

NOTICE OF MEETING



Eryri National Park Authority

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Meeting: Performance and Resources Committee

Date: Wednesday 9 July 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

*Rhys Evans, Salamatu Fada, Tim Jones,
Naomi Luhde-Thompson, Delyth Lloyd, Wyn Thomas.*

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



AGENDA

	Page Number
1.* Chair To elect a Chair of the Committee	
2.* Vice-chair To elect a Vice-chair of the Committee	
3. Apologies and Chairman's Remarks To receive any apologies from Members or officers	
4. Declaration of Interest To receive any disclosure of interest by members or officers in any item of business.	
5. Minutes The Chair shall propose that the minutes of the Performance and Resources Committee held on 19 March 2025 be signed as a true record. (Copy herewith).	4 – 7
6. Action Sheet To submit the Action Sheet for information and decision. (Copy herewith)	8 – 9
7. Head of Internal Audit Annual Report To submit a report by the Head of Internal Audit. (Copy herewith)	10 – 20
8. External Grant Funding Update Report To submit a report by the Chief Executive. (Copy herewith)	21 – 36
9. Corporate Work Programme 2024-25: Well-being Objectives Update To submit a report by the Director of Corporate Services. (Copy herewith)	37 – 81
10. Risk Register To submit a report by the Director of Corporate Services. (Copy herewith)	82 – 97
11. Complaints Monitor Report To submit a report by the Head of Administration and Customer Care. (Copy herewith)	98 – 100
12. Revenue And Capital Outturn Report 2023/24 To submit a report by the Chief Finance Officer. (Copy herewith)	101 - 117

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| 13. | Treasury Management Report 2024/25
To submit a report by the Chief Finance Officer. (Copy herewith) | 118 - 121 |
| 14. | Pay Policy Statement 2025-26 and Pay Policy Annual Report for 2024-25
To submit a report by the Head of Human Resources. (Copy herewith) | 122 - 127 |
| 15. | Annual Report for 2024: Communications and Engagement Strategy Performance Indicators
To submit a report by the Head of Communications. (Copy herewith) | 128 - 169 |

* Your attention is drawn to standing order 5.8, which states “No Member shall serve as Chair or Vice-chair of more than one Committee.”



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
- Tramper 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



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 12.07.2023

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



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 29.11.2023

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

MEETING	Performance and Resources Committee
DATE	9 July 2025
TEITL	HEAD OF INTERNAL AUDIT ANNUAL REPORT
REPORT BY:	Head of Internal Audit
PURPOSE	Annual Report

1. INTRODUCTION AND CONTEXT

Global Internal Audit Standards and the Application Note: Global Internal Audit Standards in the UK Public Sector

- 1.1 The Application Note section 10B, Overall conclusions and annual reporting states:
“GIAS¹ 11.3 (Communicating Results) references the possibility that a chief audit executive may be required to make a conclusion at the level of the organisation about the effectiveness of governance, risk management and/or control. In the UK public sector, a chief audit executive must prepare such an overall conclusion at least annually in support of wider governance reporting, mindful of any specific sector obligations or processes. This overall conclusion must encompass governance, risk management and control.”
- 1.2 There is a statutory requirement for an Internal Audit service in National Park Authorities. This is implied in Section 151 of the Local Government Act 1972, which requires that authorities “make arrangements for the proper administration of their financial affairs and shall secure that one of their officers has responsibility for the administration of those affairs”. The Accounts and Audit (Wales) Regulations 2014 place a responsibility on the Authority to maintain an internal audit function.
- 1.3 The Internal Audit service for Eryri National Park Authority is provided by Gwynedd Council’s Internal Audit Service. Although the service is undertaken by external providers, it provides a service for the whole Authority as a management tool to inform and improve internal control and offers the “Section 151 Officer” of the Authority (the Chief Finance Officer) the necessary assurance as required by law.
- 1.4 The appropriate use of those resources available to the Park Authority is essential to ensure that the quality of the services provided is of a high standard. The aims of the Internal Audit service are to provide assurance to the Chief Finance Officer, and consequently to the whole Authority, that those resources which are available are managed and used appropriately, with transparency.
- 1.5 This annual report contains
- A description of the context for the preparation of the annual report
 - A summary of the work undertaken by Internal Audit during 2023/24 and 2024/25
 - The Internal Audit Plan for 2025/26.

¹ Global Internal Audit Standards

2. INTERNAL AUDIT WORK

- 2.1 This part of the report provides the Head of Internal Audit's annual conclusion which is based on three aspects of the Eryri National Park Authority's arrangements; governance, risk management and internal control.
- 2.2 In giving my annual conclusion, it should be noted that assurance can never be absolute. The most that Internal Audit can provide is reasonable advice that there are no major weaknesses in the whole system of internal control.
- 2.3 **On the basis of Internal Audit work completed during 2023/24 and 2024/25, in my opinion Eryri National Park Authority has a sound framework of control to manage risks. This assists in providing assurance in the arrangements for ensuring effective and efficient achievement of the Authority's objectives, as the steps taken by the Authority during the accounting period to establish and strengthen internal controls and to ensure that actions are implemented to remedy weaknesses identified by the Internal Audit service have, overall, been good.**
- 2.4 There were three assignments in the original 2023/24 Internal Audit plan:
- Planning service communication arrangements
 - Carneddau Landscape Partnership
 - Support for Members
- 2.5 The above was approved as the Internal Audit plan for 2023/24 by the Performance and Resources Committee at its meeting on 29 November 2023. However, during the year, it was agreed to cancel the Carneddau Landscape Partnership audit to allow more time to undertake the rest of the plan.
- 2.6 An audit of Volunteers was conducted in 2024/25.
- 2.7 The general assurance levels of audits fall into one of four categories as shown in the table below.

LEVEL OF ASSURANCE	HIGH	Certainty of propriety can be stated as internal controls can be relied upon to achieve objectives.
	SATISFACTORY	Controls are in place to achieve their objectives but there are aspects of the arrangements that need tightening to further mitigate the risks.
	LIMITED	Although controls are in place, compliance with the controls needs to be improved and / or introduces new controls to reduce the risks to which the service is exposed.
	NO ASSURANCE	Controls in place are considered to be inadequate, with objectives failing to be achieved.

- 2.8 The full internal audit reports are included in Appendices 1 to 3.

2.9 Planning service communication arrangements (Appendix 1)

- 2.9.1 The purpose of the audit was to ensure that appropriate arrangements are in place for administering planning applications and in dealing with enquiries through the Authority, specifically communication arrangements with the public. To achieve this, the audit encompassed reviewing a sample of planning applications, as well as general enquiries and pre-planning requests to ensure adequate communication arrangements were in place and is in accordance with policies, such as complying to the authority's response timetable etc.
- 2.9.2 **This report was given a "Satisfactory" assurance level, to reflect the auditor's opinion that there are controls in place to achieve objectives but there are aspects where the arrangements can be tightened to further mitigate the risks.**

2.10 Support for Members (Appendix 2)

- 2.10.1 The purpose of the audit was to provide assurance that the support available to Members from the Authority enables them to carry out their responsibilities effectively. In order to achieve this, the audit encompassed reviewing the Authority's support, both professional and towards their well-being, and circulating a questionnaire to discover Members' opinions on the support, and how it can be improved.
- 2.10.2 **This report was given a "High" assurance level, to reflect the auditor's opinion that internal controls can be relied upon to achieve objectives.**

2.11 Volunteers (Appendix 3)

- 2.11.1 The purpose of the audit was to ensure that suitable arrangements were in place to maximize the use of volunteers, in an appropriate and safe manner. To achieve this, the audit encompassed the Authority's arrangements for promoting volunteer opportunities, administration arrangements and coordination of activities, as well as the health and safety arrangements of the volunteers.
- 2.11.2 **This report was given a "Satisfactory" assurance level, to reflect the auditor's opinion that there are controls in place to achieve objectives but there are aspects where the arrangements can be tightened to further mitigate the risks.**

2.12 Follow-up

- 2.12.1 The purpose of the follow-up work was to ensure that the Authority has implemented the agreed actions to mitigate the risks identified from the 2022/23 internal audit work. Based on the evidence received, all the agreed actions were implemented.

3. INTERNAL AUDIT PLAN 2025/26

- 3.1 An Internal Audit plan for 2025/26 has been developed based on the Internal Audit Charter that was adopted by the Performance and Resources Committee on behalf of the Authority.
- 3.2 I have given the following documents and reports particular attention when drawing up the draft plan, in accordance with the Internal Audit Charter:
- Business and Improvement Plan
 - Authority Risk Profile
 - Authority Budget and Levy on Constituent Authorities
- 3.3 On the basis of further analysis of risks, discussions with officers of the Authority, and consideration of the most recent audits in some areas, the following is proposed as the internal audit plan for 2025/26:

Audit	Plan (Days)	Reason
Use of Consultants	13	The use of consultants should be justified and an appropriate procurement process should be in place when undertaking work for the Authority.
Information Centres	13	Information Centres provide a range of services on behalf of the Authority.
Follow-up	2	Follow-up work on audits conducted in 2023/24 and 2024/25.
<i>Other:</i>		
Management and Committees	2	Time allocated for Internal Audit officers to attend Authority committees and manage work.
Total	30	

- 3.4 This plan is subject to amendment and finalisation on the basis of meetings between the Head of Internal Audit and the Chief Executive, the Chief Finance Officer, the Corporate Director and/or the Head of Finance.

4. RESOURCE IMPLICATIONS

- 4.1 There are no additional resource implications in implementing the recommendations of this report.

5. RECOMMENDATIONS

- 5.1 The Committee is asked to accept this report as the "Head of Internal Audit's annual report" in accordance with the requirements of the Global Internal Audit Standards.
- 5.2 The committee is also requested to consider the Operational Audit Plan for the 2025/26 accounting period, and either provide specific relevant recommendations and/or accept the plan.

PLANNING COMMUNICATION ARRANGEMENTS

1. Background

The Local Development Plan sets the standard and policies for development within the national park and refers to the Plan when making planning decisions. The Service's duties include providing general planning advice, pre-application advice, planning permission application, listed building consent applications and handling planning appeals.

2. Purpose and Scope of Audit

- 2.1 The purpose of the audit was to ensure that appropriate arrangements are in place for administering planning applications and in dealing with enquiries through the Authority, specifically communication arrangements with the public. To achieve this, the audit encompassed reviewing a sample of planning applications, as well as general enquiries and pre-planning requests to ensure adequate communication arrangements were in place and is in accordance with policies, such as complying to the authority's response timetable etc.

3. Audit Level of Assurance

- 3.1 The controls for risk mitigation were examined. The auditor's assessment concludes that the level of assurance of the audit is as follows:

Assurance Level	Description
SATISFACTORY	There are controls in place to achieve objectives but there are aspects of the arrangements that need tightening to further mitigate the risks.

4. Current Score Risk

- 4.1 The audit's risks are as follows:

<u>Risk Level</u>	<u>Number</u>
VERY HIGH	0
HIGH	0
MEDIUM	3
LOW	0

5. Main Findings

- 5.1 Arrangement were in place for receiving and responding to queries, planning applications and a pre-planning applications. The service reported that officers on duty are responsible for handling calls and queries but all planning and pre-planning requests are issued through the workflow for officers to implement. An acknowledgement letter is sent to every applicant with the application details such as the application number, designated officer, and the due date for decision/outcome. However, no formal arrangements/training in form of a guidance/handbook is available for staff on the service's procedures and guidance on how to use the planning system. This means that there is a risk of staff not being aware of the service's arrangements/procedures for dealing with planning applications and the possibility of inconsistencies in implementing the authority's planning applications.

- 5.2 A list of planning applications submitted for the period April 2022 to April 2023 was received, as well as a list of pre-planning applications. A sample of applications were selected from both lists and compared against the authority's timetable for response and decision times. For a sample of 24 applications checked, on average, the authority took 7 working days to respond to an applicant by a planning officer and 10 weeks to decide on an outcome. A sample of those with a long response time was referred to the service for an explanation and the Senior Technician explained that the majority were exceptions where the applications were complex or went to a committee but there were a few without reason.
- 5.3 Clear planning guidance for applicants and members of the public was found on the authority's website.
- 5.4 Each applicant receives a letter of acknowledgement with details of the application and the due date for response, whereby an applicant is able to request for an update after the due date for response if they have not received a decision from the authority by then. Of the sample reviewed, 10 applications received a decision after the proposed date (5 over 8 weeks from the date of receipt and a further 5 over 13 weeks as they were complex applications). However, no formal letter was seen requesting an extension to the decision date for any of these. This means that the authority risks failing to comply with statutory requirements which may result in complaints to the ombudsman.
- 5.5 From the sample of applications for enquiries before submitting a planning application, most went over the 21 working day timeframe to respond after the receipt date (3 weeks). There appears to be delays in the process possibly leading to an increase in complaints.
- 5.6 From the sample reviewed, an audit trail existed for each application.
- 5.7 From the sample of rejected applications reviewed, appropriate arrangements for their administration had been followed i.e. all decisions had been formally submitted to the applicant. It appears in the files that 4 out of 5 of the rejected applications, that the additional notes containing details of the applicants rights to appeal attached to the decision letters, that one was without the additional notes. This was referred to the Senior Technician for verification.
- 5.8 All applications with a decision had been submitted to a senior officer for approval prior to publication.

6. Actions

The Planning Service has committed to implementing the following steps to mitigate the risks highlighted.

- **The planning system is in the process of being upgraded, which means the service will develop formal training for all staff on changes in the system and how to use it, being aligned with the authority's procedures and statutory planning requirements.**
- **Notify applicants on all extensions to the decision due date after 6 weeks of the application's date of receipt.**
- **As the planning system is in the middle of being upgraded, the service will be able to input parameters onto the system which will allow for such things as reminder dates to be set as prompts for officers to promptly take the next course of action.**

SUPPORT FOR MEMBERS

1. Background

- 1.1 The Authority has 18 Members, 9 appointed by Cyngor Gwynedd, 3 appointed by Conwy County Borough Council, and 6 appointed by the Welsh Government. The members of the Authority are responsible for providing effective leadership for the National Park Authority, for setting its policies and for ensuring that it achieves its objectives within the statutory, policy and financial framework determined for it.

2. Purpose and Scope of Audit

- 2.1 The purpose of the audit was to provide assurance that the support available to Members from the Authority enables them to carry out their responsibilities effectively. In order to achieve this, the audit encompassed reviewing the Authority's support, both professional and towards their well-being, and circulating a questionnaire to discover Members' opinions on the support, and how it can be improved.

3. Audit Level of Assurance

- 3.1 The controls for risk mitigation were examined. The auditor's assessment concludes that the level of assurance of the audit is as follows:

Assurance Level	Description
HIGH	Certainty of propriety can be stated as internal controls can be relied upon to achieve objectives.

4. Main Findings

- 4.1 As part of the audit, the arrangements for supporting the Authority's Members were reviewed, along with seeking the Members' opinion on these arrangements. A short questionnaire was distributed to 17 of the 18 Members, as one seat was vacant at the time of the audit. Unfortunately, only 4 responses were received. It's difficult to interpret the significance of the low number of responses, but possibly reflects the fact that there are no strong feelings on the matter.
- 4.2 The responses received were mostly positive, as all 4 responses indicated that they knew how to receive information from officers, and from their experience the process was either easy, or very easy.
- 4.3 From the responses, everyone was of the opinion that there was a sufficient network of support amongst their fellow Members. The Authority has already asked the Members' opinion about establishing mentoring for all new Members, but the level of responses was low (3 out of 18) and therefore the demand for mentoring was not sufficient. It's important that there is a network of support, as there are concerns that the move towards virtual working has reduced the opportunities for Members to meet informally and build supportive and productive relationships amongst themselves and with officers. One Member expressed that this was a concern, stating that the support available isn't as good when compared to the period before COVID and virtual working. The other responses believed that there is no difference. The Authority is aware of the risks associated with virtual working, and is one of the reasons for including this audit in the annual plan. However, it remains the Members' choice to attend meetings virtually, or face to face. The attendance figures for meetings remain consistent when compared to previous years.

- 4.4 All responses expressed that they were aware of how to receive support from the Authority for their well-being. The Authority has been trialling the 360-Wellbeing service package with the Authority's staff with the intention of extending the service to Members if the service proved suitable. Mental health support, counselling etc. is offered as part of the package. In February 2024, the Management Team agreed to offer the 360-Wellbeing package to the Members, and it will be available to them soon.
- 4.5 The Authority has various officers on hand to offer support to Members, including a Member Services Officer, and a list of all the training opportunities available to them was received. The Auditor attended a 'member development day' as part of work on a different audit, which is a day every six months for Members to learn about the Authority's work on a site visit, which is seen as a valuable opportunity for Members and officers to get together. It was confirmed that the Members are evaluated by the Chair annually and any comments or needs are forwarded to the Management Team. A Governance Review Task and Finish Group was formed to strengthen governance arrangements, and as part of the Group's work, a questionnaire was shared to ask, among others, the need for mentoring and any training requirements.
- 4.6 Following the responses received, albeit a small number, an assurance of the appropriateness of the support available can be given since no evidence to the contrary has come to light. Unanimously, the respondents would recommend others to apply to be a Member of the Authority.
- 4.7 The questionnaire asked a supplementary question, beyond the scope of this audit, asking if Members had been offered a gift or hospitality of material value by an individual or external organisation in the last three years, and if they are aware of the Authority's arrangements in terms of disclosing it. The 4 responses noted that they were aware of the procedure but only one had indicated that they had been offered a gift or hospitality.

VOLUNTEERS

1. Background

- 1.1 Individuals can volunteer directly with the National Park or through the 'Caru Eryri' scheme which is run in partnership with the Snowdonia Society, the Outdoor Partnership and the National Trust. Volunteering opportunities include litter picking, tree planting and being volunteer wardens on Yr Wyddfa or in different locations.

2. Purpose and Scope of Audit

- 2.1 The purpose of the audit was to ensure that suitable arrangements were in place to maximise the use of volunteers, in an appropriate and safe manner. To achieve this, the audit encompassed reviewing the Authority's arrangements for promoting volunteer opportunities, administration arrangements and coordination of activities, as well as the health and safety arrangements of the volunteers.

3. Audit Level of Assurance

- 3.1 The controls for risk mitigation were examined. The auditor's assessment concludes that the level of assurance of the audit is as follows:

Assurance level	Description
SATISFACTORY	There are controls in place to achieve objectives but there are aspects of the arrangements that need tightening to further mitigate the risks.

4. Current Score Risk

- 4.1 The audit's risks are as follows:

<u>Risk Level</u>	<u>Number</u>
VERY HIGH	0
HIGH	0
MEDIUM	1
LOW	0

5. Main Findings

- 5.1 A copy of the Volunteering Strategy 2021-26 was received, which includes information on the Recruitment process, training sessions, health and safety, insurance, costs, child protection, behaviour and confidentiality, as well as data protection. There are also specific manuals on different schemes available e.g. Yr Wyddfa Wardens. It was seen that the responsibilities and the expectations of the Authority and the volunteers are included in these documents.
- 5.2 The Authority has set up a Volunteering page on their website. The page makes a good effort to try and encourage volunteers to join, and identifies what opportunities are available and how to register. In addition, links to external organisations, such as Caru Eryri are included and case studies of various volunteers, as well as a simple application form to register an interest in different areas. Enquiries about data protection arrangements in respect of completed application forms were made and the Officer confirmed the data is not retained by the Authority but retained by the company hosting the website for a period of one year before being deleted. It was found during the audit that the volunteering page does not include much information about data protection, but after discussions, a link to the privacy policy has been included on the

page.

- 5.3 Once volunteers make an enquiry through the Authority's website, they must create an account through the 'BetterImpact' platform, administered by the Snowdonia Society for the purpose of planning events in advance, and to enable effective planning of their participation. It was checked whether the Authority was properly safeguarding personal data on the system, but the Volunteer Officer was not aware of how long the system kept personal documents, but an example of emails being sent out annually to confirm whether or not the volunteers were happy to continue to have their details was seen. If the data are deleted, then they will go to the 'Archive' folder. There does not appear to be definitive arrangements in place to remove these, as details have been found to have been on the system for some years.
- 5.4 The Authority was providing either an induction and training session or a briefing and supervision for all who are accepted as volunteers. The training sessions are dependent on the volunteering period and the requirements of the activity and provide an understanding of the Authority's objectives and to enable volunteers to participate safely and effectively. Qualifications are kept on the 'MyImpact' platform, and the Volunteer Officer confirmed that Staff check if the volunteers have completed the relevant training for the specific activity. The volunteers are expected to complete a form prior to the start of the activity and then officers will review them and look at their profiles on the platform. A copy of risk assessments was received, and a hard copy of the assessment was available on the day, where staff go over the risks at the start of the working day.

6. Actions

The Authority has committed to implementing the following steps to mitigate the risks highlighted.

- **Contact volunteers annually to update personal data held on the 'BetterImpact' system and let them know that they are able to delete their profile from the system altogether (including the archive) by contacting a member of Snowdonia Society staff or APCE Volunteer Officer.**

MEETING:	Performance and Resources
DATE:	09 July, 2025
TITLE:	EXTERNAL GRANT FUNDING UPDATE REPORT
AUTHOR:	Chief Executive
PURPOSE:	To provide an update on the projects supported by the Authority and confirm priorities for future external grant support

1. BACKGROUND:

- 1.1 At the November 2022 Performance & Resource Committee a comprehensive report was presented outlining how the Authority has utilised external grant funding in recent years. This report provides an update on the projects supported by the Authority.
- 1.2 Following correspondence with the Cabinet Secretary's office on the complexities of delivering short term grants and the need to ensure Member involvement in the approval of projects/programmes, Members discussed and adopted the process as appended in Appendix 2. (P&R Committee March 2022).
- 1.3 Audit Wales have previously highlighted the pressures that supporting project delivery through grant sources places on an organisation. Measures have been put in place to address some of the matters identified. A Project Tool Kit was adopted (approved by members Working Group 22.05.19 and since amended in 28.01.22. to include the Welsh Language Policy on Awarding Grants) and is being utilised by officers to assess the impact of any project on the Authority.

PROJECT UPDATES:

2. Sustainable Landscapes Sustainable Places (SLSP) Welsh Government Capital Funding:

- 2.1 **2022-2025:** In 2022 the Welsh Government approved a three year capital funding programme for the period 01 April 2022 to 31 March 2025 - total funding of up to £2,5000,000 over the three year period. The strategic themes and grant allocation for the funding were:
 - Sustainable Tourism £897,000
 - Supporting Communities £480,000
 - Decarbonisation £553,000
 - Nature Recovery £570,000

By the end of March 2025 all the projects funded within the three year period were completed and delivered within budget and timeline. A full report on the outcomes and delivery of the grant funding throughout its duration between 2022-25 is being prepared and will be presented to the Welsh Government in July. The full projects report will be presented to the next Performance and Resources Committee.

- 2.2 **2025-2027:** Building on the preceding 3 year SLSP programme, the Welsh Government approved a further 2 year programme of capital investment across Wales's eight Designated Landscapes to ensure they could contribute to key WG objectives. Funding of up to £1m each has been approved over the two years. In addition to this targeted programme a separate allocation of general capital funding of £330k per annum has been awarded.

The 2025-27 SLSP Nature and Carbon Fund has a strong policy link to WG priorities and the statutory purposes and key responsibilities of NPAs and will provide a targeted approach to addressing them.

The Fund has two main strands:

- **Promoting Biodiversity and Nature Recovery** - include projects that improve connectivity and resilience of ecosystems in designated areas, and /or use nature-based solutions to mitigate against the impacts of climate change.
- **Accelerating Decarbonisation** - through decarbonisation of Authority activity and assets towards net zero, schemes to enable decarbonisation in communities including appropriate renewable energy, and carbon sequestration schemes in the landscape.

After submitting a variety of projects, Eryri's 2 year projects have now been confirmed by WG as:

2.2.1 **Nocturnal Eryri: £170k**

The project spins off from the Project NOS works and delves more into the biodiversity aspects of darkness and the species reliant in dark conditions to thrive. The works will safeguard and enhance conditions of priority species habitats creating better conditions to thrive and breed more effectively. We have a particular focus on bat roosts.

2.2.2 **Wild Water Eryri: £300k**

This aquatic focus project will look to deliver river restoration projects leading to the naturalization of channels and flows, removal of fish migration barriers opening up more habitat and improving connectivity along riparian areas. This will improve conditions for key species such as Atlantic salmon, lamprey, trout and otter to name a few. These are key species in several Eryri SAC's

2.2.3 **Trees and Ancient Woodland: £170k**

Continued support of the Ancient Woodland Survey and work program.

