 14:40

MEETING	Eryri National Park Authority
DATE	11 June 2025
TITLE	Exempting the Report: DIRECTOR OF LAND MANAGEMENT APPOINTMENT – SHORTLISTING PACK
REPORT BY	Interim Deputy Chief Executive
PURPOSE	To request the Authority to approve the exemption of the above report

1. BACKGROUND:

- 1.1 I have considered the grounds for exemption of information contained in the report referred to above and make the following recommendations to the Authority:
- 1.2 Exemptions applying to the report:
 12. Information relating to a particular individual.
 13. Information which is likely to reveal the identity of an individual.
 14. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
- 1.3 Factors in favour of disclosure: None
- 1.4 Prejudice which would result if the information were disclosed:
 - i. Regardless of how the report is worded the identity of the individual or individuals concerned would be ascertained.
 - ii. Regardless of how the report is worded the financial affairs of the person, persons or Authority the subject of the report would be revealed.
- 1.5 My view on the public interest test is as follows:
 - i. Public interest is best served if the Authority retains the information in order to ensure the identity of the individual(s) concerned and the financial information is protected.

2. RECOMMENDATION:

That the Authority agrees to make the report “Director of Land Management Appointment – Shortlisting Pack” exempt from disclosure.