2.2.4 **On-site renewable electricity generation: £160k**

Solar PV roof installation and roof insulation improvement works at Aberdyfi Information Centre, Solar PV roof installation at yr Ysgwrn Bungalow and Llyn Tegid Boathouse, office, public toilets and showers.

2.2.5 **Decarbonisation Historic Dolgellau: £200k**

The project will progress opportunities to restore nature within the Dolgellau Conservation Area by placing biodiversity boxes (bats, swallows etc.) on traditional buildings. The project will also act on opportunities to improve the dark sky condition of the area improving habitats and conditions for biodiversity.

- 2.3 Allocation of the general capital funding pot at Eryri has been discussed and initial projects agreed include funding decarbonisation projects within Cronfa Cymunedol Eryri Fund and a sustainable tourist platform.

3. **SUMMARY OF OTHER CURRENT ACTIVE PROJECTS/PROGRAMMES:**

- 3.1 The updated status of other active projects can be seen in Appendix 3.

3.2 **National Park Partnership and National Park Foundation:**

Further smaller scale funding opportunities are being provided through the efforts of either National Park Partnership or the National Park Foundation. These will be reported to members as they are offered to the Authority.

3.4 **Nature Networks Fund:**

At the last meeting we reported on an application submitted to the Nature Networks Fund of the Heritage Lottery Fund worth around £968k focussing on better management of ancient woodlands within temperate rainforest areas in order to improve the condition of the SAC and SSSI.

Unfortunately the application was not approved in 2024 but the Authority has been invited to re-submit the application in 2025.

4. **NEW PROJECTS:** Below some of the new projects that have/will commence in 2025:

4.1 **Ffermio Bro:**

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 scheduled budget of £3.2M per annum in years two and three.

National terms of reference for the approving panels have been established by the Welsh Government.

Eryri has delivery responsibility for Llyn and Mon AONB.

Officers have been appointed and have commenced in post.

4.2 **National Peatland Action Programme. Eryri+ 2025-2028:**

Building on our previous success in this area a total of £1,200,000 funding available as grant funding of £400k each year. This comprises a peatland survey and restoration programme both within Eryri and outside, covering up to 15km outside the National Park boundary, as well as on the Berwyn SAC, Hiraethog SAC and Pen Llyn. The programme's themes consists of projects to manage peatland erosion, drainage, sustainable management of blanket and lowland peats, restore afforested peatlands and restore ultra-modified peatland.

The project started on 01.04.2025, officers are currently surveying sites, preparing consents and licences, writing restoration plans, and designing tender documents. Work is planned on 14 sites covering 1364ha this financial year, but this could be subject to amendments.

- 4.3 **Walialu Eryri Walls:** a National Grid £300k funded programme to reinstate and erect new drystone walling and jump fencing. Agreements are in place and carrying out of the work the responsibility of the landowners.
- 4.4 **Brilliant Basics funding 2025-26/26:**
£300k awarded for improvement work to public toilets at Cwellyn, Llangywer and Nant Gwynant.

£300k has been received towards landscaping and interpretation work in the courtyard outside the Betws y Coed Information Centre, part of the redevelopment work on site.

5. FUTURE PROJECTS:

- 5.1 Since 2020 Members have provided a strategic steer to Officers in terms of the Authority's priorities in applying for grant funding. Following the last report members requested that such priorities should be grouped as thematic headings rather than a list of preferred projects. This has been updated and can be seen in Appendix 1.
- 5.2 Members are aware of timescales involved with some grant applications and this is why the Authority reviews its priorities annually.

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

- Any multi-year projects.
- Any proposal that does not fit within agreed strategic priorities.
- Any proposal referred to Members by the Chair or CEO
- Any in-year proposal above an agreed financial limit (agreed at £150,000)

Proposals that should be noted are:

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

6. ENPA PRIORITIES FOR CAPITAL AND REVENUE BIDS: (See Appendix 1)

- 6.1 For 2025-26 onwards I am proposing to include two further thematic headings:
- Increase opportunities for people in vulnerable or disadvantaged groups to benefit from the landscape.
 - Ensure National Park Communities are aware of and benefit from the Authority's projects.

7. RECOMMENDATIONS:

- 7.1 **To note the update on the capital funded projects**
7.2 **To note current and new active projects**
7.3 **Consider and approve the two additional thematic headings and confirm priority areas for future bids, (Appendix 1)**
7.4 **To note the Project Development and Approval Flow Chart (Appendix 2)**
7.5 **To note progress on live projects (Appendix 3)**

APPENDIX 1.

ENPA PRIORITIES FOR CAPITAL AND REVENUE BIDS:

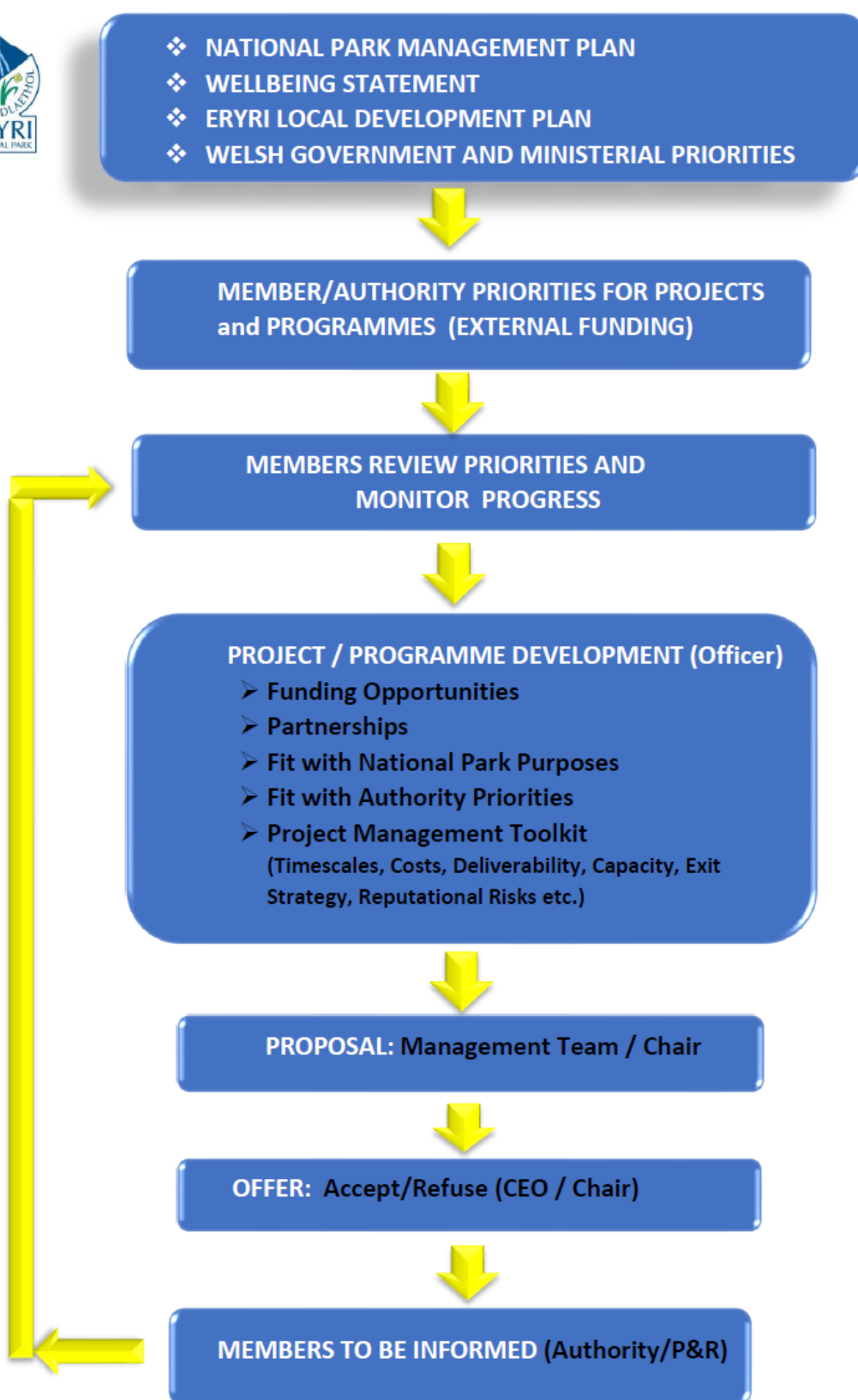
Members consider the Authority's grant application priorities annually. In previous years these were identified as specific projects. As per request of members these are now under strategic thematic headings which can be linked to our strategic and statutory documents.

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


For 2025-26 onwards I am proposing to include two further thematic headings:

12. Increase opportunities for people in vulnerable or disadvantaged groups to benefit from the landscape.
13. Ensure National Park Communities are aware of and benefit from the Authority's projects.

EXTERNAL FUNDING : PROJECT/PROGRAMME DEVELOPMENT & APPROVAL



PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS NOVEMBER 2024 – JUNE 2025
CARNEDDAU LANDSCAPE PARTNERSHIP Helping conserve the threatened heritage of the Carneddau	January 2020 ↓ 30.09.2024 31.12.2025 ↓ With an official end date of March 2026. £4,170,776 SNPA lead with partners	No concerns and risks greatly diminished in last stages of the project.	Cylchdaith y Carneddau: Creation of 63km low level walking route + signage, gates etc Schools/Volunteer Activity Prog. Advocacy for the Uplands: Engagement Cultural Heritage and Historic Environment: Conservation of Natural Resources Carneddau Voices	<p>The scheme is now in its final year.</p> <p>The operational element will be completed by December 2025 and the administrative element and legacy planning by 2026. All income has now been confirmed and the budget continues to be continuously reviewed.</p> <p>The Project has achieved the majority of outputs and outcomes and we anticipate that they will be fully achieved by the end of the Plan.</p> <p>The interpretation work is currently being completed, working with a freelance consultant. This collaboration works well.</p> <p>Events to celebrate the gorse control work have been arranged for the summer and it is planned to hold a launch event for the “Lleisiau’r Carneddau ~ Voices of the Carneddau” project in the autumn.</p> <p>We are extremely proud of the team’s dedication to the work and the legacy planning (a 5 – 10 year plan after the end of project) taking place with our partners. A full update will be available on this important element by September.</p>

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CELTIC RAINFOREST WALES LIFE PROJECT The product of a decade of effort to acquire funding via the European Commissions LIFE Nature and Biodiversity programme to tackle the threat of <i>Rhododendron ponticum</i> (Rp) on the native oak woodlands of the Welsh Atlantic sea border	August 2018  July 2025 July 2027 £7,604,648 SNPA lead with partners	<ul style="list-style-type: none"> ❖ Failure to achieve all outputs, primarily due to staffing issues ❖ High risk of staff losses as project enters its final 2-years and contract end dates near <p>The project largely remains on target to achieve the stated targets and milestones, although issues with the Engagement Officer role over the last 4 years means that specific Actions relating to volunteer recruitment and training to be missed unless outsourced to an external agency to deliver</p>	1. Eradicate <i>Rhododendron ponticum</i> from within 5 SAC's and surrounding risk-based buffer area. KPI = 7,961.20ha 2. Undertake other woodland management including restoration of 180ha of PAWS woodland and introduction of conservation grazing to woodland sites. 3. Create Rp Management Toolkit which endorses the 3-phase approach to Rp eradication, and host minimum of 20 demonstration and networking events and 12 case studies linked to project objectives. 4. Engage with a minimum of 2,100 members of the public based in target communities in Wales, including a minimum of 800 school pupils. (School sessions = 80)	<p>9,940.04 ha of land is under agreements for Rp management..</p> <p>177.79 ha of PAWS restoration work completed, or underway.</p> <p>Conservation grazing introduced to 297 ha of woodland (against KPI of 227ha)</p> <p>242.1 ha of ‘other’ woodland management completed (against KPI target of 130ha).</p> <ul style="list-style-type: none"> ➤ Rp Toolkit published. ➤ 24 demonstration events held, reaching audience of 452 persons. ➤ 7 case studies produced and published to date. ➤ Number of persons engaged with significantly surpasses KPI target of 2,100 – 9,219 ➤ 78 school / college sessions completed reaching 1,601 pupils and 199 teachers / staff (against KPI of 800). ➤ 5 “train the trainer” sessions held reaching 36 individuals. <p>Arrangements now being finalised for the End of Project Conference, a significant deliverable of the project, to be held at Bangor University on the 14th and 15th April 2026. The two day event will celebrate the achievements of Celtic Rainforests LIFE, whilst giving opportunities for delegates and stakeholders to contribute their thoughts on future initiatives through interactive workshops. The second day of the conference will consist of fields trips to see first hand some of the work undertaken by the project.</p>

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DARK SKIES PARTNERSHIP The project aims to reduce the harmful impacts of light pollution on human health, biodiversity and the nightscape through education, community outreach and through implementing lighting retrofits.	January 2019 ↓ <u>Partners:</u> AONBs : Pen Llŷn, Ynys Môn, Clwydian Range and Dee Valley	<ul style="list-style-type: none"> ➤ Officer leaving the post: an annual programme of monitoring is required to maintain the Dark Skies status. ➤ Monitoring of light pollution needs to be ongoing with events evidence and annual reports submitted to IDA. The designation can be taken away if this is not met. ➤ As the project continues to grow it may become too big for one project officer to manage. ➤ PO could go on long term sick ➤ The project officer's job description has been reviewed as a result there has been an increase in costs. ➤ Higher staff costs on the core officer which is funded by the partnership of 4 designated landscapes. ➤ Concerns of the effect of inflation and effect on partners. 	To train a core group of volunteers to conduct dark sky monitoring around the National Park Conduct retrofitting at key sites of National Park such as Betws Y Coed TIC. Complete 3 Dark Sky Bids for AONBs: Hold one event a month	<ul style="list-style-type: none"> ➤ Phase 3 has now been completed and the 'Sustainable Landscapes Sustainable Places (SLSP) 2' project is finished. We are awaiting a final report of the results of all the retrofits across the 8 Designated Landscapes. The report will outline energy savings, carbon reductions and before and after images of all the sites. The project has been warmly received in Bala/Llanuwchllyn and the wider area, with community councils from surrounding areas asking to be involved in future projects. Bala Lake Hotel are now using the project to their advantage, setting themselves up to become Wales' first 'Dark Sky' Hotel, with visitors already booking on the basis of the new lighting scheme so they can stargaze. ➤ A successful application to 'SLSP 3' to continue this partnership work across Wales was made. The funding, although less than received in SLSP 2 is still significant, standing at £500,000 to be spent across 25/26. This fund will be issued through Bryniau Clwyd National Landscape. Llywodraeth Cymru have been extremely happy with the partnership approach and are keen to develop and strengthen this approach. They have also highlighted that they wish to see the ecological aspect of the project developed through this fund, which the Project Officer plans to do. ➤ Installation of lights at Betws y Coed car park was completed early on this year by Eiddo. The carpark and station road is dark sky compliant and looks much more inkeeping with Betws Y Coed's historic Conservation designation. ➤ The "Good Lightning" landmark document was published by Welsh Gov at the start of Welsh Dark Skies Week in Feb 2025. It received a lot of media interest and is already being put to good use. We have developed on the launch by holding a training seminar on lighting plans and management aimed at those working in the planning and environmental sector. This training will be recorded and available online after the live even on June 17th, 2025. It is hoped this will be seen as a great tool for CPD and an aid to those working in this sector. The working group continues to meet and is developing all the time. Work is underway to trial a new method of measuring light pollution within Eryri. If this method is successful, it will be potentially be used across the whole of Wales to monitor light pollution across the country.
<ul style="list-style-type: none"> ➤ A NNF4 bid submitted in partnership with the National Landscapes in North Wales has been successful. The project will work on a pioneering Dark Ecological Network map. This will be the first time any ecological mapping of dark skies has been attempted in the UK and Europe. The project has brought together a wide range of academics, experts and community groups to develop the bid. If successful, Eryri should gain an additional project officer. Work here is on going and the PO continues to advise NRW and Glynllifon whilst the project develops. ➤ Local Places for Nature funding has supported the change of street lighting in Llanuwchllyn community and around Llyn Tegid to make them dark sky compliant, this work was supported also by Cyngor Gwynedd. ➤ Welsh Dark Skies Week 202 took place Feb 9-18th and again was a collaboration between all 8 designated landscapes. All 3 events in Eryri were fully booked. ➤ Welsh Dark Skies Week 2025 celebrated Eryri's 10th anniversary of becoming a Dark Sky Reserve, with celebrations continuing throughout 2025. This Dark Sky Week (Feb 21-March 2nd) mainly focused its events effort in Eryri as it was an anniversary year. As ever, it was hugely popular, with all 7 events in Eryri fully booked, there were waiting lists for all of the night hike events (3 events each with a wait list of nearly 60 people) and the UV safari's. The success of these events has largely been down to collaboration with other projects in the Park, such as the Carneddau project. Without the Carneddau staff, these events simply wouldn't be able to take the shape they do, or be anywhere near as ambitious. Once the Carneddau project ends in 2025, the Dark Skies PO will struggle to hold any events without this much needed staff support. 				

- New promotional materials were printed for the anniversary, revamping our old materials, stocks of which were completely depleted. New maps of the area, 'postcard', posters and signage have been produced. The original signage for the International Dark sky Association (IDA) Reserve were very degraded and needed replacing. PO hopes to have these in place by end of summer.
- Two communities have approached APCE for support to become Dark Sky Communities, Cwm Penmachno and Llanuwchllyn. PO is supporting communities to make a plan.
- The BBC/Cwmni Da have been following the project throughout January-May to create a programme on Dark Skies in Wales. This will be aired late summer/early autumn on BBC Wales and potentially BBC One. It is hoped this level of publicity will strengthen the messaging on light pollution in Wales and really showcase the good work of Eryri National Park.

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

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National Grid Landscape Enhancement Initiative (LEI)	February 2023 ↓ £200K	<p>Delayed start date. The delay resulted in one vegetation management season being missed. This could put pressure on cutting enough areas within the set time. Mitigation – A good proportion of the work is now under contracts and progressing well.</p> <p>The quotes we’re receiving for work on this project is significantly higher than budgeted. To mitigate the risk an uplift has been applied for.</p> <p>A significant aspect of this project is constructing a bridge over Anafon. This aspect is unlikely to happen as the community council has opposed. Alternative options are being considered by project leads.</p> <p>A risk that investment in gorse and bracken management could be for nothing if the grazing isn’t changed on site. If grazing remains the same, risk of gorse coming back in 10-15years. Mitigation – Talks with Aber grazing association and NRW to attract Carneddau Ponies for additional winter grazing.</p>	<p>15134m of ‘access improvements’</p> <p>1 new bridge</p> <p>214ha bracken and gorse removal</p> <p>1070 boundary repair.</p>	<p>This LEI project that forms part of HLF Carneddau is progressing well. Vegetation management on sensitive Schedule Areas are progressing as planned with third year bracken works set to being soon. Within the targeted areas for vegetation clearance, there has been significant improvement. A combination of contractor and volunteer work has allowed the project to restore important archaeological sites.</p> <p>Access elements of this project are going well. The National trust have completed all elements relevant to them so have ENPA. NRW have one gate to install, but otherwise complete.</p> <p>Unfortunately any progress on restoring Pont Pwll Du is slow. The concept report first draft has identified what options are possible. Only one option is possible due to costs. ENPA access team is working on developing this option.</p> <p>Boundary restoration works are contracted and currently awaiting completion.</p>

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NATIONAL GRID LANDSCAPE ENHANCEMENT INITIATIVE MIND THE GAP	2023-2026 £200k contribution from National Grid LEI, all other cost (min 25%) is in kind or cash contribution from partners. In April 2023, we successfully applied for an uplift, receiving an additional instalment of £41,509 to contribute to expected outputs of the original award.	<ul style="list-style-type: none"> ❖ Delayed start date: Because of delayed OFGEM approval meaning other stakeholders may seek other funding sources – regular meetings with stakeholders held to keep interested parties motivated. ❖ Increased Costs: The work costing more than anticipated in the original application and potential for overspend – successful application for an uplift in budget. ❖ Loss of project officer: Work spread out amongst partners. Flexibility within CCA department to cover project officer. ❖ Delays: Bad weather is problematic as it causes delays in contractors' work schedules, affecting the project schedule. 	19.62 ha Rhododendron management 310m hedgerow restoration 1,068m ² dry stone wall restoration 1 Building refurbishment 2,090 m of fencing to manage habitats 6,800 broadleaf trees planted 160 parkland style trees planted	<p>Work is being carried out by project partners. Wern Estate have submitted a claim in November 2024 and May 2025. Both of these claims have been monitored and paid. These works include Rhododendron Ponticum clearance, boundary restoration and woodland planting. Some alterations to the original agreements have been approved by the project officer. The alterations do not impact the overall aims of the project.</p> <p>The following is an update from the Wildlife Trust:</p> <p>A supplier has been tendered and approved to do the Atcost barn refurbishment works. They were due to start this January/February 2025 to avoid bird nesting season but planning approval for the building materials was not given until later March, by which time sparrows had started nesting in the building roof. Work has thus been delayed until all nesting activity within the confines of the building has ended.</p> <p>Parkland trees have all been planted on fenced enclosures with the help of volunteers from Snowdonia Society.</p> <p>Fencing work has been complete for hedgerow planting with trees on order and due to be planted from November 2025 onwards.</p> <p>ENPA contracts with landowners have been set. Works on these agreements are underway.</p>

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NATIONAL GRID LANDSCAPE ENHANCEMENT INITIATIVE CARNEDDAU CONNECTIVITY	£200k Update: £43,320 received as an uplift.	Coed Gorddinog, Llanfairfechan The landowner has stated he has no interest in managing the Rhododendron on Gorddinog hall land. This is an important risk to reaching the target and not being successful – discussions are ongoing with the landowner and other potential new sites are being explored as a replacement The work costing more than anticipated in the application and potential for overspend – This risk has been decreased due to the successful uplift application.	9,000m Hedgerow Restoration 5,927 Tree Planting (Ffridd & Streamside Corridors) 2ha Woodland Creation 26ha Rhododendron Removal 3.5ha Meadows Creation	<p>The project is in its final months and the work completed apart from the rhododendron work. Rhododendron control work is scheduled to begin at Coed Cymerau this month.</p> <p>All other outcomes have been achieved and surpassed. The project has been successful in achieving all the agreed outputs/targets, collaborating with multiple stakeholders to achieve and deliver the results to a high standard.</p>
NATIONAL PEATLAND ACTION PROGRAMME (NPAP)	2020 – 2025 Grant funding over several years through Strategic Allocated Funding (SAF) - update: 2023-24: £183,410 2024-25: £229,072 Total = £1,351,759	Landowners’ reluctance to restore peat with uncertainties about the new SAF. Delays with permissions and licences. Delays in payments due to delays in sign off by NRW.	No specific targets, but aim to identify, survey, and restore peat within the NP and in several areas around the fringes, including Berwyn, Pen Llyn and Hiraethog (taking over the Eryri Fringes work)	<p>Between 2020-25:</p> <ul style="list-style-type: none"> ❖ 15,561m hagg re-profiling ❖ 5,859m gullies ❖ 209,683m ditch blocking ❖ 14.39ha covering bare peat / pool creation ❖ 90ha felling plantations / post felling management ❖ 5,923ha scrub management and conifer re-gen ❖ 243ha managing grazing <p>Ground truthing and surveying covering a total of 2242ha: 2021-22: 335ha over 5 sites 2022-23: 592ha over 9 sites 2023-24: 209ha over 2 sites 2024-25: 1106ha over 11 sites</p> <p>This NPAP project has now been amalgamated into the new round of NPAP funding along with the Eryri Fringes project: the Eryri+ project.</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS NOVEMBER 2024 – JUNE 2025
National Peatland Action Programme ERYRI FRINGES	2022 – 2025 Grant funding through NPAP Development (Dev.) and Delivery (Del.) grants: 2022-23: £29,927 (Dev.) 2023-24: £27,156 (Dev.) 2023-25: £229,115 (Del.) 2024-25: £30,000 (Dev.) Total = £316,198	Short-term nature of grants. Having to apply each year – risk of not being successful and losing staff. Difficulty working with landowners outside the Park. Landowners’ reluctance to restore peat with uncertainties about the new SAF.	No specific targets, but aim to identify, survey, and restore peat outside the Park boundaries.	Ground truthing and surveying covering a total of 3348ha: 2022-23: 664ha over 6 completed sites 2023-24: 1447ha over 15 completed sites 2024-25: 682ha over 6 completed sites, plus ~ 575ha across Llansannan Common. Since the beginning of the project, peat restoration work has been completed on areas of Hiraethog and Berwyn SAC sites. Restoration works 2023-25: 1018ha over 14 sites <ul style="list-style-type: none"> - 20,588m hagg re-profiling - 2,303m gullies - 39,254m ditch blocking - 190ha grazing management - 1.75ha scrub management The Eryri Fringes project has now been amalgamated into the new round of NPAP funding: the Eryri+ project.

NEW PROJECTS STARTED IN 2025:

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS – JUNE 2025
National Peatland Action Programme Eryri+	2025-28: Up to £400,000 each year Total: £1,200,000	Funding is only guaranteed one year at a time, subject to approval from Welsh Government. While it’s likely that years 2-3 will be approved, the Welsh election may cause some uncertainty. Further uncertainty from landowners about the upcoming SFS and how peatland restoration will tie in with payments. Delays with consents, licences and agreements with NRW, particularly with the new compensation (re-wetting) payments. Delays getting reimbursed from NRW after the grant claims.	Peatland surveys and restoration both within Eryri and outside, covering up to 15km outside the park and also the Berwyn SAC, Hiraethog SAC, and Pen Llyn. Priority themes: <ul style="list-style-type: none"> ❖ Peatland erosion ❖ Peatland drainage ❖ Sustainable management of blanket and lowland peats ❖ Restore afforested peatlands ❖ Restore ultra-modified peatlands 	The project started on 01/04/2025. We are currently surveying sites, preparing consents and licences, writing restoration plans, and designing tender documents. We have work planned on 14 sites covering 1364ha this financial year, but this is subject to change.

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS – JUNE 2025
Waliau Eryri National Grid	December 2023 ↓ March 2027 £300k	<p>Failing to achieve agreed outcomes resulting in money being reclaimed by National Grid – To mitigate this, all agreements have been set early on in the project to allow landowners plenty of time to complete the work.</p> <p>Financial Risk to the Authority – This will be reduced as the project is 100% capital funded by the National Grid. ENPA’s contribution is staff time.</p> <p>Staff capacity – Limited staff resources available to complete all on going projects. -Staff demands on this project are relatively low as all agreements are in place and the responsibility of completing the work are on the landowners.</p>	Drystone walling 10,523m Jump Fence 2,600m	<p>This project is on track and on budget. All agreements have been written and accepted by landowners. To date, 25% of all work have been completed with an overall expenditure of £72,178. Works are underway on multiple other sites, with some near completion.</p>
Ffermio Bro	May 2025 ↓ March 2028 Year 1: £1.8m Years 2 + 3: £3.2m each	<p>Inability to spend money within strict financial year deadlines. ENPA the first body in Wales to recruit allowing as much time as possible to get first year works done. The team have set a 30th of June deadline for submission of 1st year EOI’s to allow enough time.</p> <p>Reputational risk to ENPA if works don’t achieve desired outcomes. This project has ambitious aims of working with groups of farmers on landscape scale, fixing standing issues.</p> <p>Project Staff leaving post before completion.</p> <p>Managing Expectations – To date (11/06/2025) we’ve received over 80 EOI applications for year 1. With relatively moderate budgets a lot of applicants will be disappointed, potentially causing dissatisfaction within local communities. To mitigate this, staff are briefed to manage expectations throughout application process. Unsuccessful applicants will get an opportunity to apply in the 2nd and 3rd year.</p> <p>Limited ability to assess the changes made. With no budget for baseline surveys etc we’ll have little ability to assess what impact our work is doing, potentially undermining efforts.</p>	No defined targets / outputs. ENPA decides what works are to be done.	<p>3 new members of staff recruited and begun on 01/05/2025. An additional 2 members of staff have recently been appointed to the project and set to begin in July.</p> <p>Project has set up a webpage on ENPA’s website including all the relevant information for applicants.</p> <p>First year Expressions of Interest window open until the 30th of June. Over 80 farms have expressed interest already.</p> <p>Advising Officers have been on a 2 day training course on how the project should work with other advisors across Wales.</p> <p>Advisors are very busy with site visits developing full applications for farmers.</p>

		<p>Money will be spent through two ways. 1) Procurement 2) Set rates. Some of the set rates are low and we might encounter issues with farmers deciding not to accept grants.</p> <p>Responsible for delivering work in Llyn and Môn AONB's. ENPA have little experience working in these areas so getting good quality applications could prove difficult. Less appetite for environmental work in these areas.</p>		
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MEETING	Performance and Resources Committee
DATE	09 July, 2025
TITLE	CORPORATE WORK PROGRAMME 2024-25
REPORT BY	Director of Corporate Services
PURPOSE	Progress Report on the Final Quarter for 2024-25 (The Fourth Quarter, January – March 2025).

1. BACKGROUND

- 1.1 Enclosed is a report on the Corporate Work Programme containing details of the progress made in the Final Quarter of 2024-25 in undertaking the agreed projects and initiatives for achieving the Authority's agreed Wellbeing Objectives
- 1.2 Officers will be in attendance at the meeting to give further detailed information if required.

2. RECOMMENDATION

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

3. BACKGROUND PAPERS

- 3.1. Corporate Work Programme 2024-25: Final Quarter update, fourth quarter, January – March 2025.



WELLBEING OBJECTIVES 2024-25: CORPORATE WORK PROGRAMME


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

Final Update for 2024-25 :4th Quarter January – March, 2025

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

1. RESILIENT ENVIRONMENTS

This outcome will be achieved by:	AC 1	IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION
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Out-come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.1		Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy	Continuous	Ho Communications
	Qtrs. 1- 2	A campaign is being implemented on the visiting economy on the Authority's social media. Social media training sessions have been held at HQ for Gwynedd and Eryri businesses and community initiatives.		
	Qtr. 3	Joint visitor campaign with Gwynedd Council (Communications companies Alaw & Equinox were commissioned) has been completed in Qtr. 3		
	Qtr. 4	Preparatory work for delivering communication campaign on sustainable visiting economy for summer 2025.		















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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.2 	 Qtrs. 1 - 2 Qtr. 3 Qtr. 4	Improved provision for public engagement at Pen y Pass via an upgrade of visitor facilities and interpretation: ➤ Complete and install improvements to interpretation at Pen y Pass Planning and costings work have commenced. Interpretation work continues in Qtr. 4. Design work has been completed. Printing and setting up with take place in Qtr. 4. Design and installation completed.	March 2025	Hof Communication Hof Wardens & Access (WaA) Comms. Officer
AC 1.3	 Qtrs. 1- 2	Monitor visitor numbers through people counters to establish the impact of users across the National Park. Report produced based on data for 2023 Report produced and presented to Members during June 2024 Working Group. The report is available on Eryri NP website.	Continues Next report by June/July 2024	H of Partnerships
AC 1.4 	 Qtrs. 1 - 4	Identify and quantify access work to mitigate the effects of people pressure and review annually Various works continue across the National Park along with major projects such as – Mynydd Moel (Cadair Idris) and Miners Path (Yr Wyddfa)	Ongoing	Ho Wardens & Access (WaA)
AC 1.5 	 Qtrs. 1- 2  Qtr. 3-4 	Produce an Engagement Strategy for footpath works in Snowdonia Draft produced. It is anticipated that a final draft will be presented to Members in the Autumn Work has slipped, it is anticipated that a draft will be presented to Members during Autum 2025.	Autumn 2024	Ho WaA














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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.6 	 Qtrs. 1- 2  Qtr. 3-4 	Produce guidelines for undertaking access route works in Snowdonia Initial draft has been produced. Work has slipped, it is anticipated that a draft will be presented to the Management Team September, 2025.	Autumn 2024	Ho WaA
AC 1.7	 Qtrs. 1- 4	Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Management Team The work continues. The new network management system will enable us to produce more detailed reports.	Ongoing	Ho WaA
AC 1.8	 Qtrs. 1- 4	Area Wardens to work with communities and partners to identify and take advantage of opportunities to provide a range of promoted routes for varying abilities The work is continuous and is prioritised in the work programmes of area wardens	Ongoing	Ho WaA
AC 1.9 	 Qtrs. 1- 4	Work across the Authority to integrate work programmes and progress implementation of Warden Area Plans Each warden has an area plan which is regularly inspected by the Senior Wardens. The Wardens are encouraged to collaborate with other departments on projects. An example of collaboration is the WG grant funded Sustainable Landscapes Sustainable Places nature project work with the Conservation, Wood and Agriculture Service. The work is on-going.	Ongoing	Ho WaA








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





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





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


Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.10		Support the work of the Wyddfa di-blastig project officer ➤ In partnership with Keep Wales Tidy, arrange and host COPA1 the inaugural Youth Climate summit held as part of the tackling single-use plastic pollution project	Sept. 2024	Ho Partnerships Project Officer
	Qtrs. 1- 2	COPA 1 was a great success. All agreed there needs to be a legacy and start planning COPA2 for 2026. The project work ends October 2024. The Officer will present Members in a Working Group in October. A final report is being produced and planning for the legacy of the project will take place during October and November		








This outcome will be achieved by:	AC 2	RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE
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AC 2.1		Ensuring the implementation of the current LDP policies that contribute to mitigating climate change	Reported annually	Ho DM&C Ho PP
	Annual Report	Climate change mitigation was a consideration in the preparation of much of the current LDP, including settlement strategy (where houses are developed), flood mitigation, and energy generation through renewables. An Annual Monitoring Report (AMR) of progress of all LDP policies is submitted to Members and then the Welsh Government each Autumn, and this has concluded that these policies have been broadly complied with. This policy area has evolved significantly in recent years, and this will raise several important issues in the review of the LDP in 2025.		

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

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

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

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.2 	 Qtrs. 1-2  Qtr. 3 - 4	<p>Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan (AMP - to be adopted from Dec. 2024) and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets</p> <p>➤ Undertake a review of the Asset Portfolio with the Asset Sub-Group with recommendations to be considered by the full Authority and any surplus assets to be considered for disposal/transfer of ownership.</p> <p>Further decarbonisation work is underway as part of the Welsh Government grant funding, Sustainable Landscapes Sustainable Places. Modification and updating of the previous Asset Management Plan in place but progress has slipped due to additional work arising from the marketing of Plas Tan y Bwlch and community meetings. Aim to convene a meeting of the Assets Sub-Group in January 2025 and the Asset Management Plan to be presented at the March 2025 Performance and Resources Committee meeting</p> <p>The adaptation and updating work has not been completed due to workload and completing bids for further capital grants in order to respond to problems that have arisen due to the busyness of specific sites as well as a significant proportion of time dealing with visits and discussions on Plas Tan y Bwlch. It is suggested that this action be reprogrammed for 2025-26 and the Assets Sub-Group convene in May 2025 and adoption of the Asset Management Plan to follow.</p>	AMP adopted from Dec. 2024+ Then Ongoing	Ho Property
AC 2.3 	 Qtrs. 1- 2  Qtr. 3 - 4 	<p>Develop an Action Plan for SNPA to be carbon neutral based on the recommendations of the Carbon Study report and consider what staff resource is required to implement any agreed actions identified in the Action Plan</p> <p>Staff capacity, the need to work cross-departmentally and support low Carbon purchasing throughout the Authority has been identified and a new position "Carbon Officer" has been created, advertised and recruited. The new Officer starts in the role in November 2024.</p> <p>The Low Carbon Officer has commenced in post and regular meetings have been held and programmed to discuss the Carbon Study as the officer assesses decarbonisation priorities the Authority can managed or influence directly. The Low Carbon Officer will review the action plan and resubmit to Members.</p>	2024	Director of Corp. Services Ho Property







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



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



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

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.4	  Qtr. 1 – 2 Qtr. 3 – 4	<p>Develop a Low Carbon Action Plan for Eryri, ensuring this includes a commitment to:</p> <ul style="list-style-type: none"> ➤ Low carbon objectives in both the LDP and Cynllun Eryri ➤ Producing a Tree & Woodland Strategy; and ➤ Producing a Peatland Strategy <p>Work is progressing well on the production of a Tree and Woodland Strategy, a final draft will be presented to Members in December before final consultation early in 2025.</p> <p>Part of the work of the peat team is to review the peat strategy and is done when the timetable allows, date updating work is being done.</p> <p>The Tree and Woodland Strategy is approaching the final stage of its creation, it is anticipated that it will be presented to the full Authority in the spring.</p> <p>The peat strategy will be updated as staff resources allow in the spring/summer as the work programme (which is seasonal) eases somewhat.</p>	Continuous	Dof Planning & Land Man. (DP&LM) Ho Conservation, Woods & Agric. (CWA)
AC 2.5	  Qtrs. 1 - 2 Qtr. 3 – 4	<p>Ensure that the Authority remains committed to the principles of the 'Race to Zero', by adopting a strong leadership and advocacy role in the fight against climate change – including committing to the 5 main pledges contained within the 'Race to Zero'. Working with NPUK/NPP on strategic climate change messaging</p> <p>Staff capacity and the need to work cross-departmentally and support low Carbon purchasing throughout the Authority has been identified and a new position "Carbon Officer" has been created, advertised and recruited. The new Officer starts in the role in November 2024.</p> <p>Following the appointment of a Low Carbon Officer, the officer has been attending relevant regional Net Zero meetings and NPUK Energy and Climate meetings, as well as mapping the relevant strategies, reports and policies (internal and external) for the Authority to fulfill its decarbonisation commitments. Key target areas such as Business Travel and Business Fleet (as identified by Small World Consulting) are addressed through the formation of an internal committee.</p>	Ongoing	Dir. Planning & Land Management








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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.6 	 Qtrs. 1 - 2 Qtr. 3 Qtr. 4	<p>Support a strategic partnership with Welsh Government, Bannau Brycheiniog and Pembrokeshire Coast National Park Authorities on Nature Recovery and Carbon Sequestration in the Designated Landscapes of Wales and hosting the post of strategic lead</p> <p>The focus of the strategic lead has been framing the findings of the past two years in the written outputs of the role. The working titles of 'enabling strategy' and 'Little Book of Options' have been replaced with 'Designated Landscapes: Officer Guidance for Nature's Benefit' and 'Dual-benefit Farming'. The former has been split into four sections to cover new terminology, a template nature recovery action plan for the designated landscapes, areas for focus, and further recommendations. The aim of this work is for Authority staff to have a useful 'desktop companion' to help them in undertaking their roles and for farmers / land managers to have a useful reference to help them through what is a period of intense change and something that should align well with any farming-based schemes associated with the designated landscapes.</p> <p>Focus for the two last quarters just gone has been transferring thoughts on to paper to produce the documents, now named: 'Designated Landscapes Wales: Officer Guide for Nature's Benefit' and 'Adaptive Farming'. In Welsh: 'Tirweddau Dynodedig Cymru: Canllaw Swyddog er Budd Natur' and 'Ffermio Ymaddasol'. The aim of this work is for Authority staff to have a useful 'desktop companion' to help them in undertaking their roles and for farmers / land managers to have a useful reference to help them through what is a period of intense change. The documents have been kept relatively short by focussing on the most relevant information and key messages. The Officer Guide includes some suggested ways to better scenario plan in response to natural and socio-economic pressures. The booklet will be published in Quarter 4 and the post of strategic lead in its present form will come to an end in March 2025.</p> <p>A final draft of the document/booklet was completed in February. Rather than formally publishing the booklet it was agreed to transfer the work to Designated Landscapes Wales' website to sit alongside Natural Resources Wales' latest Planning Management guidelines. The booklet will continue to be a live document for updating/modifying as necessary.</p> <p>The post of Nature Recovery and Carbon Sequestration Strategic Lead based in Eryri came to an end at the end of March.</p>	Ongoing	CEO Strategic Lead



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










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



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

This outcome will be achieved by:	AC 3	IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.1 	 Qtrs 1 -2  Qtr. 3 – 4	Development and adoption of the SNPA Cultural Heritage Strategy Desk research and information gathering completed. Drafting work has commenced. It is intended to present draft to Working Group summer 2025.	Summer 2024	Ho Cultural Heritage
AC 3.2 	 Qtrs. 1+2 Qtr. 3 Qtr. 4	Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2023/24 is completed on time to ensure that the Project remains on track for completion by 2025. Prepare an update report to members Project work programme remains on track as per the timetable. A report will be presented to Members early in 2025. The programme remains on track, it is anticipated completion will be March 2026. An update report will be presented in Members during the spring. As above, the scheme is progressing within timetable and budget. An update report will be presented to the Member Working Group meeting in September. Officers are focussing and making good progress on legacy projects for once the scheme comes to an end.	Ongoing 2025 Dec. 2024	Ho Cultural Heritage Carneddau LPS Manager
AC 3.3 	 Qtrs. 1-2 Qtr. 3 - 4	An EOI has been submitted and Lottery funding secured: ➤ Progress and deliver the Harlech and Ardudwy Cultural Heritage project It was decided to carry out the project within the scope of the Welsh Government's Sustainable Landscapes Sustainable Places grant funding. The work is now in progress. Several aspects of the project are underway: archaeological survey and excavation work with the University of Sheffield, fieldwork with local primary schools, the Harlech community interpretation book and the Lidas survey will be completed in March 2025.	Ongoing to Oct. 2025	Ho Cultural Heritage CH Project Officer












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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.4 	 Qtrs.1-2 Qtrs. 3- 4	To actively contribute to the work programme of the North West Wales Slate Landscapes World Heritage Site Action Plan ➤ Complete and install Interpretation of the Ynysypandy site Ynysypandy interpretation completed. A joint workshop was held with Gwynedd Council in the community of Dolbenmaen, to engage with the community and collect landscape names in the area. It was a very successful day and it is intended to hold such events in other communities of the World Heritage Site during 2025.	Ongoing Autumn 2024	Ho Cultural Heritage
AC 3.5 	 Qtrs. 1- 4	Wardens to lead monthly walks with guest specialist to promote nature, culture and heritage Monthly walks continue with a varying number of attendees. We are aiming to extend the promotional work in 2025-26.	Ongoing 2024/25	Ho WS
AC 3.6 	 Qtrs.1-2 Qtr. 3 - 4	To actively contribute to the ongoing work programme of the Cadw-led Historic Environment Group (HEG) and its associated working groups including Wellbeing, Climate Change Mitigation, Peatlands and Local Heritage Officers contribute to the work of the group by attending quarterly meetings, workshops and achieving the group's programme. Work continues as above.	Ongoing	Ho Cultural Heritage










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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.7 	 Qtrs. 1-2 Qtr. 3 - 4	Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members An annual report was presented to the Authority in June 2024. An art work exhibition was opened over the summer based on “Yr Ysgwrn yn Ysbrydoli ~ Yr Ysgwrn Inspires”. Yr Ysgwrn is closed over the winter. Three seasonal events were held before Christmas, including a highly successful Plygain service. It is inteded to extend this event to the Trawsfynydd Community in 2025.	Dec. 2024	Ho Cultural Heritage
AC 3.8 	 Qtrs. 1-2 Qtr. 3 - 4	Following on from the completion of Conservation Area Appraisals and Management Plan deliver an ongoing programme of traditional skills training which will also compliment the World Heritage Site Action Plan 5 traditional skills sessions have been held to date each one at capacity. Further sessions will be held in 2025. Officers are working towards securing LANTRA accreditation for the Authority and for one contractor in order to upskill him to carry out walling and hedge bending training through the Welsh language. The spring skills programme is currently being organised.	Part 1 Autumn 2024	Ho Cultural Heritage



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









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



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

This outcome will be achieved by:	AC 4	ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF POST BREXIT LAND MANAGEMENT SCENARIOS
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 4.1 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Assist in the development and design of future land management proposals with Welsh Government and Natural Resources Wales, to ensure that Eryri benefits from future proposals and that the strategic aims of Cynllun Eryri are reflected in future proposals Discussions on SFS proposals have been intense and moving forward to introduce the universal layer during the winter. Part of the strategic discussions on Landscapes Wales programme. Officers have had a leading role in the development of the Sustainable Farming Scheme (SFS) as well as developing a Community Farming scheme (Ffermio Bro) for the Designated Landscapes. 2 x NNF4 applications have been developed and 2 x INRS applications. SFS work continues. The Community Farming Scheme (Ffermio Bro) has started. NNF4 applications were refused but invited for re-submission to NNF5 (2025). INRS schemes are currently being assessed.	Ongoing	Ho Cons. Woods & Agric. (CWA) CEO Dir. P&LM
AC 4.2	 Qtrs.1 – 2 Qtr. 3 Qtr. 4	Following WG consultation, maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications of the effect of proposals of the Sustainable Farming Scheme, Wales, on the special qualities of Eryri As above, part of strategic discussions. Officers have had a leading role in the development of the Sustainable Farming Scheme (SFS) as well as developing a Community Farming scheme (Ffermio Bro) for the Designated Landscapes. 2 x NNF4 applications have been developed and 2 x INRS applications. Consultation will increase with the development of the INRS and Ffermio Bro. SFS work continues. The Community Farming Scheme (Ffermio Bro) has started. NNF4 applications were refused but invited for re-submission to NNF5 (2025). INRS schemes are currently being assessed.	Ongoing	Ho CWA



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









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



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

This outcome will be achieved by:	AC 5	ADDRESSSSING THE DECLINE IN NATURE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.1 	 Qtrs. 1-2 Qtr. 3 - 4	Develop an Action Plan based on understanding and contents of e.g. SoNaRR (State of Natural Resources report), State of the National Park etc. to inform on priorities for nature recovery in Snowdonia Work is progressing well, consultation document will be presented during winter 2024-25. Progressing well. It is anticipated that a final version will be presented to the Authority summer 2025.	March 2025	Ho CWA
AC 5.2 	 Annual report	Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance Case officers continue to draw attention to the importance of ensuring biodiversity improvement for applicants/agents through the pre application process and planning applications. In order to try and assist applicants in providing the relevant information, the Authority has published a guide and form that can be used for smaller scale developments and developments by householders to assist in providing the information required, and this also addresses the changes made to Chapter 6 within Planning Policy Wales, i.e. the requirement to submit a Green Infrastructure Statement. A new web page has been created on the Authority's website to explain the details required in the the Green Infrastructure Statement.	Reported annually	Hof DM&C
AC 5.3 	 Qtr. 1 – 4	Once WG guidelines issued, ensure an SPG on biodiversity is produced to support the Development Management process Still awaiting WG guidelines.	March 2025	Ho PP



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



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



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

OUTCOMES:

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

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

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

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

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

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

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

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

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





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

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

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

2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.1	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately Work continues in collaboration between Communication and Wardens services. Routes that are promoted have all been uploaded on our website and the information has been reconciled. Officers are looking for additional ways to promote and communicate walks using resources such as “drones” to create film clips. More digital promotion work on the monthly trips of Wardens and Thoughtfulness sessions has meant an increase in numbers attending the events. Work has been developed in partnership with the mountain rescue teams, the Police and Transport for Wales in honeypot areas to promote sustainable and responsible visiting.	Ongoing	Ho Comms. Ho W&A










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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.2 	 Qtrs. 1 – 2	<p>As part of the SNPA Volunteer Strategy and in collaboration with partners, continue to expand volunteer opportunities within the National Park that include both physical and cultural activities</p> <ul style="list-style-type: none"> ➤ Support and participate in Caru Eryri 2023-24 volunteering scheme with partners including Cymdeithas Eryri ➤ Reflect and review the Volunteer and Wellbeing events of 2022, update KPIs and set new targets and recommendations for 2023 ➤ Set up volunteer programme for the coming year ➤ Host series of wellbeing events <p>The Volunteer and Wellbeing officer has completed the above and an Annual Report presented to Members (in July 2024).</p>	Ongoing	Ho Partnerships Volunteer & Wellbeing Offcr.
CC 1.3 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups</p> <p>Work continues and improves each year (Volunteer and Wellbeing officer's annual report). New and interesting opportunities are developed targetting specific groups. These will be further developed over the winter months for rolling out in 2025.</p> <p>Work continues and improves each year. The Annual report on the Volunteer and Wellbeing officer for 2024 is near completion and will be presented to the Management Team in March 2025 and then to the Performance and Resources Committee on 19.03.25.</p> <p>As above – the Annual Report was received and praised by Members. The Volunteer and Wellbeing Officer is moving forward with her work in an innovative and progressive way. The officer will feed into the series of events that are part of the review of Cynllun Eryri (Management Plan) and the formulation of new policies.</p>	Ongoing	Ho Partnerships Volunteer & Wellbeing Officer





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



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



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

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.4	 Annual report	<p>Ensuring planning takes a pro-active role in encouraging affordable housing by working with other agencies in this sector, in order to try and achieve the annual target set out in the LDP</p> <p>Applications for housing are decided in accordance with EryriLDP, and the provision of affordable housing is determined under Development Policy 30. Where the indicative affordable housing targets cannot be achieved due to the viability of a site, the Authority will negotiate the contribution of appropriate affordable housing on individual sites. This may include the need for the Authority to carry out an independent viability assessment and engage with the County Council's Housing department to ascertain the local demand and the requirements in terms of housing mix for the relevant area to ensure that the housing provision will meet the local need.</p>	Reported annually	Ho DM&C Ho PP
CC 1.5	 Qtrs. 1-2	<p>Following decision by the Authority to delay production of Eryri LDP Review until 2025 in order to focus on the delivery of an Article 4 Direction: Progress the Authority's intention to implement an Article 4 Direction to remove permitted development rights to change a permanent residential home to a holiday let or second home, with key milestones comprising:</p> <ul style="list-style-type: none"> ➤ Undertake a formal public consultation prior to Summer 2024 ➤ Report back on the findings and make any necessary adjustments in approach during Autumn 2024 ➤ Prepare an SPG by March 2025 which will provide more detailed guidance on implementation ➤ Aim to be adopted by the Authority in June 2025 <p>During Planning and Access Committee meeting on 6th March 2024, Members approved for officers to engage on the proposal to present an Article 4 Directive for the Eryri NP Planning Authority area. A notice regarding the Article 4 Directive was submitted on 12th April 2024. The statutory requirement was to maintain an engagement period of at</p>	<ul style="list-style-type: none"> ➤ Prior to summer 2024 ➤ Autumn 2024 ➤ March 2025 ➤ June 2025 	Dof P&LM



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



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



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

		<p>least 21 days. In order to ensure sufficient opportunity for those affected to respond to the notice and to facilitate the process of submitting comments, the Authority held a 6-week public engagement period from 12 April – 24 May, 2024. Officers in the process of considering the comments received during the engagement period and are preparing a Consultation Report to be submitted to the Members' Working Group for consideration before the Authority makes its final decision on confirming Article 4 Directive or not. An outline SPG is being drafted.</p>
	Qtr. 3	<p>A consultation report has been prepared and considered by Members of the Authority during Working Group on 04.12.24. Outline of Supplementary Planning Guide has also been considered by Members during the Working Group on 04.12.24. All the background documents regarding the ratification (or not) of the Article 4 Directive will be considered by the Authority's Planning and Access Committee in January 2025.</p>
	Qtr. 4	<p>Following the consultation period, the Authority's Members considered the consultation report during the Authority's Planning and Access Committee on 22.01.25. when it was decided to confirm the Article 4 Instruction for the Eryri National Park Planning Authority area. The Article 4 guidance will come into force on the 1st June 2025. Following the decision at the January Planning Committee – consideration was given to the content of a draft Supplementary Planning Guidance which was subject to public consultation during Spring 2025.</p>







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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.6		<p>Continue to provide funding and measures to support local communities and economies through Cronfa Cymunedau Eryri (CCE), funded by the WG and the NP community and Wellbeing small grants fund, particularly where these are led by communities themselves, in green infrastructure, improved access to recreation for health and wellbeing, energy generation, local environmental improvements such as litter and waste management, community development and the Welsh Language</p> <p>A new funding window for 2024-5 will open and be promoted from March 18th 2024</p>	March 2025	Ho Partnerships CCE Project Officer
	Qtrs. 1- 2	<p>Funding has been awarded to 10 projects (listed below), totaling £102,688.13. There are 7 projects underway, 3 have not yet started. All projects remain on track to finish on time.</p> <ul style="list-style-type: none"> ❖ Bala rugby club – Solar PV system ❖ Beddgelert Comm. Council – New equipment for the playground ❖ Canolfan Prysor, Trawsfynydd – Solar PV system ❖ Y Bala Hockey club – re-surfacing of astro turf at Godre's Berwyn school ❖ Bro Garmon Comm. Council – Improvements to the Nebo community car park ❖ Ysbyty Ifan Comm. Council – Upgrading of village hall, double glazing and new fire doors ❖ Llanfairfecahn Community Hall – Solar PV System ❖ Llanuwchllyn Community Enterprise Ltd – Solar PV system ❖ Ogwen Hall – Commercial kitchen ❖ Dolwyddelan Comm. Council – Various capital projects from the community plan 		
	Qtr. 3	The above projects are being implemented towards completion by March 2025. One project is running behind schedule and one is at risk of not being implemented. A Community Engagement Officers works closely with the communities to resolve any issues.		
	Qtr. 4	All the projects were completed within the completion date and full WG grant received.		



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









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



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

This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 2.1	  Qtrs. 1+2  Qtr. 3 - 4	<p>Members to consider a draft Youth Manifesto</p> <p>The Mainfesto was presented to Members' Working Group on May 22nd and comments received. Officers will amend the Mainfesto for presenting to the Authority in September.</p> <p>Following the departure of the Young People's Officer, the position was advertised and a new officer appointed to the post. It was decided to relocate the officer to the Partnerships section and the officer will start in post in April 2025 to implement the Manifesto.</p>	May 2024	Ho WaA. Young People's Officer
CC 2.2	  Qtrs. 1-2  Qtr. 3 - 4	<p>Develop the Young Rangers scheme to ensure efficient partnership work, provide broad opportunities and souce funding to sustain the scheme</p> <p>Work has continued in creating opportunities for the young rangers across the National Park. Opportunities have varied and in collaboartion with other services. Work has begun with the Lottery to seek funding.</p> <p>Following the departure of the Young People's Officer, the position was advertised and a new officer appointed to the post. It was decided to relocate the officer to the Partnerships section and the officer will start in post in April 2025 to implement the Manifesto and the Young Rangers schemes.</p>	Feb. 2025	Ho WaA



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




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



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

This outcome will be achieved by:	CC3	PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.1 	 Qtrs. 1-2 Qtr. 3 - 4	<p>Work with Cyngor Gwynedd and Conwy CBC to develop and implement the Gwynedd and Eryri Sustainable Visitor Economy strategic plan. Once the strategic plan has been launched begin work to develop an action plan and related targets and indicators. The first meeting of the Sustainable Visitor Economy Partnership is scheduled for April 2024</p> <p>➤ Complete an Action Plan and implement related targets and indicators</p> <p>The first Action Plan has been produced and agreed by the Partners. All will feed into this by March 2025 when a review and a new action plan will be developed for 2025-26. The Data task group is being re-established to work on and develop long-term indicators for the Plan.</p> <p>The first annual conference has been held on 14.02.25. with 130 attendees – and was a succesful event. Officers will start to work on the Action Plan for 2025-26 over the coming months.</p>	Dec. 2024	Hof Partnerships Sustainable Tourism Officer










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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.2		<p>Opportunities to encourage greener transport and travel are being developed by:</p> <ul style="list-style-type: none"> ➤ Work with TfW to develop Northern Eryri parking and transport delivery plan via the Delivery Group. ➤ Continue to work with partners to address parking and transport issues in the Nantgwynant area. ➤ Continue to facilitate discussions between partners to address parking and transport issues in the Ogwen area. 	Ongoing - April 25	Ho Partnerships Sus. Tour. Officer
	Qtrs 1-2	Regular meetings continue to be held. Worked with North Wales Police from June – November 2024 through a secondment in order to improve contact between Local Authorities and Welsh Government/NMWTRA and the Police. The work answered short term problems – regional strategic guidance will be needed to agree long-term responses.		
	Qtr. 3 - 4	As above – continue to push for strategic guidance from the Welsh Government, NWMTRA, Gwynedd and Conwy Councils through our relationship with Transport for Wales and North Wales Police.		
CC 3.3		<p>Continue to develop the Eryri Ambassadors scheme</p> <ul style="list-style-type: none"> ➤ Introduce two new modules in 2024 on Celtic Rainforest and the Carneddau Landscape Partnership 	Ongoing April 24	Ho Partnerships Yr Wyddfa Partnership Officer
	Qtrs 1-2	The Eryri Ambassador scheme continues to develop and grow in popularity. The relevant officers/services produce content for new modules. The scheme is going from strength to strength and over 1200 people have now qualified as Eryri Ambassadors.		
	Qtr. 3 - 4	Ongoing work – work has been completed for a re-qualifications module for 2025 and has been launched. A module on the Carneddau Plan will go live in early 2025 and a specific module on safety messages and Mentrau'n Gall will be launched in 2025.		










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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.4  Annual Report		Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities. Eryri's LDP policies relating to sustainable tourism are implemented effectively.	Annual Report	Ho DM&C
CC 3.5 	 Qtrs. 1-2 Qtr. 3 Qtr. 4.	Work with TfW to develop a Delivery Plan via the Northern Eryri Delivery Group established in 2023 to enable improved partnership working and the successful prioritisation and delivery of sustainable travel and transport projects, Ensure that community feedback has been considered in developing the plan. Ensure that we collaborate with the LDP team as part of the LDP process in relation to parking and transport related policies. ➤ Assist the Delivery Group to complete and implement a Delivery Plan Eryri NP officers are doing the utmost to progress the work – the commitment of other partners is required for the delivery to happen. As above. Continue as above – the Delivery group had its last meeting in March. Transport for Wales will not be co-ordinating the meeting/work from now on due to change in staff and officers. The Partners will need to consider how best to move forward.	March 2025	Ho Partnership



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







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



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

This outcome will be achieved by:	CC4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.1		Continue to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh	Ongoing	Ho Cultural Heritage
	Qtrs. 1-2 Qtr. 3 - 4	A programme of summer events was programmed and completed. The Autumn activities programme was successfully completed, including the Welsh Museums Festival. The Christmas activities programme was successfully held and it is planned to expand on this offer in 2025 through projects in the Trawsfynydd community.		
CC 4.2		Safeguarding and promoting use of Welsh place names by completing the next stage of the standardisation of Eryri place names	March 2025	Ho Cultural Heritage
	Qtrs. 1+2 Qtr. 3 Qtr. 4.	Work on the list of names of peaks, waterfalls and passes is underway. The work is expected to be completed in the autumn. The above list has been handed to officers of the Authority for their input. The “Enwau Lleoedd” scrutiny group will meet over summer 2025 to approve the final list of names of peaks, waterfalls, passes and lakes. The Authority’s wardens have now created hundreds of audio clips of names of Eryri’s landscape features which are now available on Wikipedia and the Welsh Language Commissioner’s website. Over the summer officers will discuss how Eryri NPA can use the list in order to reach new audiences and encourage use of the standard names.		












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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.3 	 Qtrs. 1- 4	Develop opportunities to engage people in the Welsh language, culture and heritage of the area including: ➤ Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy. Volunteers learning Welsh are partnered with those that are fluent speakers and all information and materials for volunteers are available in both languages.	March 2025	Volunteer & Wellbeing Officer
CC 4.4 	 Qtrs. 1- 2 Qtr. 3 - 4	The Carneddau Voices and Place Names project and Harlech and Ardudwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation. Two local place names recording sessions have been held in the Carneddau area. The Penmachno and Capel Curig sessions are programmed for early 2025. The names of the rest of the Carneddau area will be collected in Spring/Summer 2025	Ongoing Until Dec. 2025	Ho Cultural Heritage
CC 4.5 	 Annual report	Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process The Annual Monitoring report presented to Members and Welsh Government each Autumn has reached the conclusion that the above policy is being implemented effectively.	Reported annually	Ho DM&C



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







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



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

This outcome will be achieved by:	CC5	DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF SNOWDONIA AS A NATIONAL PARK
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 5.1	 Annual report	Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP The Annual Monitoring Report (AMR) of the LDP which is presented to Members and the Welsh Government every October concluded that the above policies are being implemented effectively. The review of the LDP in 2025 will provide an opportunity to review the current information and evidence to determine if any policy or methods currently adopted need to be changed.	Annual report	Ho DM&C Ho PP
CC 5.2	 Annual report	Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP This has been done by officers, it was decided that the review would start in 2025 (it was decided to postpone the review for a year to allow time for officers to implement the Article 4 Directive).	Annual report	Ho DM&C Ho PP
CC 5.3 	 Qtrs. 1- 2 Qtr. 3 - 4	Promote opportunities to understand and enjoy Eryri's special qualities sustainably Digital Contents Officer has commenced in post. The section has modified the digital channels which are now very popular and reach a larger audience. Digital presence continues to flourish. Tailored content on different social media platforms means that more people can learn and enjoy opportunities in Snowdonia.	Ongoing	Hof Comms.



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



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



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

OUTCOMES:

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

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

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

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

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

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

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

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




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

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




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

RESILIENT WAYS OF WORKING

This outcome will be achieved by:		CW 1	DEVELOPING A SKILLED WORKFORCE		
Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)		Time-table	Officer (s) Responsible
CW 1.1	<div><div></div><div></div><div></div></div>	Engaging with our staff at all levels to assist performance management: <ul style="list-style-type: none">➤ All Authority staff members will be appraised within the 12 months➤ Training needs assessments of all staff will have been undertaken within the 12 months		Ongoing March 2025	Ho Human Resources (HR)
	Qtrs. 1 - 2	Support has been received from the Directors to encourage line managers to complete evaluations promptly which has increased the number of evaluations carried out so far this year. The evaluation format assesses staff performance levels and identifies training requirements to either improve work performance or training that would prepare staff for career progression within the Authority and as a result the number of staff training sessions has increased by 54%.			
	Qtr. 3	Line managers are encouraged to plan their staff appraisals in good time, ensuring that they coincide with quieter periods. This methos will h elp ensure maximum efficiency in evaluation all team members effectively. This quarter, we have seen a continued increase in staff training sessions, including formal tutor-led sessions and ELMS online training modules. Looking ahead, HR is working to expand the mandatory ELMS training for all staff, with a focus on Equality, Diversity and Inclusion. The translation of these modules into Welsh is currently underway to ensure accessibility for all.			
	Qtr. 4	The Authority’s Health and Safety officer has started a detailed review of specific training for posts within the Authority. The process so far has highlighted key training needs to ensure that staff have the necessary skills to excel in their roles. As the review continues, we can expect to see more recommendations for job specific training helping to further support professional development and strangthen our workforce.			





Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.2	 Qtr. 1 - 4	Supporting staff to attend National Park peer groups to keep them informed of development and to assist performance management and understanding within their respective disciplines Staff are encouraged and supported to attend peer groups. Many more courses have been added to Elms, our online training system which provides a number of bilingual training courses to assist staff and inspire them to progress and learn new disciplines.	Ongoing March 2025	Ho HR Heads of Service
CW 1.3	 Qtr. 1 - 4	To further develop our workforce and provide staff with every opportunity to develop to meet future challenges Secondment opportunities are considered and offered where feasible. Staff are encouraged and supported to develop their qualifications within their respective fields of expertise and/or gain experience and knowledge by taking on additional projects and/or responsibilities. Between the external training courses that have been organised and the number available through ELMS (online learning portal) there are many more training opportunities available to staff. A learning and development policy has been created which outlines the Authority's support for staff to improve their ability and provides support networks to assist them.	Ongoing March 2024	Ho HR Hof Service










This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
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Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 2.1	 Qtrs. 1- 4	Share achievements of Decarbonisation projects through SLSP funding with other bodies within designated landscapes and wider public estate Work ongoing. The Head of Property attends regular meetings of North Wales Decarbonisation Officer Group and Ystadau Cymru and the newly appointed Carbon Officer will join when he takes up the role in order to identify opportunities to share information and collaborate with partners.	March 2025	Ho Property
CW 2.2	 Qtrs. 1 – 2	Enhancing Staff Engagement and Wellbeing Initiatives. As part of our commitment to fostering a supportive and thriving workplace environment, we are looking to implement several strategies to ensure the well-being of our employees and promote a culture of connectivity and wellness: <ul style="list-style-type: none"> ➤ <u>Researching and adopting best practices from other parks</u> and authorities in relation to conducting health surveillance checks for staff to prioritise their health and safety. ➤ <u>Analysis of Sickness Absences:</u> Understanding the factors contributing to sickness absences to identify trends and implement targeted interventions to promote overall well-being and reduce absenteeism. ➤ <u>Increased Staff Networking:</u> Building a sense of community and camaraderie among our employees by organising more frequent staff get-together days, including lunches and outdoor events, to provide opportunities for relaxation, socialisation, and rejuvenation. Health assessments of staff has started with the first group having blood pressure, sight, hearing, lung and diabetes tests. We have started reporting quarterly to the management team on the number of absences due to illness per section in order to create a focus on the levels and reasons for the absences. A new Attendance Policy will be created in order to set a firm system for supporting staff members who are absent from work by offering a number of different types of support. Stress risk assessments and Wellbeing Action Plans are created with staff members who are suffering from stress-related absences or have recently returned from a period of stress-related absence. The new Staff Forum is a good format for sharing ideas and creating opportunities for all staff to get an insight into different aspects of the Park's work and projects by organising shadowing days and visits to different departments. Ideas are offered for days out in the field, all staff days and ways to keep fit through computer exercises.	March 2025	Ho HR




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




This outcome will be achieved by:	CW 3	EFFECTIVE PARTNERSHIP WORKING
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Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.1	 Qtrs. 1+2	Cynllun Eryri is being implemented successfully and the first annual progress report has been presented to the Authority. Present third annual report to Authority The third annual progress report was presented to Members during Spring and a copy made available on the Authority's website. Cynllun Eryri will be reviewed in 2025 with preparatory work already underway.	June 2024	Ho Partnerships
CW 3.2 	 Qtrs. 1 - 4	Support the work of the National Designated Landscapes Partnership (NDLP) in Wales Good practice and information on sourcing and accessing grants is shared between the members of the partnership. Consideration given to skill needs across the 8 landscapes. The 2024 Partnership seminar was held in May. There were interesting and infromative discussions among the good number present.	Ongoing	CEO









Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.3 	 Qtrs. 1 – 4	Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives The CEO attends all meetings as required. Collaborative initiatives are progressed by various sections throughout the Authority as opportunities arise.	Ongoing	CEO
CW 3.4 	 Qtrs. 1 – 4	Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC) The CEO and Chair continues to attend meetings. An officer from Eryri NP has been co-opted on the North Wales Strategic Transport Sub-Committee. The Chair of Eryri has been co-opted on the Economic and Well being and the Planning sub-groups.	Ongoing	Do P&LM
CW 3.5 	 Qtrs. 1-2 Qtr. 3 - 4	In order to achieve the review of 2025 Cynllun Eryri on schedule, data for the State of the Park Report has been gathered and interpreted with input from internal and external colleagues by the end of 2023. Present summary report to Members Work continues, will be presented to Members before end of 2024. The report has been presented to Members and Partners through the Eryri Forum. Work to develop a Microwebsite has been completed and a website will be created and shared with staff and members in March 2025. The Website will be fully launched later on in the month.	Dec. 2024	Ho Partnerships







This outcome will be achieved by:	CW 4	MODERNISING GOVERNANCE ARRANGEMENTS
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Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.1		Monitor Members attendance at Authority meetings	March 2025	Democratic Services Officer
	Qtrs. 1+2	The average attendance of Members is quite consistent: 2 meetings of the Authority (April and June) – 86%, 4 Planning and Access Committee meetings (April, May, June and September) – 81.75%		
	Qtr.3	2 meetings of the Authority (October and November) – 94% attendance 2 meetings of the Planning and Access Committee (October and December – 90.5% attendance 1 meeting of the Performance and Resources Committee (November) – 63% attendance.		
	Qtr. 4	1 meeting of the Authority (February) – 87.5% 2 meetings of the Planning and Access Committee (January and March) – 90.6% 1 meeting of the Performance and Resources Committee (March) – 81% As evidenced above, attendance of Members has been consistent and high throughout 2024-25.		







Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.2		<p>Support and develop Authority members through training and development</p> <p>➤ Continue to support WG to refine and deliver a training programme on the principles of good governance practice and accountability for Authority Members</p>	Ongoing	Director Corporate Svcs.
	Qtrs. 1-2	An “Effective Financial Governance” training sessions was held in June and a date for a “Governance Risks” training session has been arranged for the end of the year.		
	Qtr. 3	A Welsh Government training session on “Governance of Risk” was held in November. Unfortunately the number of Members who were available to join the session was low.		
	Qtr. 4	<p>A Member Development Day was held in March with 56% of Members present. Parking and transport issues, property and information centres were the themes of the day in the Betws y Coed and Pen y Pass areas with a Sherpa bus service trip between the two locations.</p> <p>Also, during March a Welsh Government training session was held on Sustainable Governance with 37.5% of Members attending the session.</p>		



This outcome will be achieved by:	CW 5	MAINTAINING AND IMPROVE THE UNDERSTANDING AND SUPPORT OF LOCAL COMMUNITIES TO THE WORK OF THE NATIONAL PARK
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.1 	 Qtrs. 1 – 4	Developing further volunteer opportunities at Yr Ysgwrn to enhance the current cohort of volunteers, seeking to recruit young people who are keen to develop new skills and gain experience, focusing on delivery of activities by volunteers as well as more traditional roles such as visitor guides Volunteers continue to be core to Yr Ysgwrn's business model and key to carry out several aspects of activity e.g. group and school visits and there are a number of volunteers volunteering regularly. Attracting more regular volunteers remains a challenge.	Ongoing	Ho Cutural Heritage Visitor Experience Mgr. (when in post)
CW 5.2	 Qtrs. 1- 2  Qtr. 3  Qtr. 4	Implement and monitor measures in Communication Engagement Strategy via the annual Key Performance Indicators report to ensure local communities and stakeholders understand and are aware of the work of the Authority. Work continues for reporting on 2024 indicators in the new year. Data collection on the 2024 report continues in order to present them to Members during the Performance and Resources Committee in Quarter 4. Work postponed, will be presented to Performance and Resources Committee in July.	Ongoing Annual	Ho Comms.

Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.3 	 Qtrs. 1- 4	Engage with and keep communities informed through meetings with Community Councils A Communities Forum has been established to update and involve Town and Community Councils in the Local Development Plan review process. Other general issues will be raised and discussed as necessary. A similar engagement format is being considered throughout the review of the LDP.	Autumn 2024 at least 1 meeting	Ho Policy Ho Admin. & Customer Care
CW 5.4	 Qtrs. 1- 4	Liaise with landowners and interested parties through meetings of the Snowdonia Local Access Forums (northern and southern) Continued liaison is maintained through the LAF meetings held 3 times annually in the north and south of the NP. Forum meetings were held in spring and summer with further meetings arranged to take place in February, 2025. As an update, due to officer illness, the February 2025 meetings were cancelled.	On going	Access & Wellbeing Manager
CW 5.5		Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group Annual liaison meeting arranged to take place in January, 2025	Annual meeting	Ho CWA
CW 5.6	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	Involve our local communities in all important aspects of the Authority's work e.g. delivery of Cynllun Eryri, formulation of Supplementary Planning Guidance, Engagement Strategies when developing new projects etc. Work is progressing to develop a Community Engagement Strategy for the Authority by March 2025. Draft Strategy produced, will be presented to the Management Team and then to Authority when completed. As above – will check with Management Team before progressing to inform staff and presenting to the Authority	On going March 2025	Ho Partnerships Ho PP CCE Project Manager

This outcome will be achieved by:	CW 6	BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 6.1 	 Qtrs. 1 – 2 Qtr. 3 - 4	Utilising a twin track approach, review Plas Tan y Bwlch's operating model: ➤ Seek partnership working for the management of Plas Tan y Bwlch and ➤ Progress preparations for disposing the property on the open market in the event that partnership working is not feasible A paper will be submitted to the Authority meeting in November with a view to reaching agreement on the matters that need to be progressed over the winter months before the matter is considered further for determination at the April 2025 Authority meeting Paper presented to the Authority in November when it was agreed for officers to progress discussions – on the potential purchase, access to the woodlands and Llyn Mair before reporting back to the Authority 30th April 2025.	March 2025	CEO Dir. Corp. Services
CW 6.2	 Qtrs. 1- 3 Qtr. 4	Review the Authority's car parking fees and if relevant progress preparatory work for increasing the fees in line with other car parking providers in the area Initial work underway, reviewing the 2024 season together with the police officer on secondment and agreeing priorities including receiving legal advice on future management methods to prevent overnight stays. It is intended to trial new management models around Llyn Tegid during the 2025 season, including fees for the activities of Llyn Tegid. A review and paper will be presented to the Performance and Resources Committee in March 2025. Legal advice has been received confirming that number recognition camera systems (ANPR) could be used on EryriNPA sites. Trial and data collection only will take place for Betws y Coed, Llyn Tegid foreshore and Llangywer car parks during the 2025 summer season to ensure there are no negative side effects. Appropriate planning applications are in progress. An update paper was presented during the March 2025 Working Group and discussions took place during the March Member Development Day and agreement reached to review the structure and parking fees in October 2025 for implementing from 1st April 2026.	March 2025	Ho Property

Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 6.3	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Progress a review of the commercial potential of the Authority's Information Centres Brief for redevelopment of Betws y Coed Information Centre is being developed. Conservation Architects firm, Donald Insall Associates, have been appointed to lead on the work, including a community engagement programme. The project group has confirmed the main themes withh the archhitects and options development work is ongoing. An application has been submitted to Visit Wales for financial support to realise phase 1 of the development project.	March 2025	Ho Cult. Heritage Information Centres Manager

OUTCOMES:

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

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

CW2, 3: Cynllun Eryri is being implemented successfully.

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

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


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

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


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

* New Well-being Objective, March 2024


WELSH GOVERNMENT REMIT LETTER: ENVIRONMENT

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


WELSH GOVERNMENT REMIT LETTER: PEOPLE AND PLACE

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

WELSH GOVERNMENT REMIT LETTER: **EXCELLENCE IN GOVERNANCE AND PLANNING**

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

WELSH GOVERNMENT REMIT LETTER: **COLLABORATION**

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

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

MEETING	Performance and Resources Committee
DATE	9 July 2025
TITLE	THE AUTHORITY'S RISK PROFILE
REPORT BY	Director of Corporate Services
PURPOSE	To update on the Authority's Risk Profile

BACKGROUND

- 1.1 The Authority has a Risk Profile where risks facing the Authority are placed into three categories, namely High Priorities, Medium Priorities and Low Priorities.
- 1.2 Risks are primarily identified through the relevant Heads of Service and the Management Team. The Risk Register is reviewed as a quarterly standing item on the Management Team meetings in co-ordination with the relevant officers. Identified risks as noted in the Risk Register are allocated to the responsible officers who are responsible for implementing risk mitigation measures.
- 1.3 This report provides an update in relation to the said Risk Profile previously presented to the Performance and Resources Committee on the 19th of March 2025.
- 1.4 Currently, there are 19 identified risks on the Profile. Of these, 3 are classed as High risks, 14 are classed as Medium risks and 2 are classed as Low risk.
- 1.5 None of the risks have increased or decreased score since the last review.

1.6 Here is a summary of the risks:

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

Risk No.	Medium Risk	Change
5	Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy	None
6	Failure to fulfil the “Future Generations Well-Being” Bill requirements.	None
7	Risks to the HLF Landscape Partnership project on the Carneddau through not securing the "unsecured" funding (either capital or "in kind" contributions) during the project lifetime.	None
8	Non-compliance with the General Data Protection Regulation 2018.	None
9	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	None
10	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforest project.	None
11	Poor and ineffectual management of projects by the Authority.	None
12	Diminished staff resilience (due to increasing demands) as a result of austerity.	None
13	Yr Ysgwrn fails to generate sufficient income to meet the budget.	None
14	Income Generating Target (Information Centres).	None
15	Income Generation (Planning).	None
16	Risk of Cyber attack	None
17	The proposed introduction of an Article 4 Direction: Risk of Judicial review.	None
18	The proposed introduction of an Article 4 Direction: Insufficient capacity to address the increase in workload	None

Risk No.	Low Risk	Change
3	Income Generation Target (Car Parks).	None
4	Reputational risk re. the Authority's management of Yr Ysgwrn.	None

RESOURCE IMPLICATIONS

None arising from this Report.

RECOMMENDATION




To discuss the contents of this report.




BACKGROUND PAPERS







Risk Register: Updated July 2025.







SNOWDONIA NATIONAL PARK AUTHORITY RISK REGISTER




July 2025




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
1	Insufficient core budget funding.	Cut in Services.	5	5	25 Red 	<p>The Budget for 2025/26 was approved by the Authority in its meeting on the 5th of February 2025, and was established on the basis of a 5% increase in the Welsh Government Grant for 2024/25, and consequently a 5% increase on the levy charged to the local authorities. However, this increase follows several years of no increase, and the grant has not caught up with inflation over this period.</p> <p>At the time of setting the budget it was anticipated that the 2025/26 budget will include a deficit of £635,850 which will have to be financed from reserves, and the Authority will have to continue to ensure that decisive steps are taken to close this gap or the Authority's general reserves will be depleted. Therefore, despite the increase in Government Grant, savings and/or increasing income will still have to be considered in forthcoming years.</p>	4	4	16 Red 		N Last Reviewed by P&R Committee 19.03.25	Chief Finance Officer




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
2	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	Failure to keep within the Authority's budget. Significant reputational damage to the Authority. Adverse impact on the local economy. Loss of livelihood for staff employed at Plas Tan y Bwlch. Failure to maintain a Grade II* listed building.	4	5	20 	<p>Plas continues to operate a much reduced business at the time of writing, but has succeeded in attracting temporary business which in the short term is bringing a substantial income stream.</p> <p>There have been a series of discussions at both Working Group and Authority level which culminated in a decision by the Authority on 30.04.25 in the following terms namely that:</p> <p>a) 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;</p> <p>b) Officers to pursue this with a National Lottery Grant application this Summer;</p> <p>c) Officers to emphasize the importance of expectation management throughout this process, noting that Plas would revert to be sold should the grant application fail;</p> <p>d) 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;</p> <p>e) 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</p> <p>f) That the Authority further considers this matter and any progress made at the Authority's September meeting.</p> <p>The original timeline set out above has proved to be challenging and Members are due to discuss an update on progress in the near future.</p>	4	5	20 		N Last Reviewed by P&R Committee 19.03.25	Dir. of Corporate Services







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
3	Income Generating Target (Car Parks).	Failure to keep within the Authority's budget.	4	5	20 Red 	<p>The income target has been increased in the 2025/26 budget in order to fund security costs for the Pen y Pass pre-booking system, increasingly high rubbish collection costs and toilet cleaning costs.</p> <p>Based on the performance of recent years the new target should be realised if there is a pattern of seasons similar to previous ones. With the Easter period falling within the month of April this year, income for April and May 2025 exceeded the same period last year.</p>	4	1	4 Green 		N Last Reviewed by P&R Committee 19.03.25	Head of Property
4	Reputational risk re the Authority's management of the Ysgwrn.	Mismanagement leading to lack of credibility in the Authority's ability to fulfil its duties.	5	2	10 Amber 	<p>Yr Ysgwrn has gained a very good reputation as an accredited museum and cultural centre with a programme of excellent quality cultural heritage activities. The accreditation status demonstrates that there is sound and effective governance structures in place. Officers will be presenting an application to renew the status by July 2025.</p> <p>Yr Ysgwrn shows a successful pattern of applying for external funding to finance activities and projects, and officers work proactively on these applications, looking for sponsorship opportunities regularly.</p> <p>The educational resource Hedd Wyn film (a joint project with Bangor University) will be launched by September 2025. An external grant was received to create a new temporary exhibition for 2026, based on Eugene Vanfleteren's bardic chairs.</p> <p>I believe that the Authority's existing track record, experience and staff structure puts us in a strong position to reduce both effect or likelihood of reputational risk in this.</p>	4	1	4 Green 		N Last Reviewed by P&R Committee 19.03.25	Chief Executive







	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
5	Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy.	Mismanagement leading to lack of credibility in the Authority and its partners.	4	2	8 Amber 	<p>Development of Cynllun Yr Wyddfa has established a better relationship between the individual elements relating to management on Yr Wyddfa, including the Sherpa service.</p> <p>A sub-group to Cynllun Yr Wyddfa has been formed to review the Sherpa service and transport / parking issues in the area. During 2023 an enhanced Sherpa bus service was provided, and highway traffic management (double yellow lines) were introduced at specific locations.</p> <p>The Eryri Transport Group has been agreed and is meeting frequently. The contract for the Sherpa Service for the next 5 years has been agreed. Corporate Joint Committees which have specific responsibility for transport may provide further opportunities. The Eryri Transport Group continue to meet to progress these transport issues.</p>	3	2	6 Amber 		N Last Reviewed by P&R Committee 19.03.25	Chief Executive
6	Failure to fulfil the "Future Generations Well-Being" Act requirements.	Critical audit report / negative publicity.	3	3	9 Amber 	<p>The Authority continues to work together with Audit Wales to implement the requirements of the Well-Being Act.</p> <p>The Audit Wales study for 2022/23 (commercial income and income diversification) has been published with supplementary 3 National Park Authority report produced. The Authority awaits guidance from WG before being able to move forward with recommendations.</p> <p>A draft report on Promoting Access with regard to Equality and Diversity has recently been received. A meeting took place on the 10th of March 2025 to discuss its contents, and the final report is awaited.</p> <p>An audit on the setting of Wellbeing Objectives has been conducted. The draft report is awaited.</p> <p>Interviews recently completed on the latest performance audit on Assurance and Risk Assessment, and all documentary evidence requested has been submitted. A draft report is expected in due course.</p>	3	3	9 Amber 		I Last Reviewed by P&R Committee 19.03.25	Director of Corporate Services







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proxim-ity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
7	Risks to the Carneddau Landscape Partnership Project by failing to fulfil the project. This could be by failing to meet National Lottery Heritage Fund approved purposes, delayed appointment of staff team and commencement of the scheme, delayed settlement of Heritage Fund grant claims, the collapse of the partnership, or not securing the "unsecured" funding anticipated through further grant applications and "in kind" contributions during the project lifetime.	The results will vary widely depending on the scale of the failings. It could be that certain elements of the project may fail, right through to significant risks to the entire project, which obviously comes with adverse publicity and reputational damage.	3	4	12 Amber 	<p>Timetable: Formal approval of a no-cost extension to practical completion date from 30/09/2024 to 31/12/2025. Extension also includes an allowance for 3 months project closure activity (e.g. legacy activity, final payment request and evaluation report) by the Scheme Manager and Scheme Support Officer until 31/03/2026.</p> <p>Approved Purposes: The project will end in March 2026 and the expenditure has been programmed with partners. Completing expenditure by December 2025 and confirming endowment projects and funding methods (together with partners) is the priority for the last year of the plan.</p>	3	2	6 Amber 		N Last Reviewed by P&R Committee 19.03.25	Head of Cultural Heritage







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
8	Non-compliance with "General Data Protection Regulation 2018" (GDPR).	Lack of data management and publishing data that we shouldn't.	4	3	12 Amber 	<u>Training</u> New mandatory courses have been added on to ELMS in the past 6 months. Everyone will be expected to sit these in a timely manner or access to the network and / or email will be removed. Majority of staff are now completing both one off and annual courses consistently without any issues, however uptake by Members remains low. The situation is continually monitored. <u>GDPR</u> In the past year we have had more minor data release incidents than in the past. There is therefore an increased likelihood and corresponding risk effect than in the past, which has meant the risk score has increased. However, the risk currently remains at amber. New staff and Members need to ensure that the training modules are completed as a priority. It is suggested that the staff which have been involved in the minor incidents re-sit the training or participate in further training in order to reduce the risk. Training continues and a n Officer is monitoring the situation.	4	3	12 Amber 		N Last Reviewed by P&R Committee 19.03.25	Director of Corporate Services







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
9	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	SNPA and other partners required to self-finance aspects of project expenditure to date.	5	4	20 Red 	<p>Second mid-term report to EC (and associated grant claim) received and approved, leading to the draw down of the 3rd LIFE payment from the EC in December 2022. A request for a 2-year project extension has been officially approved by the European Commission, giving a new project end date of 31st of July 2027. The overall cost of the project will not be affected.</p> <p>Official feedback from the Commission thus far positive, with only minor concerns and amendments which need addressing. Latest Monitoring Mission undertaken in November 2024, with a progress report due for submission end of March 2025.</p> <p>All other co-financier payments up-to-date, including the £2m contribution from Welsh Government. Surplus monies in the project so far due to favorable exchange rate (compared to that used in the bid), means the project must spend more in GBP to reach € target. It also means that partner contributions are worth less than anticipated, requiring more match funding to claim the full €9.5m.</p>	4	3	12 Amber 		N Last Reviewed by P&R Committee 19.03.25	Head of Cons. Trees and Agri.




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
10	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforests project.	That the Authority suffers adverse reputational damage amongst those organisations which are named partners in the project, other project partners including private landowners, contractors and other organisations, and the wider public.	4	3	12 Amber 	<p>The scheme has experienced some staff retention problems, not uncommon on any grant funded and time bound project. The chances of further staff losses increases over the next 2 years as contracts near the end, posing a risk to the project at a crucial time as the project draws to a close (and all associated reporting and auditing is taking place).</p> <p>The disruption caused by the staff turnover (loss of momentum, not operating at full capacity for significant periods), side by side with the effects of the Covid-19 pandemic, was the main driver behind requesting a 2 year extension.</p> <p>Interim audit completed in autumn 2023 and 2024 by Cyngor Gwynedd, with the project scoring 6 on the risk matrix (out of a possible 25) Slight adjustments / amendments required, but nothing significant, with a plan of action in place for this.</p> <p>Replacement staff from within the department may be able to step in on a short term basis, and discussions have taken place with external organisations about potential strategic project management support – although this has yet to be fully confirmed and resolved. This issue remains a concern.</p>	4	3	12 Amber 		I Last Reviewed by P&R Committee 19.03.25	Dir. of Land Mgt.
11	Poor and ineffectual management of projects by the Authority.	Risk of not accomplishing projects and Authority objectives. Risk to the Authority's reputation. Financial opportunities being missed.	3	3	9 Amber 	<p>Officers follow standard guidelines which have been adopted for project management - including creating a "Project Initiation Document" and obtaining management team approval for this document. This creates a basis for managing and communication (internal and external) on projects consistently throughout the Authority.</p> <p>Consideration has been given to preparing more central support for projects to ensure that consistency and compliance are being managed. Welsh Government has confirmed a multi-year approach to projects/programs. The Performance and Resource Committee in March 2022 considered and approved the protocols on developing and accepting grant offers.</p>	2	4	8 Amber 		N Last Reviewed by P&R Committee 19.03.25	Chief Executive

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
12	Diminished staff resilience (due to increasing demands) as a result of flat budgets and inflation.	Impact on staff retention, wellbeing of staff in the workplace and performance capability.	3	3	9 Amber 	<p>To mitigate the risk of reduced staff resilience, several positive developments have been implemented:</p> <ul style="list-style-type: none"> • Super Flexi Working: Following a successful trial and overwhelmingly positive staff feedback, the Super Flexi model has been permanently adopted. Minimal operational issues were reported during the trial, and the change has been well received across the Authority. • Staff Engagement: A recent survey on hybrid working confirmed high levels of satisfaction, reinforcing the Authority's commitment to flexible working arrangements that support work-life balance. • Wellbeing Initiatives: A Wellbeing Champion is in place to lead efforts in promoting staff wellbeing. Recent activities include: <ul style="list-style-type: none"> • Desk stretching and sleep improvement videos • Group meditation sessions • Office-based Pilates classes <p>These measures aim to maintain and enhance staff wellbeing, morale, and productivity in the face of ongoing external pressures.</p>	3	3	9 Amber 		N Last Reviewed by P&R Committee 19.03.25	Head of HR
13	Yr Ysgwrn fails to generate sufficient income to meet the budget.	Yr Ysgwrn relies on a higher subsidy from the Authority and/or uses financial reserves which have been saved following previous prosperous years. In the end, this will mean Yr Ysgwrn will not be sustainable.	4	4	16 Red 	<p>Maintaining Yr Ysgwrn within the budget is an ongoing challenge in light of the cost of living crisis which is disrupting visitor spending and increasing running costs.</p> <p>Costs are reviewed regularly. Most costs, such as heat, telephone and electricity are fixed and necessary for accreditation standards.</p> <p>Yr Ysgwrn regularly manages to secure funding for activity and interpretation costs. Grants have been received to engage with Ysgol Bro Hedd Wyn in 2025 and to hold a temporary new exhibition in 20206.</p>	3	3	9 Amber 		N Last Reviewed by P&R Committee 19.03.25	Head of Cultural Heritage

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
14	Income Generating Target (Information Centres).	<p>The Information Centres fails to generate sufficient income to meet the budget.</p> <p>The Information Centers fail to reach income generating goals due to staffing shortages leading to closures.</p>	4	4	16 Red 	<p>The 2024/25 financial year was completed within the budget. We succeeded in appointing new staff for the 2025/26 season at the Centres in Aberdyfi, Beddgelert and Hwb Pen y Pass.</p> <p>Income streams are strong from the three Centers, with the Commercial Manager keeping a constant eye on costs. Sales at Hwb Pen y Pass are very encouraging and it is hoped that the situation there will improve following the appointment of staff to maintain a full rota.</p> <p>A project is underway to develop the site of the Old Stables and the Betws y Coed Visitor Centre, with the aim of reducing running costs and maximising income. Donald Insall Associates architects have been appointed to lead the work. It is intended to submit a planning application by early 2026.</p>	4	2	8 Amber 		N Last Reviewed by P&R Committee 19.03.25	Head of Cultural Heritage
15	Income Generation (Planning).	The main risk would be insufficient income for the effective running of the planning service.	3	3	9 Amber 	<p>For 2023-24 the planning fee income (planning and pre-application fees) were broadly in line with set budget. This normally covers about 28% of the costs of the Development Management service.</p> <p>There has recently been a consultation by the Welsh Government on full cost recovery on planning fees – which would be welcomed by the Planning Service. The Authority responded to support this consultation document but no proposals have yet been put forward by the Welsh Government.</p>	3	3	9 Amber 		N Last Reviewed by P&R Committee 19.03.25	Dir. of Planning & Partners hips

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
16	The risk of a Cyber attack	Loose data and access to the network	4	3	12 Amber 	<p>Cyber Security risks is constantly monitored with corresponding risk mitigation measures implemented as and when required by the IT service.</p> <p>The Head of IT has attended webinars held by The National Robustness and Security Division, Welsh Government. The webinars outlined further steps that need to be developed to ensure we are more prepared for a threat. The department will develop a work programme for this in due course.</p> <p>Training organised jointly with the 2 Welsh National Parks and the Welsh Government. There are 3 sessions available for Members and staff to attend.</p> <p>Work has been completed on strengthening the Authority's security settings and this will continue.</p>	3	2	6 Amber 		N Last Reviewed by P&R Committee 19.03.25	Head of IT
17	The proposed introduction of an Article 4 Direction to control the use of holiday and 2 nd homes (scheduled for June 2025): Risk of Judicial review.	An upheld Judicial Review could have the following effects: A) It may impact the Authority's ability to pursue the policy. B) It may delay the implementation of the policy. C) There may be a cost implication, particularly if the claimant seeks an award of legal costs if they succeed in the challenge.	4	2	8 Amber 	<p>With regard to the Judicial Review risk, the following mitigation is taken:</p> <ol style="list-style-type: none"> 1) Legal advice is taken throughout the process and prior to publishing any document; and 2) There is close co-operation with Cyngor Gwynedd who are taking a similar course of action. <p>We have recently been notified that Cyngor Gwynedd have received a successful application from a 3rd party to pursue a Judicial Review process. Whilst the full process of pursuing this in the courts has yet to commence, we will carefully assess the nature of the application to judicially review their process to ascertain whether this has any implications upon this Authority.</p>	3	3	9 Amber 		N Last Reviewed by P&R Committee 19.03.25	Dir. of Planning & Partners hips

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
18	The proposed introduction of an Article 4 Direction to control the use of holiday and 2 nd homes (scheduled for June 2025): Insufficient capacity to address the increase in workload – affecting Planning Policy, Development Management and in particular	The insufficient capacity brings about the following issues: i) Welsh Government planning performance targets may be missed; and Staff health and well-being issues may arise due to excess workloads.	3	3	9 Amber 	With regards to the risk of exceeding capacity, the following action is taken: 1) The Authority will try and seek financial help from Cyngor Gwynedd and the Welsh Government – with a view to securing additional officer support. However, this has not yielded any success to date; and 2) Cooperation with Cyngor Gwynedd on lessons learnt will also happen – officers in Gwynedd have been very helpful in providing advice to date. Training and advice will be provided to Planning Officers prior to the operation of the scheme in June 2025, which will include ensuring there is robust Supplementary Planning Guidance to support decision	3	3	9 Amber 		N Last Reviewed by P&R Committee 19.03.25	Dir. of Planning & Partnerships
19	Reputational and financial risk regarding the future of Plas Tan y Bwlch	The future of Plas Tan y Bwlch (whether this is to sell or retain) could create a significantly increased financial risk and reputational damage.	5	4	20 Red 	This complicated and dynamic situation is currently being reviewed by the Chief Executive. Great care will be taken to ensure that the financial impacts will be mitigated as far as possible, although these risks cannot be eliminated. The Authority are: - Trying to reduce heating costs at Plas - Assessing whether business rates can be reduced - Seeking to bring additional income into Plas by renting rooms out There are various reputational risks arising from both retaining and selling Plas. Officers do consider that retaining Plas and exploring a Lottery funded project to relocate the NPA's offices carries less reputational risk than selling Plas without exploring this option.	5	3	15 Red 		I Last Reviewed by P&R Committee 19.03.25	Chief Executive

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

MEETING	Performance and Resources Committee
DATE	9 July 2025
TITLE	COMPLAINTS MONITORING REPORT
REPORT BY	Head of Administration and Customer Care
PURPOSE	To report on the written complaints received by the Authority

1.0. BACKGROUND

- 1.1. All formal complaints are registered and monitored centrally, as part of our ongoing commitment to ensuring excellent customer care in our service provision. The Authority received 16 formal complaints directly relating to the Authority during the 2024/25 financial year.
- 1.2. Of the 16 complaints received, 10 related to the planning service, 2 complaints were received about Plas Tan y Bwlch, 1 complaint regarding the property service, 1 concerning the woodlands service, 1 complaint regarding using the name Eryri, and 1 complaint regarding advice to walkers on our website.
- 1.3. All complaints were thoroughly investigated, and all received a response within the target of 15 working days. Of the complaints investigated, 8 were upheld or partially upheld. No complaints were subsequently referred to the Public Service Ombudsman for Wales for investigation.
- 1.5. Where the Authority's standard of service has fallen short, we have duly apologised and taken steps to address the problems immediately.
- 1.6. Of the formal complaints concerning the planning service, 3 related to a breach of the Data Protection Act. Although each investigation concluded that there had been no data protection breach, names and or / e-mail addresses were not handled correctly. This reinforces the importance of the Authority's policy of mandatory annual online training for staff regarding Data Protection. Following these complaints and other issues that have arisen during the year, other measures are currently being developed to further assist planning staff on handling personal data correctly.

RECOMMENDATION

- 2.1. That the Committee note the content of the report

Summary of Complaints Upheld or Partially Upheld

PLAS TAN Y BWLCH

2 x Complaints regarding stay at Plas Tan y Bwlch (June 2024)

Two separate complaints were received regarding bed and breakfast stays at Plas Tan y Bwlch. The complaints concerned lack of facilities available and the condition of the rooms.

Both complainants were given apologies and a partial refund of their stays.

PROPERTY

Lack of Maintenance on the Mawddach Trail leading to flooding on agricultural land (September 2024)

The complaint was in relation to a blocked / failed culvert that had led to flooding on the complainant's land. An initial meeting and actions agreed did not resolve the problem, which led to a disagreement over the cause and therefore the remedial actions necessary to resolve the situation. A delay was experienced due to requiring a specialist contractor to survey the site. In the meantime, the complainant undertook unauthorised works to try and resolve the situation himself, which led to the Head of Property having to request legal advice on the situation. This led to further delays.

The investigation into the complaint discovered there was a lack of communication on both sides, which had been ongoing for 18 months. An apology was given to the complainant for the lack of timely response to correspondence and for the lack of timely action in securing relevant permissions and contractors to resolve the situation by the Head of Property. An action plan was put in place to resolve the situation as soon as possible.

PLANNING

3 x Complaints regarding breach of Data Protection Act (July and August 2024)

The first complaint concerned the publishing on the Authority's website, correspondence which included the name and e-mail address of an objector to a planning application. The second complaint (from 2 separate people) concerned a group e-mail that was sent to objectors to a planning application advising them of a new consultation on the application. The recipients were not added as a blind copy to the e-mail therefore making their e-mail addresses visible to all other recipients.

Both investigations carried out by the Data Protection Officer concluded that there had been no data protection breach, as objectors' details are public within the planning process and available to view at the office. However, in the first complaint, the correspondence should not have been published on the Authority's website (it was taken down immediately); and in the second complaint, group e-mails should not be sent in such a way. All 3 complainants received an apology for our failures in this regard.

Complaint regarding the handling and processing of a planning application which had not received a decision after 14 months (August 2024)

A complaint was received by a planning agent who had submitted a householder planning application in May 2023. Due to this application being within the Afon Ddyfrdwy Special Conservation Area (SAC), Natural Resources Wales had confirmed that the Authority needed to consider whether the development was likely to have a significant impact on the SAC in terms of adding phosphate to the river.

This is a very specialist field that was not covered by the Authority's Ecologist, and which has very few external consultants available to undertake the work. The company commissioned with the work did not provide a complete report within a timely manner and were chased up by the Planning Officer numerous times. The report when received was inadequate, which resulted in a further delay in processing the application.

An additional aspect of the complaint by the planning agent regarded the difficulty in contacting the Planning Officer by telephone to discuss the matter during this time.

A full apology was given to the complainant. To address the difficulties of getting a specialist opinion in this field and to avoid future problems, the Authority's Ecologist has since undertaken training to enable her to carry out this work as part of her role.

Complaint regarding the delay in processing a change of use planning application which had not received a decision after 4 months (December 2024)

The delay in processing this application had occurred due to the Planning Officer being taken ill before the application could be determined. Due to capacity issues within the planning service, external consultants were used to deal with the Officer's applications. However, due to the consultant only working part-time (2 days per week) for the Authority, the backlog of cases had taken some time to process.

A full apology was given to the complainants.

A MEETING	Performance and Resources Committee
DATE	9th July 2025
TITLE	REVENUE AND CAPITAL OUTTURN REPORT 2024/25
REPORT BY	Chief Finance Officer
PURPOSE	<ul style="list-style-type: none"> i. To approve the budget transfers, money transfers, and the money carried forward from the revenue and capital budgets in accordance with what was outlined in the report. ii. To approve the Capital Financing Statement. iii. To consider the departmental performance in relation to budgetary control. iv. To approve the recommended changes to the reserves.

1. CONTEXT

- 1.1 The final financial position of the services for 2024/25 confirms that the Authority has managed to stay within the financial restrictions. There was concern when placing the budget for 2024/25, as well as during the year that the Authority would be facing a deficit at the end of the year. However, a grant of £1.1million was received at the end of the year from the Welsh Government which meant the Authority managed to avoid this eventuality.
- 1.2 The Authority aims to complete and authorise the statement of accounts as soon as possible however delays getting the 2023/24 accounts audited will have a knock-on effect on the completion of 2024/25 financial statements, Audit Wales have noted that they do not have the resources to complete the 2024/25 audit until after the end of the calendar year. The Authority is required to approve the final financial position for 2024/25 (and relevant financial transfers), as part of the procedure for producing the statutory financial statements (to be certified by the Chief Finance Officer and approved by the Authority).
- 1.3 It should be noted that some figures in this report may be modified during the procedure of closing the accounts and that all figures are subject to audit. No specific time limit has been set but the Authority will aim to draw up draft accounts by August 31. The Authority will be further updated on any significant adjustments made in the statement of accounts and following the completion of the relevant audit.

2. GRANTS RECEIVED IN 2024/25

- 2.1 In December 2024, the Welsh Government announced an increase of £82k in the Authority's Core Grant funding
- 2.2 Additionally, in March 2025, confirmation was received from the Welsh Government regarding additional grant provision to the Authority for a total of £1.1million, as well as a £300,000 capital grant in order to close the deficit for this financial year.
- 2.3 In addition to the additional grants from the Welsh Government, the third claim for 2022/23 - 2024/25 SLSP funding was successful for a total of £850,000. This money includes capital elements as well as revenue in the form of money for administering the grants and a contribution towards staff time to carry out the work.
- 2.4 The three-year joint plan agreed between the National Parks of Wales and the Welsh Government continued in 2024/25. The plan is worth £200k to the Authority with a successful claim made during 2024/25 in order to fund a Nature Restoration and Carbon Capture and Storage Officer within the Authority. This plan came to an end in March 2025.
- 2.5 The WCVA Local Places for Nature funding 2023-25, continued in 2024/25, and a total of around £428k was received during the year. The main purpose of this project is to improve access to nature across Eryri.
- 2.6 A grant worth around £160k was received from the National Grid in relation to a Dry-stone Walling Project. The work entails the restoration of traditional walls and the project worth £300k in total will span a total of 3 years.

3. OUTLINE OF THE ACCOUNTS' FINAL POSITION

- 3.1 This report presents a comparison, at service area level, between the revenue and capital expenditure plans that the Authority had budgeted for, and the actual final expenditure for 2024/25.
- 3.2 The total net expenditure for the year was £5,048,735 which is £2,862,542 under the revised net budget of £7,911,275. This reflects the additional revenue grant income received at the end of the financial year worth £1,100,000, as well as additional income from projects including Local Places for Nature, Eryri Fringes and interest income and Car Park income which have once again exceeded the budget. Appendix 3 notes the necessary transfers to and from reserves based on the current outturn position. The total capital expenditure for the year was £2,519,130 compared with £2,110,439 for the previous year (appendix 5). This level of expenditure reflects the success of officers in executing projects such as SLSP, Dolgellau Heritage Scheme, software upgrading and a number of other capital projects.
- 3.3 There was £2,862,542 remaining before net transfers to specific reserves, and slippages and commitments. It is recommended that any monies remaining be earmarked in order to meet the financial challenge over the coming years. There is a balance of £401,071 available to re-purpose as a result of underspends as well as the addition grant from Welsh Government.

4. FINAL REVENUE SUMMARY 2024/25

4.1 Net Budget for 2024/25

The Authority has already been informed of the increase in the net basic revenue budget.

In Appendix 1, there are further details regarding the transfers reported to the Authority in March. There have been no additional transfers since March 2025.

4.2 Transfers from and to Reserves and Other specified Costs

There is a balance of £2,862,5432 before transfers to and from the reserves. A summary of the analysis of the transfers is shown in the table below, together with other specific costs, with the details in Appendix 3.

	(£)	(£)	(£)
Total balances available for 2024/25			2,862,542
Transfers from Reserves			
Planning and Land Management	696,424		
Corporate	83,643	780,067	
Transfers to Reserves			
Planning and Land Management	985,132		
Corporate	2,086,246	-3,071,378	-2,291,311
Slippage and Other Costs (Appendix 4)	-170,160		-170,160
Balances available for distribution			401,071

4.3 Departmental Outturn

Essential transfers from and to reserves within specific or earmarked programs have already been determined in point 4.2. The table below shows the position of each directorate level:

Directorate	Revised Net Budget	Actual Expenditure	Under/ (Over)	Committed	Under/ (Over)
	£	£	£	£	£
Planning and Land Management	2,458,723	2,403,678	55,044	- 4,706	59,751
Corporate	5,056,105	3,661,930	1,394,175	1,493,407	- 99,231
Balances	170,147	-	170,147	100,000	70,147
	7,684,975	6,065,608	1,619,366	1,588,701	30,667
Interest Earned	- 100,000	- 389,311	289,311	-	289,311
Capital Financed from Revenue	917,352	- 36,512	953,864	872,772	81,092
Capital Charges Adjustment	- 591,050	- 591,050	-	-	-
TOTAL	7,911,275	5,048,735	2,862,542	2,461,473	401,071

4.4 Detailed Analysis

A more detailed breakdown by service of the expenditure and commitments for 2024/25 is available in Appendix 2.

4.5 Material Variations

Below is a brief explanation of the variations over £10,000 within the services below which contribute to the total of £401,071 to be reallocated.

Planning & Land Management

Tree Conservation and Agriculture – £175k underspend. There was expenditure on a number of grant projects where it was necessary to shift the expenditure against specific services/grants leaving a surplus within the service. The nature of some of the projects within these services means that there is uncertainty in terms of the availability of grants and grant claims. It is possible that one year's surplus will tend to be needed to meet such situations in subsequent years where a deficit is identified.

Development Management – There is an overspend of £78k against the service's budget due to ongoing difficulties recruiting for certain specialist posts within the service, as well as staff absences and resignations, and the expenditure on external consultancy fees continues to be high. The overspend at the end of the year is a result of the reliance on external consultants.

Planning and Policy – There was an underspend of £42,260 at the year end, due to posts being vacant for a time during the year as well as maternity leave. This will be utilised in 2025/26 to fund an in-house postgraduate planning traineeship and will also contribute to the preparation required for the recently commenced review of the Local Development Plan.

Partnerships – There is an underspend of around £100k on the Commissioning Fund line of the Partnerships budget. Part of this money is earmarked for the Dark Skies project as well as the young people officer post and the duties involved.

Corporate:

Car Parks and Visitor Facilities - The car park and Llyn Tegid income was £228k more than was budgeted.

Litter Clearing: There was an overspend of £26k on litter clearing. This is a direct result of the car parks continuing to be exceptionally busy, as well as dealing with issues of irresponsible littering across our sites.

Property – There was £40,487 overspend as a result of expenditure on repairs and maintenance that could not be avoided.

Legal – There is an overspend of £18,840 as a result of additional costs in relation to external professional services & advice for various legal matters such as Employment advice, implementation of ANPR, Wild Camping etc.

Translation – There is an underspend this year of around £14,000, this will be utilised in 2025/26 as the translation workload is set to increase due to the review of the Local Development Plan in 2025.

Human Resources – There is an overspend of £38k. This is largely due to the recruitment of the Health and Safety officer and associated project costs, as well as additional costs of appointing the Chief Executive Officer and the additional specialist services that recruiting for this position required.

Bank Interest – The actual income received is much higher than the £100,000 budget and previous forecasts. This is mainly because the interest rates remain high and inflation is not falling at the predicted rate resulting in an additional interest income of £289,312.

4.6 Changes since previously reported

As noted previously, the Authority has successfully avoided ending the year in a deficit as a result of receiving additional grant funding at the end of the year. This grant funding has also allowed the Authority to carry over income from car parks, and information centres etc over to 2025/26 in order to meet the financial challenge. This money will be held in the reserves until needed.

5 . CAPITAL OUTTURN 2024/25

5.1 Details of the Capital budget, outturn and funding sources appear in the summary below and Appendix 5:

	Net Budget	Expenditur e	Income	Balance	Committed	Under/ (over)
	(£)	(£)	(£)	(£)	(£)	(£)
Planning and Land Management	433,907	1,590,821	-1,721,371	564,457	539,989	24,468
Corporate	483,445	928,308	-834,271	389,408	332,783	56,625
Total	917,352	2,519,130	-2,555,642	953,864	872,772	81,092

5.2 The revised net budget of £917,352 and the net expenditure of -£36,512 leaves £953,864 before transfers and slippage. These figures include the additional grant income of £300,000 as well as SLSP grants and a number of historic grant projects that were executed during the year, where a budget was not originally set up for them.

5.3 See appendix 5 for more detail

6. RESERVE FUNDS

- 6.1 See below a summary of the usable funds with their current balances. It should be noted that a significant portion of the below represents amounts that are committed for specific purposes.

Reserve Name	Balance 31/03/2024	Movement	Balance 31/03/2025
Capital Receipts Reserve	163,791	-	163,791
Section 106 Reserve	607,112	27,375	634,487
Revenue Grants Reserve	704,860	(359,540)	345,320
Capital Grants Reserve	1,900,034	128,468	2,028,502
Asset Management Reserve	1,002,014	33,965	1,035,979
Public Examination Reserve (Planning)	225,000		225,000
Match-funding Reserve	877,634	58,595	936,229
Slippage Reserve	330,675	(160,516)	170,159
Projects Reserve	1,336,389	101,276	1,437,665
Snowdon Infrastructure Reserve	56,303		56,303
Specific Risks Reserve	668,476	(256,121)	412,355
Staff Resilience Reserve	399,672	(27,500)	372,172
Commercial Risk Reserve	100,000		100,000
Financial Hardship Reserve	1,910,974	755,860	2,666,834
General Revenue Reserve (Balances)	854,781	401,071	1,255,852
	11,137,716	702,933	11,840,648

6.2 Allocation of Balance and Underspend and Additional Income

A balance of £401,071 of underspends and additional income from 2024/25 is available to be re-allocated on a one-off basis. It is recommended that this sum is transferred to either the Financial Hardship Reserve or the General Revenue Reserve in order to contribute towards the deficit from 2025/26 onwards. The deficit identified in the original budget for 2024/25 was around £640k, but as a result of the grant received specifically to meet this deficit, we now have funds to reallocate. It is expected that the first budget update in September will provide a better picture of the situation and the deficit to be financed. It is recommended that the rest of the surplus money from 2024/25 be set aside in the General Reserve for this purpose for the time being with the necessary amount to be transferred to the 2025/26 budget and the rest to be kept in reserve for the deficit in 2026/27.

6.3 Analysis of Reserves

Below is a breakdown of the main movements within the reserves.

Section 106 Reserve

There was an increase of £27,375 in the fund during the year. Movement within this reserve is dependent on the number of relevant planning applications received.

Revenue Grants Reserve

This reserve holds the balance of unused revenue grants, received in the financial year and recognised as income in that financial year, but transferred to a reserve for future use. There was a net reduction of £359,540 during the year.

Capital Grants Reserve

This reserve has been created on the same premise as the Revenue Grants Fund. During 2024/25 grants were used and received meaning a net increase of £128,468 in the reserve.

Asset Management Reserve

There was a slight increase of £33,965 in the reserve during 2024/25 following expenditure on Plas Tan y Bwlch and Hafod Eryri, before additional funds were transferred into the reserve following the additional capital grant received from the Welsh Government at the year end.

Match Funding Reserve

During the year, there was an increase of £58,595 in this reserve. This reserve allows the Authority to seek additional financing from external partnership and operate above the baseline budget.

Staff Resilience Reserve

There was a decrease of £27,500 in this reserve in 2024/25. The funds in this reserve are earmarked for buying in services as needed to meet the Authority's needs due to long term absences or to complete specific elements of work. Specifically in 2024/25, this reserve was used to fund the additional costs in relation to recruiting a Chief Executive.

Specific Risk Reserve

During the year, expenditure of £256,121 was made from the reserve, after the Authority decided to fund the running of Plas Tan y Bwlch from this reserve temporarily. The purpose of this reserve is to address any possible cuts to the budget, considering there is uncertainty regarding future grant settlements.

Financial Hardship Reserve

This reserve was set up in 2023/24 to address the financial challenge that faces the Authority. The funds in this reserve derive from underspends, as well as commercial income from car parks, and additional grant funding from the Welsh Government specifically to fund the financial deficit facing the Authority.

General Balances

There is an expectation that the Authority keeps funds in reserve for any substantial unforeseen costs that may arise at short notice. It is recommended that the remaining balance of £401,071 in the 2024/25 budget be transferred to the general balance reserve.

7. TRANSFERS BETWEEN BUDGETS WORTH OVER £30,000 FOR THE ATTENTION OF THE AUTHORITY

- 7.1 Part 3 of the Authority's Financial Regulations states the need to report to the Authority or the Performance and Resources Committee on transfers worth over £30,000 between budgets, as follows:

Sum	Transfer Approval
£30,000 - £100,000	Chief Executive, Chief Finance Officer and the Chairman. Transfer to be reported to the next Authority for information only.
£100,000 or more	Authority Decision

- 7.2 There has been no such transfer since the last report.

8. RECOMMENDATIONS

- 8.1 Approval of the transfers in the revenue and capital budgets as outlined in part 4 (details in Appendix 1).**
- 8.2 To approve the transfers to and from the earmarked reserves as outlined in the table under paragraph 4.2 and Appendix 3.**
- 8.3 To note the final position of the directorates and services in terms of budgetary control (paragraph 4.3 to 4.6 and Appendix 2)**
- 8.4 To approve the slippages and commitments (£170,160) in Appendix 4.**
- 8.5 To approve the transfer of the underspends relating to 2024/25 to the General Balances.**
- 8.6 Approve the Capital Financing Statement (part 5 and Appendix 5).**

Eryri National Park Authority
Revised Budget for 2024-25 on 31 March 2025

	Original Budget	Virements	Virements (new)	Revised Net Budget
	£	£	£	£
PLANNING AND LAND MANAGEMENT				
Conservation, Trees and Agriculture	533,200	19,450	-	552,650
Eryri Finges		20,622	-	20,622
Dark Skies	58,180	1,698	-	59,878
Celtic Rainforests (LIFE)	74,800	9,521	-	84,321
Carneddau Partnership	25,000	13,207	-	38,207
Archaeology	67,540	25,250	-	92,790
Cultural Heritage	80,780	1,698	-	82,478
Peatland projects		136,206	-	136,206
Ysgwrn	118,820	10,117	-	128,937
Development Control	452,960	52,851	-	505,811
Planning & Policy	244,370	31,388	-	275,758
Sub-total carried forward	1,655,650	322,008	-	1,977,658
CORPORATE				
Members Costs	112,510	-	-	112,510
Authority Support	94,380	2,221	-	96,601
Corporate Management	664,176	15,315	-	679,491
Property	247,490	4,468	-	251,958
Legal	58,380	1,376	-	59,756
Administration and Customer Care	223,423	- 22,569	-	200,854
Translation	108,530	1,698	-	110,228
Human Resources	208,160	38,939	-	247,099
Head Office	261,750	918	-	262,668
Information Technology	368,010	14,488	-	382,498
Finance	230,630	7,809	-	238,439
Plas Tan y Bwlch Study Centre	486,490	14,411	-	500,901
Communication	368,110	20,948	-	389,058
Sub-total carried forward	3,432,039	270,169	- 170,147	3,532,061

Eryri National Park Authority				
Revised Budget for 2024/25 on 31 March 2025				
	Original Budget £	Virements (previous) £	Virements (new) £	Revised Net Budget £
Subtotals Brought Forward				
PLANNING & LAND MANAGEMENT	1,655,650	322,008	-	1,977,658
CORPORATE	3,432,039	100,022	-	3,532,061
Engagement with Young People (W.G. Grant)	39,310	-	-	39,310
Well-being Paths (W.G. Grant)	40,000	-	-	40,000
Management Plan and Partnerships	468,810	12,255	-	481,065
Plastic-free Wyddfa	43,420	26,594	-	70,014
Information Centres	186,580	11,657	-	198,237
Llyn Tegid	- 20,180	-	-	- 20,180
Car Parks	- 483,210	17,267	-	- 465,943
Litter Clearance	19,510	-	-	19,510
Traffic and Transport	5,000	-	-	5,000
Visitor Facilities	263,450	-	-	263,450
Public Access	123,550	- 680	-	122,870
Wardens, Estate Workers & Volunteers	1,207,230	44,544	-	1,251,774
	5,325,509	211,659	-	5,537,168
BALANCES				
General Inflation Provision	30,000	- 30,000	-	-
Payroll Inflation provision	349,000	- 178,853	-	170,147
	379,000	- 208,853	-	170,147
	7,360,159	324,814	-	7,684,973
TOTAL				
Interest Earned	- 100,000	-	-	- 100,000
Revenue Financing of Capital Expenditure	526,262	391,090	-	917,352
Capital Charges Adjustment	- 591,050		-	- 591,050
	7,195,371	715,904	-	7,911,275
FUNDED FROM				
National Park Grant	4,119,789			4,119,789
Constituent Authority Levy	1,373,262			1,373,262
Tfrs from reserves	1,061,757	1,356,467	-	2,418,224
Net Budget	6,554,808	1,356,467		7,911,275

Eryri National Park Authority
Final Revenue Position 2024/25 at 31 March 2025

	Revised Net Budget £	Actual Expenditure £	Committed £	Under/ (Over) £
PLANNING AND LAND MANAGEMENT				
Conservation, Trees and Agriculture	552,650	377,624	175,003	24
Nature Restoration	-	8,025	8,025	-
Yr Ysgwrn	128,937	139,029	-	10,092
Dark Skies	59,878	33,889	-	25,989
Celtic Rainforests (LIFE)	84,321	578,550	494,229	-
Peatlands	136,206	8,408	127,798	-
Cultural Heritage	82,478	80,855	-	1,623
Eryri Fringes	20,622	4,272	16,350	-
Archaeology	92,790	71,884	-	20,906
Development Control	505,811	536,235	47,375	77,799
Planning and Policy	275,758	233,498	42,260	-
Partnerships	481,065	337,317	44,648	99,100
Yr Wyddfa Partnership	-	4,239	4,239	-
Carneddau	38,207	5,904	32,303	-
Sub-total carried forward	2,458,723	2,403,678	4,706	59,751
Corporate				
Plas Tan y Bwlch	500,901	496,066	4,835	-
Communication	389,058	320,651	-	68,407
Young People (Welsh Gov Grant)	39,310	13,701	25,609	-
Wellbeing Routes (Welsh Gov Grant)	40,000	-	40,000	-
Yr Wyddfa Ddi-blastig	70,014	54,115	15,899	-
Information Centres	198,237	194,521	-	3,716
Traffic and Transportation	5,000	-	-	5,000
Llyn Tegid	- 20,180	- 32,822	12,642	-
Car Parks	- 465,943	- 650,896	184,953	-
Visitor Facilities	263,450	233,470	29,980	-
Litter Clearing	19,510	46,185	-	26,675
Property	251,958	292,445	-	40,487
Members' costs	112,510	119,017	-	6,507
Authority Support	96,601	97,859	-	1,258
Administration and Customer Care	200,854	198,823	-	2,031
Information Technology	382,498	414,178	-	31,680
Translation	110,228	95,446	12,000	2,783
Head Office	262,668	245,895	-	16,773
Human Resources	247,099	285,783	-	38,684
Legal	59,756	78,596	-	18,840
Public Access	122,870	182,752	-	59,882
Yr Wyddfa Team	340,803	304,058	-	36,745
Wardens - North	331,446	314,152	-	17,294
Wardens - South	322,083	358,940	-	36,857
Wardens - General	257,444	248,552	-	8,892
Corporate Management	679,491	488,794	1,168,285	-
Finance	238,439	239,236	796	-
	5,056,105	3,661,930	1,493,407	99,231
BALANCES	170,147	-	100,000	70,147
	7,684,975	6,065,608	1,588,701	30,666
TOTAL				
Interest earned	- 100,000	- 389,311	-	289,312
Revenue financing capital	917,352	- 36,512	872,772	81,092
Capital adjustment	- 591,050	- 591,050	-	-
	7,911,275	5,048,735	2,461,473	401,071
Financed from				
National Parks Grant	4,119,789			
Local Authority Levy	1,373,262			
Transfers from reserves	2,418,226			
Net Budget	7,911,275			

			Appendix 3
	(£)	(£)	(£)
Total Balances available for 2023/24			2,862,543
Transfers from Reserves			
Planning and Land Mangement			
Dolgellau Heritage Scheme	103,000		
Harlech Regeneration (Welsh Gov Capital Grant)	48,245		
Agriculture vehicles	30,500		
Yr Wyddfa Partnership Programme	16,211		
		197,956	
Celtic Rainforests (LIFE)	494,229		
Yr Wyddfa Partnership	4,239		
		498,468	
Corporate			
Hafod Eryri (Capital)	15,465		
Cadair Idris (Welsh Gov Capital Grant)	33,595		
Betws y Coed (W.G Capital Grant)	31,659		
Additional Funding 2022/23 (W.G Capital Grant)	2,127		
Projects contribution to finance	797		
		83,643	
			780,067
Transfers to Reserves			
Planning and Land Mangement			
Gorseddau (Welsh Gov. Grant)	148,116		
Traditional Boundaries (Collaborative SLSP Grant)	121,429		
National Grid Walling Project	113,476		
Cultural Heritage	93,576		
National Forest	23,877		
Carneddau Paths	16,085		
Nant Peris (Taliad Yswiriant)	10,259		
Local Places for Nature (Capital WCVA)	3,813		
LIDAR (Welsh Gov. Capital Grant)	3,000		
		533,631	
Conservation, Trees and Agriculture - LIFE Match funding	149,375		
Peatlands	127,800		
Planning - Section 106	47,375		
Partnerships - young people	44,648		
Carneddau	32,303		
Local Places for Nature (Revenue WCVA)	25,625		
Eryri Fringes	16,350		
Nature Restoration	8,025		
		451,501	
Corporate			
Additional Grant 2023/24 (Welsh Gov Grant)	300,000		
Eryri Community (SLSP Grant)	94,320		
Eryri Nature (SLSP Grant)	59,287		
Eryri Carbon (SLSP Grant)	48,178		
Eryri Tourism (SLSP Grant)	24,920		
National Grid Grant MIND THE GAP	24,187		
Lon Gwyrfa (Welsh Gov. Grant)	23,850		
Llyn Llywelyn (Welsh Gov. Grant)	23,750		
Yr Wyddfa Partnership Plan	11,450		
Capital Disposal	10,000		
Eryri Community Fund			
		619,942	

Plas Tan y Bwlch	1,168,285		
Wellbeing Paths	227,575		
Young People Engagement	40,000		
Car Parks	25,609		
Earmarked to address financial deficit	4,835		
		1,466,304	
			(3,071,378)
Total			
			571,232
Slippage and Other Costs (Appendix 4)	(170,159)		(170,159)
Balance available for re-allocation			401,071

		Appendix 4
Snowdonia National Park Authority		
Slippage and Other Costs 2024/25		
	(£)	(£)
Policy & Planning		
Local Development Plan	42,260	
		42,260
Partnerships		
Decarbonisation	15,899	
		15,899
Translation		
Local Development Plan	12,000	
		12,000
Corporate Mangement		
Additional Provision - Salary Inflation	100,000	
		100,000
Total Slippage and other costs 2024/25		170,159

CAPITAL OUTTURN 2024/25

	Net Budget (£)	Expenditure (£)	Income (£)	Balance (£)	Committe d (£)	Under/ (over) (£)
Cultural Heritage	149,490	19,269	-	130,221	93,576	36,645
Dolgellau Townscape Heritage	-	139,645	-	- 139,645	- 103,000	- 36,645
Gorseddau (Welsh Gov. grant)	148,222	106	-	148,116	148,116	-
Dark Skies (SLSP Grant)	33,610	-	-	33,610	-	33,610
Yr Wyddfa Interpretation (Welsh Gov. Grant)	23,000	32,142	-	- 9,142	-	- 9,142
Nant Peris - insurance claim	16,585	17,085	- 16,585	16,085	16,085	-
Yr Wyddfa Partnership (Welsh Gov. Grant)	15,000	31,211	-	- 16,211	- 16,211	-
Eryri Community Fund	10,000	-	-	10,000	10,000	-
LiDAR (Welsh Gov Grant)	3,000	-	-	3,000	3,000	-
Carneddau Paths (Welsh Gov grant)	35,000	24,741	-	10,259	10,259	-
Betws y Coed (Welsh Gov. Grant.)	-	31,659	-	- 31,659	- 31,659	-
Harlech Regeneration (Welsh Gov Grant)	-	58,245	- 10,000	- 48,245	- 48,245	-
Biodiversity (Welsh Gov Grant)	-	7,652	-	- 7,652	-	- 7,652
National Grid - MIND THE GAP	-	94,053	- 118,240	24,187	24,187	-
Agriculture Service Vehicles	-	33,100	- 2,600	- 30,500	- 30,500	-
Eryri Community (SLSP grant)	-	139,090	- 233,410	94,320	94,320	-
Eryri Carbon & Us (SLSP grant)	-	124,822	- 173,000	48,178	48,178	-
Eryri Nature (SLSP Grant)	-	136,220	- 195,507	59,287	59,287	-
Traditional Boundaries (SLSP Grant)	-	96,321	- 217,750	121,429	121,429	-
Local Places for Nature 23-25	-	416,936	- 428,401	11,465	3,813	7,652
National Grid Walling Project	-	48,562	- 162,037	113,476	113,476	-
National Forest	-	139,964	- 163,841	23,877	23,877	-
Planning and Land management sub-total	433,907	1,590,821	-1,721,371	564,457	539,989	24,468
Corporate						
Hafod Eryri	288,000	556,465	- 253,000	- 15,465	- 15,465	-
Wardens Service Vehicles	104,845	92,446	- 17,756	30,155	-	30,155
Lon Gwyrfa (Welsh Gov. Grant)	23,850	-	-	23,850	23,850	-
Llyn Llywelyn (Welsh Gov. Grant)	23,750	-	-	23,750	23,750	-
IT Equipment	22,340	20,006	-	2,334	-	2,334
Access Projects	20,660	-	-	20,660	-	20,660
Disposal of Vehicles	-	-	- 14,925	14,925	11,450	3,475
Interpretation - Welsh Gov Grant	-	2,127	-	- 2,127	- 2,127	-
Cadair Idris - Welsh Gov. Grant	-	33,595	-	- 33,595	- 33,595	-
Additional Grant - Welsh Gov	-	-	- 300,000	300,000	300,000	-
Tourism (SLSP Grant)	-	223,670	- 248,590	24,920	24,920	-
Corporate Sub Totals	483,445	928,308	- 834,271	389,408	332,783	56,624
Totals	917,352	2,519,130	-2,555,642	953,864	872,772	81,092

MEETING	Performance & Resource Committee
DATE	9th July 2025
TITLE	ANNUAL REPORT ON ACTUAL TREASURY MANAGEMENT ACTIVITY IN 2024/25
REPORT BY	Chief Finance Officer
PURPOSE	Reported in accordance with statutory requirements. Members of the Authority are asked to note the content for information only.

1. SUMMARY

- 1.1 It is required under the CIPFA Code of Practice to report on the actual results of the Authority's Treasury Management activity. During 2024/25 the Authority's activity remained within the limitations originally set. No borrowing has occurred. No banks that the Authority had used for investment defaulted.
- 1.2 In 2024/25, the total interest received on investments was £386,792, against a budget of £120,000. £2,518.51 of interest received from car loans increases the total to £389,311.21.
- 1.3 The bank and building society interest amount of £386,792 for 2024/25 is an increase on the amount of £354,477 received in 2023/24. The increase is a direct result of inflation and the effect on interest rates which have increased significantly over the last 2 years.

2. BACKGROUND

- 2.1 Treasury management investments are derived from the Authority's cash flow, income received in advance of expenditure, as well as balances and reserves that need to be invested until the money is needed for the Authority's purposes. By investing significant sums, the Authority is exposed to financial risks including loss of invested funding. The Authority's finance officers identify, monitor and control these risks in accordance with the Authority's treasury management strategy. In compliance with the requirements of CIPFA (*Chartered Institute of Public Finance and Accountancy*) the Authority approved its Strategy for Treasury Management 2024/25 at the meeting of 7 February 2024.

- 2.2. CIPFA's framework, 'Treasury Management in the Public Services: Code of Practice', requires the Authority to approve a treasury management strategy before the start of each financial year and, as a minimum, to receive a semi-annual and annual treasury outturn report. The actual Treasury Management activity (borrowing and investment) of the Authority during 2024/25 is reported here.

3. BORROWING

- 3.1 The investment guidelines of CIPFA and the Welsh Government require the Authority to invest carefully, taking into account the safety and liquidity of our balances/investments, rather than aiming to secure the best possible returns.

A. Borrowing Limits 2024/25

On 7 February 2024 the Authority approved Borrowing Limits as follows for 2024/25 :-

- (i) Maximum overall Borrowing of £500,000 for 2024/25, including a Short Term borrowing Limit of £100,000.
- (ii) That no maximum limit be placed on the proportion of interest payable at a variable rate.

It was noted when these limits were set that they were 'just in case', and that the Authority was not expected to borrow.

B. Actual Borrowing 2024/25

The Authority started the financial year without debt, and revenue and capital expenditure during 2024/25 was financed with grant income and revenue funds. Therefore, from a Treasury Management perspective, the Authority remains debt free.

4. INVESTMENT

- 4.1 It was possible for the Authority to invest and earn interest due to the amount of balances and the positive cash flow. That money was invested as follows, in accordance with the Treasury Management Strategy:

- Balances predicted to be held in the short - medium term were placed in BOS (Bank of Scotland) "no notice" accounts, HSBC (reserve account), Nationwide and Santander UK, 32/35 day notice accounts (Bank of Scotland, HSBC and Santander UK) and 95 day notice accounts (Nationwide and Santander UK).

- 4.2 The bank rate was 5.25% at the start of the reporting period (financial year 2024/25), the highest level since 2008. The rate was lowered during the year to 4.5% by the end of the financial year.

Account	Average Balance over the Investment period	Interest rate	Interest earned
Barclays Business Premium Account (365 days in credit):			
121 days (1 April - 30 July)	£418,207	2.00%	2,773
99 days (31 July - 6 November)	£630,421	1.88%	3,215
114 days (7 November - 28 February)	£621,991	1.75%	3,400
31 days (1 March - 31 March)	£1,158,024	1.63%	1,603
Barclays 32 Day Term Notice Account - No Notice (365 Days in Credit):			
109 days (1 April - 18 July)	£1,772,622	5.20%	27,527
75 days (19 July - 1 October)	£2,343,553	4.95%	23,837
93 days (2 October - 2 January)	£1,903,146	4.70%	22,791
88 days (3 January - 31 March)	£1,929,925	4.45%	20,706
Barclays 32 Day Term Notice Account - On Notice (68 days in credit):			
2 days (1 April - 2 April)	£300,000	5.05%	83
66 days (15 June - 19 August)	£200,000	5.05%	1,771
Bank of Scotland Commercial Call Account (365 days in credit):			
10 days (1 April - 10 April)	£489,465	1.20%	161
68 days (10 April - 17 June)	£491,118	1.00%	915
6 days (18 June - 23 June)	£651,373	1.20%	128
22 days (24 June - 15 July)	£450,194	1.00%	271
37 days (16 July - 21 August)	£519,213	1.20%	632
88 days (22 August - 17 November)	£460,194	1.00%	1,110
10 days (18 November - 27 November)	£610,479	1.10%	184
53 days (28 November - 19 January)	£440,162	1.00%	639
31 days (20 January - 19 February)	£504,342	1.10%	471
27 days (20 February - 18 March)	£435,648	1.00%	322
13 days (19 March - 31 March)	£682,984	1.10%	268
Bank of Scotland 32 Day Term Notice Account - No Notice (365 day in credit):			
47 days (1 April - 17 May)	£1,397,947	2.60%	4,680
196 days (18 May - 29 November)	£1,610,724	2.50%	21,623
77 days (30 November - 14 February)	£1,508,565	2.30%	7,320
45 days (15 February - 31 March)	£1,329,019	2.15%	3,523
Bank of Scotland 32 Day Term Notice Account - On Notice (365 days in credit):			
47 days (1 April - 17 May)	£267,104	2.60%	894
196 days (18 May - 29 November)	£163,257	2.50%	2,192
77 days (30 November - 14 February)	£419,974	2.30%	2,170
45 days (15 February - 31 March)	£233,040	2.15%	549

HSBC Deposit Account (365 days in credit):			
110 days (1 April - 19 July)	£2,424,230	1.95%	14,247
31 days (20 July - 19 August)	£2,461,900	1.97%	4,119
61 days (20 August - 19 October)	£2,320,716	1.95%	7,563
61 days (20 October - 19 December)	£2,237,032	1.91%	7,141
31 days (20 December - 19 January)	£2,147,812	1.95%	3,557
71 days (20 January - 31 March)	£1,900,839	1.97%	7,284
Nationwide Instant Saver Account (365 days in credit):			
214 days (1 April - 31 October)	£489,476	2.25%	6,457
61 days (1 November - 31 December)	£499,757	2.05%	1,712
90 days (1 January - 31 March)	£487,681	2.00%	2,405
Nationwide 95 day notice Account (365 days in credit):			
204 days (1 April - 21 October)	£2,131,190	4.30%	51,219
77 days (22 October - 6 January)	£1,180,689	4.10%	10,212
84 days (7 January - 31 March)	£1,613,145	4.00%	14,850
Santander Business Savings Account (365 days in credit):			
215 days (1 April - 1 November)	£476,333	3.23%	9,063
61 days (2 November - 1 January)	£478,440	2.02%	1,615
89 days (2 January - 31 March)	£601,925	2.73%	4,007
Santander 35 Day Term Deposit Account - No Notice (365 days in credit):			
215 days (1 April - 1 November)	£641,969	4.78%	18,075
61 days (2 November - 1 January)	£524,264	4.53%	3,969
89 days (2 January - 31 March)	£495,467	4.28%	5,171
Santander 35 Day Term Deposit Account - On Notice (365 days in credit):			
215 days (1 April - 1 November)	£130,000	4.58%	3,507
61 days (2 November - 1 January)	£200,000	4.78%	1,598
89 days (2 January - 31 March)	£200,000	4.33%	2,112
Santander 95 Day Term Deposit Account - No Notice (365 days in credit):			
184 days (1 April - 1 October)	£1,098,599	4.93%	27,303
60 days (2 October - 30 November)	£1,098,502	4.68%	8,451
92 days (1 December - 2 February)	£1,065,414	4.43%	11,896
29 days (3 February - 31 March)	£1,055,128	4.18%	3,504
Total interest earned			
			386,793

- 4.3 More importantly, **all the Authority's balances were kept safe, because none of the banks**, of those used for investment (cash deposits) during the 2024/25 financial year, **failed to repay**.

All treasury management activities during the year complied with the 'CIPFA Code of Practice' and the Authority's Treasury Management strategy.

5. RECOMMENDATION

Members of the Authority are asked to note the contents of the report for information.

MEETING	Performance and Resources Committee
DATE	9 July 2025
TITLE	PAY POLICY STATEMENT 2025/26 AND PAY POLICY ANNUAL REPORT FOR 2024/25
REPORT BY	Head of HR Service
PURPOSE	To approve the Pay Policy Statement for 2024/25 and receive the Pay Policy Report for 2023/24

1.0 BACKGROUND

- 1.1 Section 38 (1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements. Whilst National Park Authorities are exempt from this requirement, it was considered good practice to adopt such a statement.
- 1.2 A written statement has been issued by the Welsh Government titled 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'.
- 1.3 The Authority's Pay Policy Statement for 2025/26 can be found at Appendix 1.
- 1.4 Appendix 2 shows the Chief Officers' salaries. The Pay Award for 2023/24 has recently been agreed.
- 1.5 Appendix 3 shows the salaries of all other staff. The Pay Award for 2023/24 has also recently been agreed.
- 1.6 Appendix 4 is the Annual Report required by the guidance notes referred to in the written statement at paragraph 1.2 above.

2.0 RECOMMENDATION

- 2.1 To approve the Pay Policy Statement for 2024/25.
- 2.2 To approve the Pay Policy Annual Report for 2023/24.

Eryri National Park Authority

Pay Policy Statement 2023/24

1. Introduction

Section 38(1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements. National Park Authorities have been exempted from this requirement.

These statements must articulate an Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff or ('chief officers') and its lowest paid employees. Pay policy statements must be prepared for each financial year (this commenced with 2012/13). They must be approved by the Council (and published on the relevant website).

This has been followed up by a Written Statement issued by the Welsh Government on 7th December 2015 on 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'. The associated guidelines set out the recommended contents of Annual Pay Policy Statement and Annual Reports.

2. Pay Policy for Chief Officers

The Authority defines its Chief Officers as the Chief Executive (National Park Officer) and the Directors. The Authority employs Chief Officers under JNC terms and conditions. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and the Authority will therefore pay these as and when determined.

As a result of the agreement reached on the 1st of November, 2024 in relation to the National Pay Awards for Local Government Services ('Green Book') employees, the pay of all staff was increased by 2 increments. The pay award was backdated to the 1st of April, 2024.

In August, 2024 The Authority agreed that the same 2 increments should be applied to both directors salaries which was also backdated to the 1st of April, 2024

In August, 2024 The Authority agreed that the same 2 increments should be applied to The Chief Executive's pay. The pay award was backdated to the 1st of April 2024.

The Authority does not pay any bonus payments to its Chief Officers. However, incremental progression through the salary structure is subject to an annual appraisal of performance which is confirmed by the Chair and Vice Chair of the Authority and Chairs of Planning & Access and Performance & Resource Committees.

The remuneration package of Chief Officers will be approved by the Authority prior to the recruitment to any such post.

The salaries of the Chief Officers can be found at Appendix 2 of the accompanying report to this Statement.

The relationship between the highest salary point (£104,319) and the lowest salary point (£23,656) is 1:4.41 (this ratio was last reported at 1:4.40).

One senior post within the Authority attracts a remuneration package of more than £100,000.

3. Other staff

The roles of other staff are evaluated internally against the National Joint Council for Local Government Services – National Agreement on Pay and Conditions of Service (Green Book). The link between the job evaluation scores and the national pay spine can be found at Appendix 4 of the accompanying report to this Statement.

4. Internal Talent Management

Generally, vacancies are advertised internally and externally at the same time.

The Authority currently employs 2 members of staff on a Graduate Trainee Scheme to foster home grown talent and improve resilience within the planning team.

5. Performance Related Pay

This is in place for our Chief Officers – progression within their pay grade is dependent on certain achievements within their performance and development reviews. It should be noted that these officers are at the highest point of their grade by now.

There is no element of performance related pay for other staff.

6. Support provided for Lower Paid Staff

The National Living Wage from April 2025 for age 23 and over is £12.21 per hour.

The result of the Pay Award for 2024/25 gives a salary of £12.26 per hour at the lowest salary point.

7. Severance and Retirement

The Authority's severance and retirement schemes are applied equally and fairly to all staff regardless of grade, age or gender and are implemented in accordance with the regulations of the relevant pension schemes.

Pay Policy ENPA 2024/25

Chief Officers' Salaries 2021/22

Chief Executive	£82,825 - £91,881
Directors	£57,580 - £64,353

Chief Officers' Salaries 2022/23

Chief Executive	£82,825 - £91,881
Directors	£57,580 - £64,353

Chief Officers' Salaries 2023/24

Chief Executive	£84,750 - £93,881
Directors	£59,505 - £69,666

Chief Officers' Salaries 2024/25

Chief Executive	£89,910-£104,319
Temp Deputy Chief Executive	£79,911
Directors	£87,717 - £97,089

Chief Officers' Salaries 2025/26

Chief Executive	£89,910-£104,319
Temp Deputy Chief Executive	£79,911
Directors	£87,717 - £97,089

Appendix 3

2025/26 Officer Salaries

Graddfa / Grade	Pwyntiau Arfarnu Swyddi / Job Evaluation Points	Pwyntiau Cyflog / Salary Points	Cyflog / Salary o'r 01.04.24	Misol / Monthly w.e.f. 01.04.24
1	Up to 250	2 - 3	£23,656- £24,027	£ 1,971.33 - £2,002.25
2	251-280	2 - 4	£23,656- £24,404	£1,971.33 - £2,033.67
3	281-310	3 - 6	£24,027- £25,183	£2,002.25 - £2,098.58
4	311-340	5 - 8	£24,790- 25,992	£ 2,065.83 - £2,166.00
5	341-370	7 - 13	£25,584 - £28,163	£2,132.00 -£ 2,346.92
6	371-400	13 - 19	£28,163- £31,067	£ 2,346.92- 2,588.92
7	401-430	19 - 25	£31,067- £35,235	£2,588.92- £2,936.25
8	431-460	23 - 29	£33,366- £38,626	£2,780.50- £3,218.83
9	461-495	28 - 32	£37,938 - £41,511	£ 3,161.50-£3,459.25
10	496-530	30 - 34	£39,513- £43,693	£3,292.75- £3,641.08
11	531-565	32 - 36	£41,511- £ 45,718	£ 3,459.25- £3,809.83
12	566-600	34 - 38	£43,693 - £47,754	£3,641.08- £3,979.50
13	601-635	36 - 40	£45,718- £49,764	£ 3,809.83- £4,147.00
14	636-670	38 - 42	£47,754- £51,802	£3,979.50- £4,316.83
15	671 ac uwch /and above	40 - 43	£49,764- £52,805	£ 4,147.00- £4,400.42

ERYRI NATIONAL PARK AUTHORITY

PAY POLICY REPORT 2024/25

1. Introduction

This report follows guidance set out by the Welsh Government in its written statement ‘Transparency of Senior Remuneration in the Devolved Welsh Public Sector’.

2. Pay Policy for Chief Officers

The Authority defines its Chief Officers as the Chief Executive (National Park Officer) and the two Directors (Director of Corporate Services and the Director of Planning and Land Management).

3. Pay Scales

These officers have received salaries in line with the 2024/25 Pay Policy Statement and Appendix 2 of the accompanying report.

Chief Officers’ Salaries 2024/25

Chief Executive	£89,910-£104,319
Deputy Chief Executive	£79,911
Directors	£87,717 - £97,089

4. Pension

All these posts have been subject to payment of employee pension contributions at the appropriate nationally agreed rate of 8.5% to 9.9%.

5. Benefits in Kind and Non-Taxable Benefits

No benefits in kind or non-taxable benefits were awarded.

6. Gender makeup of the Senior Team

The Senior Team is made up of two males which includes a temporary Deputy Chief Executive.

7. Details of severance packages, including robust business cases justifying the departure arrangements and representing real value for money

In 2024/25, no senior post holder received a severance package.

MEETING	Performance and Resource Committee
DATE	9 July 2025
TITLE	Annual Report for Year 2024: Communications and Engagement Strategy Performance Indicators
REPORT BY	Ioan Gwilym, Head of Communications
PURPOSE	To provide an annual report on the Communication and Engagement Strategy performance indicators and progress on the action plan.

1. BACKGROUND

1.1 The Communication and Engagement Strategy was adopted by the Authority in June 2021. Its core aims are:

- To increase people's understanding of what makes Eryri special - by using the Special Qualities as a foundation for communications themes and messages.
- To build our relationship with our partners: to seek to understand views and opinions and to build relationships to jointly deliver on the National Park purposes.
- To turn engagement into action: that more people are proactively helping us look after Eryri, whether that be in the way that they visit (with respect for the environment and peoples who live and work here); providing more funding; doing things on the ground or donating their time; resources or money; or by influencing others.
- To build on the understanding and reputation of the National Park and its brand amongst our priority stakeholders and funders.
- To deliver on the objectives and outcome of Cynllun Eryri and the Local Development Plan.

1.2 The plan will be delivered in the context of a number of organisational strategies including:

- Cynllun Eryri
- The Local Development Plan
- The Authorities Well-being Objectives and Corporate Work Program

- 1.3 The strategy includes a series of targets and performance indicators in order to measure progress in achieving the Strategy's outcomes (see section 2.0 below), and these are reported on an annual basis. Attached in Appendix 1 is the annual report.

2. DESIRED OUTCOMES OF THE STRATEGY

- 2.1 The main outcomes of the strategy are as follows:

- Increase awareness of the National Park designation.
- Increased understanding of SNPA's role, responsibilities and areas of work, and positive perceptions of the organisation.
- Increased awareness of Eryri's Special Qualities and the benefits of the National Park.
- Increase awareness of the challenges and opportunities facing Eryri and how the Authority is working with partners to address these.
- Increased sense of personal and collective responsibility for looking after the Park.
- Respectful and responsible use of the National Park.
- People are eager to engage and participate in our efforts (either virtually or physically).
- People are inspired to give their time, donations or support to protect Eryri.
- People associate Eryri with sustainable tourism and are inspired to further explore the area (either virtually or physically).
- Our staff, volunteers and members feel well informed.

3. ANNUAL REPORT

Appendix 1 – Annual Report

Appendix 2 – Social Media Statistics (English Only)

Appendix 3 – Gwynedd & Eryri Evaluation Report (English Only)

RECOMMENDATION

- To examine and discuss the annual report.



2024 PROGRESS REPORT

COMMUNICATION & ENGAGEMENT STRATEGY

Core Aims of The Communication Strategy

What do our communications need to do, to enable the Authority to effectively deliver on its Purposes?

We are here as an organisation to look after Eryri. Without effectively engaging people in why this is important to do, we will not succeed. The success of our mission lies in our ability to connect with our target audiences. To engage in such a way that they are moved to action - to help us look after the National Park.

Our core aims through this strategy therefore are:

- To increase people's understanding of what makes Eryri special - by using the Special Qualities as a foundation for communications themes and messages.
- To build our relationship with our partners: to seek to understand views and opinions and to build relationships to jointly deliver on the National Park purposes.
- To turn engagement into action: that more people are proactively helping us look after Eryri, whether that be in the way that they visit (with respect for the environment and peoples who live and work here); providing more funding; doing things on the ground or donating their time; resources or money; or by influencing others.
- To build on the understanding and reputation of the National Park and its brand amongst our priority stakeholders and funders.
- To deliver on the objectives and outcome of Cynllun Eryri and the Local Development Plan.

Communication & Engagement Outcomes

We will know that we have been successful in our efforts if we achieve the following with our stakeholders:

1. Increase awareness of the National Park designation.
2. Increased understanding of SNPA's role, responsibilities and areas of work, and positive perceptions of the organisation.
3. Increased awareness of Eryri's Special Qualities and the benefits of the National Park.
4. Increase awareness of the challenges and opportunities facing Eryri (e.g., climate change, the circular economy, Brexit etc.) and how the Authority is working with partners to address these, including having a louder voice on relevant high-interest topics.
5. Increased sense of personal and collective responsibility for looking after the Park.
6. Respectful and responsible use of the National Park.
7. People are eager to engage and participate in our efforts (either virtually or physically).
8. People are inspired to give their time, donations or support to protect Eryri.
9. People associate Eryri with sustainable tourism and are inspired to further explore the area (either virtually or physically).
10. Our staff, volunteers and members feel well informed.

Highlights in 2024

2024 marked a significant year of progress for the Communications Team, as we expanded our reach, sharpened our messaging, and embraced new opportunities for engagement across multiple platforms. The year was defined by major milestones, collaborative successes, and a growing sense of strategic clarity in how we present Eryri to our audiences.

1. Growing Our Digital Presence

The appointment of a new Digital Content Officer in early 2024 provided new energy and creativity into our social media channels. With a focus on trend-aware content and platform-specific storytelling, our digital channels experienced improved engagement in terms of high quality content.

We also reinstated our TikTok account following updated guidance from Welsh Government, allowing us to reach younger and more diverse audiences with fun, informative, and often boundary-pushing content – something often attempted by public sector bodies.

2. Article 4 Direction & Policy Engagement

Working closely with the Policy Department, we delivered a comprehensive and well-received communications campaign around the Article 4 Direction in Eryri. This helped engagement around planning changes and ensured our communities were well-informed, engaged, and able to participate meaningfully.

3. Tree Strategy Consultation

In partnership with the Conservation Department, we facilitated a highly successful public consultation on the Authority's new Tree Strategy. Against the backdrop of wider discussions around the SFS scheme and national level media coverage on land use, this was a standout example of proactive, positive messaging. The campaign was not only timely, but helped position Eryri as a leader in sustainable land management,

4. Showcasing Lesser-Known Areas

Recognising the pressures on Yr Wyddfa and Ogwen, we ran a targeted summer campaign to highlight lesser-visited areas of Eryri such as Aberdyfi, Dinas Mawddwy and Bala. Focusing on cultural significance, visitor safety, and infrastructure capacity, the campaign aimed to distribute visitor impact more evenly, promote alternative experiences, and encourage more sustainable travel decisions.

5. Strategic Partnerships & Projects

We developed a new and exciting partnership with Chester University around their Retracing Footsteps project, which analyses summit guest books from Yr Wyddfa dating back to the Victorian era. This partnership has already led to planned joint exhibitions at Betws-y-Coed and Hafod Eryri, with more collaborations in development around education and community engagement.

We also supported the promotion of COPA1, the first ever environmental youth summit on Yr Wyddfa, which brought together young people, decision-makers, and environmental voices from across North Wales to discuss the future of our protected landscapes. The event gained notable media coverage and provided a model for future youth-led climate engagement.

6. Visitor Economy

We worked closely with Cyngor Gwynedd on delivering communications around the Gwynedd and Eryri Visitor Economy Plan 2035, including commissioning Equinox to run a shared campaign during the summer season. This collaboration helped strengthen shared messaging across local authorities and ensured a unified approach to tourism management and community benefit.

7. Defining Our Identity: Eryri & Yr Wyddfa

One of the most high-profile moments of the year was the Authority's formal decision to use only the Welsh names "Eryri" and "Yr Wyddfa" in all official correspondence and public communications. This decision gained international coverage, much of it overwhelmingly positive, and has helped normalise and amplify the use of the Welsh language on a global stage. Although physical assets can only be updated over time due to financial constraints, digital assets and branding including our logo were updated immediately, and we continue to lead by example in promoting the Welsh language and cultural identity.

Website Metrics

Metric	How will we measure	Who will collect the data?	Results for 2022	Results for 2023	Results for 2024	How does this metric demonstrate that we are achieving our desired outcomes ?
Total page views on website	Google analytics	Digital Content Officer	2.38 million	5.4 million	3.1 million	It measures the success rate in engaging with our stakeholders across all 10 outcomes.
Average Engagement Time per session	Google analytics	Digital Content Officer	1m 09s	1m 38s	1m 36s	
Number of page views of promoted routes (inc. specifics for Yr Wyddfa and Ogwen)	Google analytics	Digital Content Officer	Top 10 1. Splash page 398k 2. Parking for Snowdon 111k 3. Plan your visit 81k 4. Walks 72k 5. Llanberis path 68k 6. Home page 49k	Top 10 1. Splash page: 646,449 2. Walks: 538,532 3. Climbing Snowdon: 251,637 4. Pen y Pass Car Park: 216,284	Top 10 1. Splash page: 365,024 2. Walks: 147,500 3. Llanberis Path: 118,898	It will measure the engagement rate in delivering messaging on respectful and responsible use of the National Park (Outcome 6)

			7. Pyg track 46k 8. Watkin path 41k 9. Snowdon sherpa 40k 10. Miners track 34k	5. Plan your visit: 213,527 6. Llanberis Path: 187,616 7. Parking for Yr Wyddfa: 186,275 8. Watkin Path: 130,256 9. Pyg Track: 110,992 10. Miners' Track: 100,260	4. Walks Eryri National Park: 102,123 5. Climbing Snowdon: 93,470 6. Aber Falls: 79,635 7. Climbing Snowdon Eryri National Park: 71,864 8. Pen y Pass Car Park: 69,929 9. Watkin Path: 69,404 10. Pyg Track: 65,544	
SEO: Where we're appearing in Google search results for key phrases: <ul style="list-style-type: none"> Snowdonia 	Google analytics/ Keyword Rank checker: https://ahrefs.com/keyword-rank-checker	Digital Content Officer	Snowdonia: #2 Eryri: #1 Snowdon: #6 Yr Wyddfa: #1	Snowdonia: #1 Eryri: #1 Snowdon: #6 Yr Wyddfa: #1 Llanberis Path: #1	Snowdonia: #1 Eryri: #1 Snowdon: #5 Yr Wyddfa: #1 Llanberis Path: #1	It will measure how effective we are at reaching audiences in order to engage

<ul style="list-style-type: none"> • Eryri • Snowdon • Yr Wyddfa • Llanberis path • Llwybr Llanberis • Eryri National Park • Parc Cenedlaethol Eryri • Eryri National Park Authority • Snowdonia National Park Authority • Awdurdod Parc Cenedlaethol Eryri 			Llanberis path: #3 Llwybr Llanberis: #1 Snowdonia National Park: #1 Parc Cenedlaethol Eryri: #1 <i>Eryri National Park: #1</i> Snowdonia National Park Authority: #1 Awdurdod Parc Cenedlaethol Eryri: #1	Snowdonia National Park: #1 Parc Cenedlaethol Eryri: #1 Snowdonia National Park Authority: #1 Awdurdod Parc Cenedlaethol Eryri: No data for this keyword.	Snowdonia National Park: #1 Eryri National Park: #1 Snowdonia National Park Authority: #1 Awdurdod Parc Cenedlaethol Eryri: No data for this keyword	with them and to positively influence their behavior in relation to Eryri (Outcomes 1, 2, 3, 4, 5, 8, 9).
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Media

In 2024, the Authority participated in 43 media interviews covering a wide range of topics – from mountain safety and biodiversity to planning policy and sustainable tourism. Alongside this, 17 press releases were issued and 22 reactive statements were provided to the press in response to emerging issues and media enquiries.

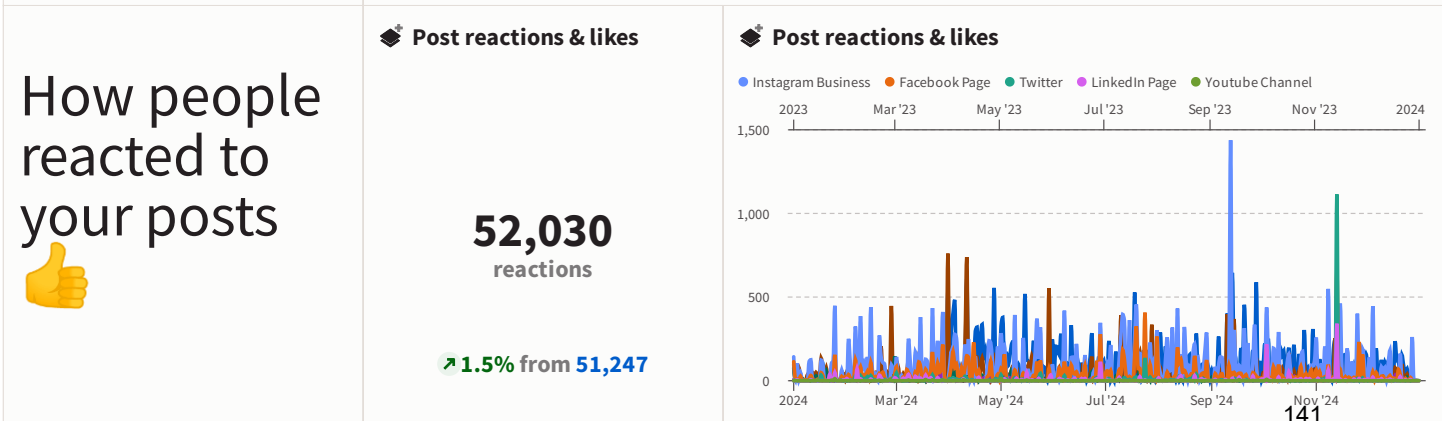
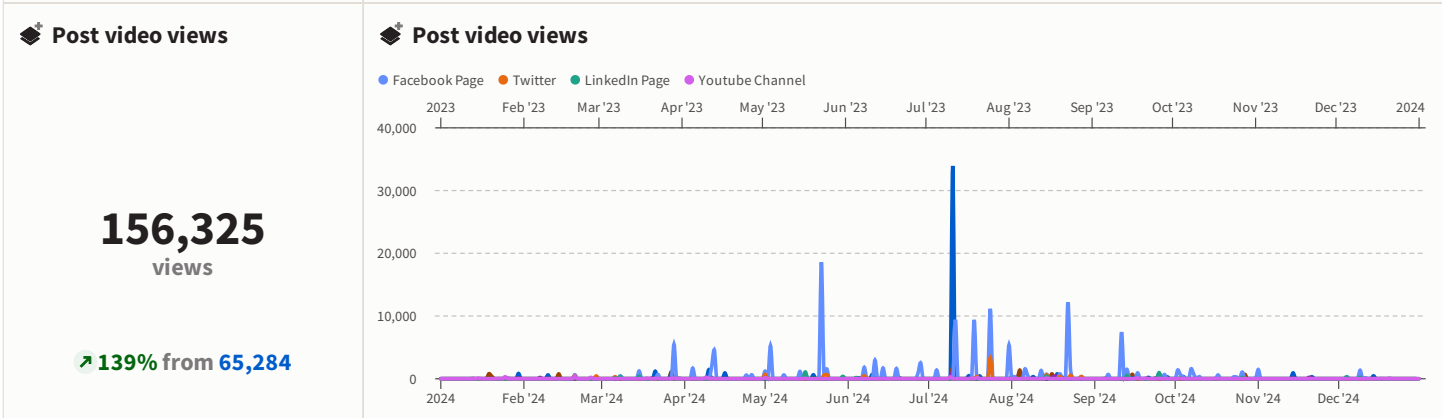
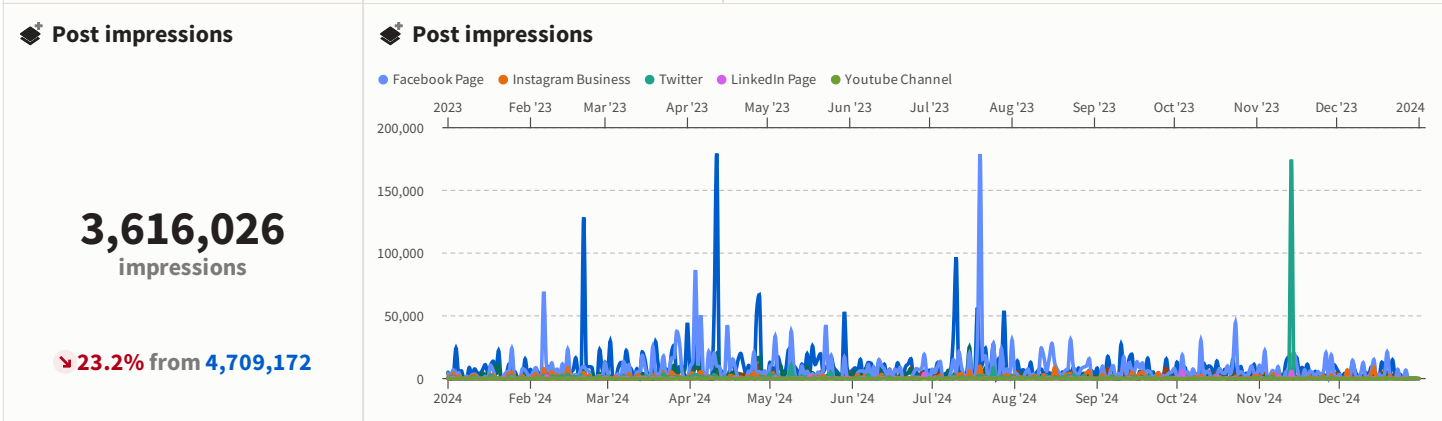
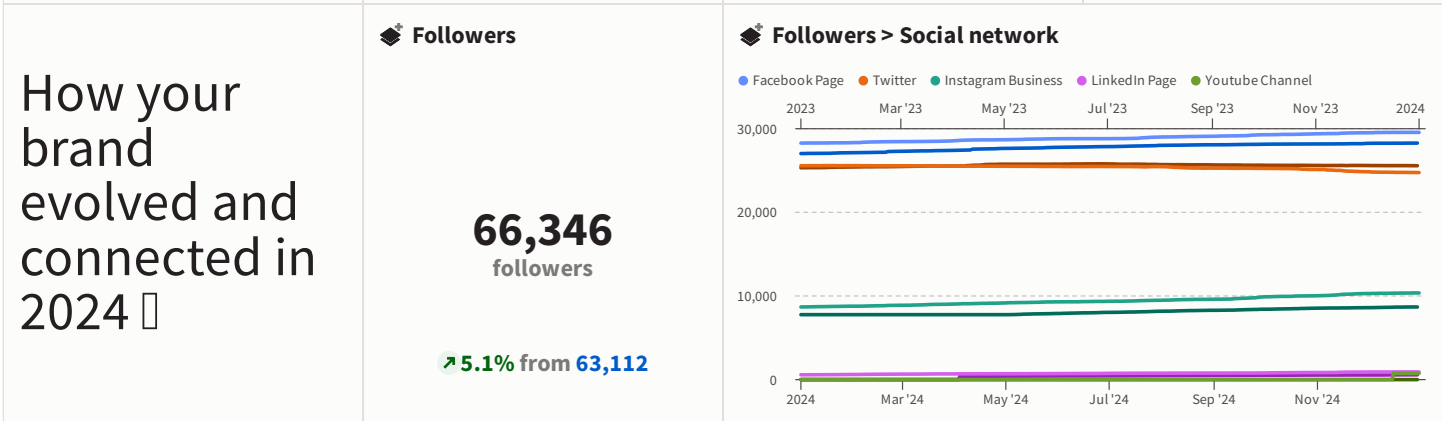
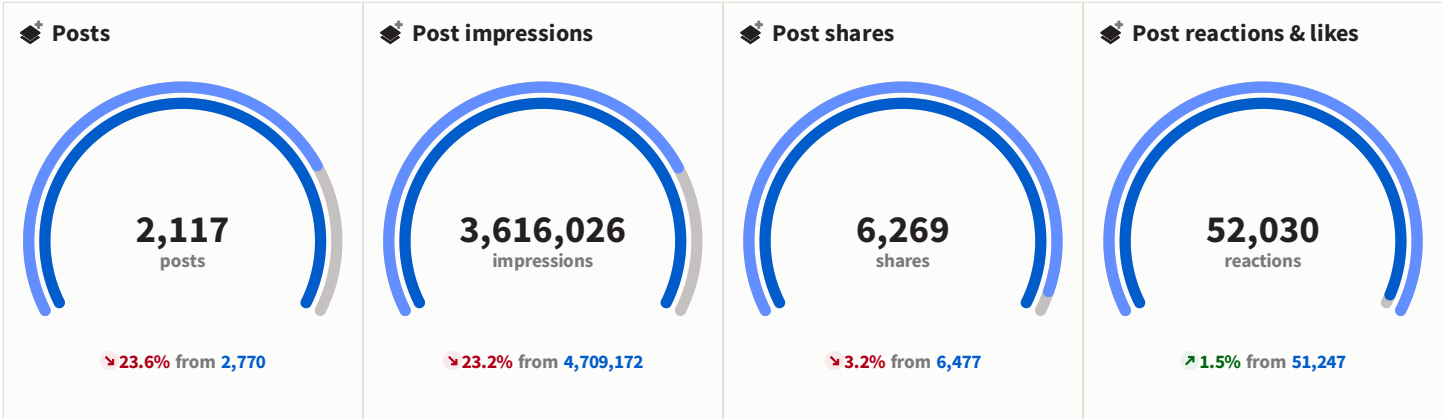
The annual media training delivered by Sgript Cyf continues to play a vital role in strengthening the Authority's media capability. The training not only broadens the pool of staff confident and equipped to speak to the media, but also helps bring a diversity of voices into public-facing communications.

This upskilling has a direct impact on staff confidence and performance, while also allowing the Communications Department to feature a wider range of individuals with subject-specific expertise in our increasingly frequent video content across social media platforms. This flexibility and variety is proving invaluable in presenting Eryri's work in a more authentic, knowledgeable, and engaging way.



Year in review 2024

Comparison between [Jan 01 - Dec 31, 2024](#) and [Jan 01 - Dec 31, 2023](#)

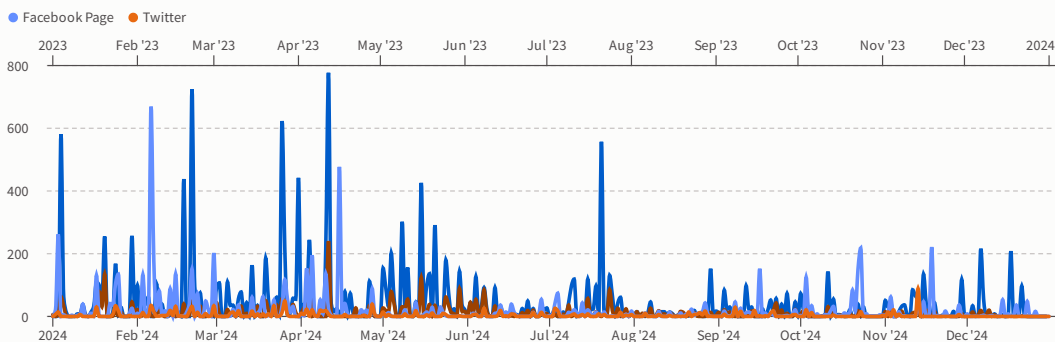


Post link clicks

8,706
clicks

▼ 56.2% from 19,887

Post link clicks

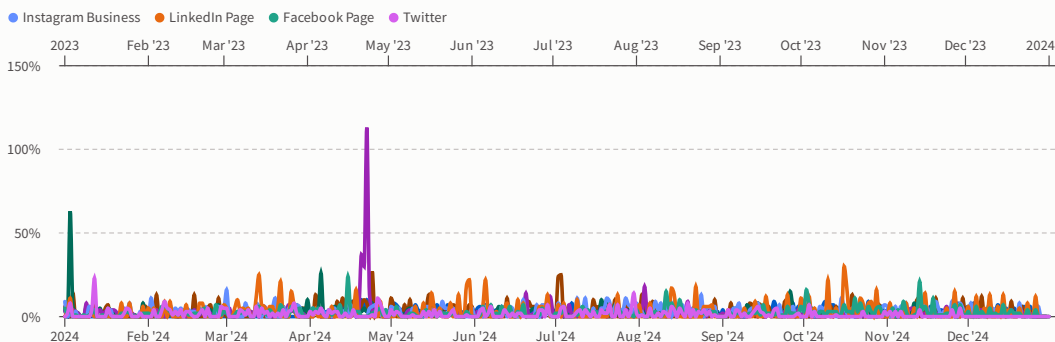


Average post engagement...

4.43%
engagement rate

▲ 20.5% from 3.68%

Average post engagement rate > Social network



How much interest
your posts
generated

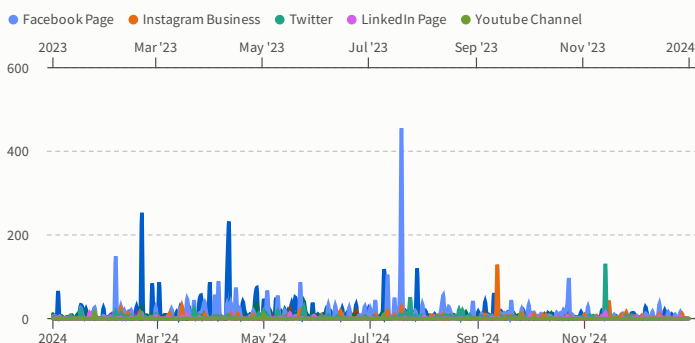
Tip: Discover more conversations about your brand and how people feel about it by running a quick search in Listening.

Post shares

6,269
shares

▼ 3.2% from 6,477

Post shares > Social network

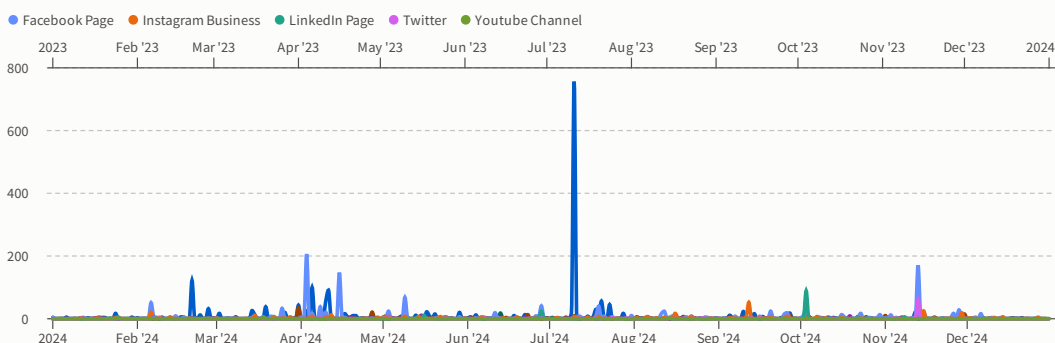


Post comments & replies

2,363
comments

▼ 16.5% from 2,829

Post comments & replies > Social network



Your top posts from last year 🔥

Tip: Want to see which top posts received the most views, comments, or shares? Sort tiles by metric or go to [Post performance](#) for a more detailed analysis. [Learn how to sort tiles](#)

f Top posts > Likes



P Parc Cenedlaethol Eryri - Eryri National Park
Jul 24, 15:50

Where does the name 'Trawsfynydd' come from? 🧐 Local historian Keith O'Brien explains the history behind the name. Stay tuned for more videos from Keith, sharing insights into

324 likes



P Parc Cenedlaethol Eryri - Eryri National Park
Nov 13, 16:31

Following a decision at the Eryri National Park Authority meeting today, the Authority has approved a proposal to exclusively use "Eryri" in its official logo. Full news item -

266 likes



P Parc Cenedlaethol Eryri - Eryri National Park
Nov 13, 16:34

Yn dilyn penderfyniad yng nghyfarfod Awdurdod Parc Cenedlaethol Eryri heddiw, mae'r Awdurdod wedi cymeradwyo'r cynnig i ddefnyddio "Eryri" yn unig yn ei logo

207 likes

Instagram Top posts > Likes



P parc_eryri
Sep 12, 17:00

On September 21st, we're teaming up with @teambmc, @trashfreetrails, @snowdonia_society, @snowdonmountainrailway, @plantlife.loveplants to

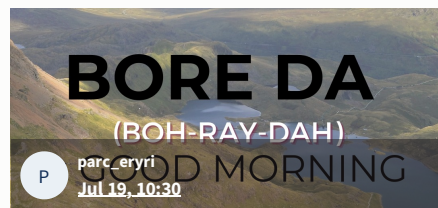
1,128 likes



P parc_eryri
Nov 15, 09:53

slay 🙌 #Eryri #Wales #GenZ #Cymru #Conservation #EryriNationalPark #ParcEryri #GenZMarketing #trend #viral

461 likes



P parc_eryri
Jul 19, 10:30

Forget the 'holiday' Spanish, French or Italian — how's your 'holiday Welsh'?! We love it when our visitors try out the Welsh language — here's a handy list of words and phrases

437 likes

LinkedIn Top posts > Reactions



A Awdurdod Parc Cenedlaethol Eryri // National...
Nov 13, 16:32

Following a decision at the Eryri National Park Authority meeting today, the Authority has approved a proposal to exclusively use "Eryri" in its official logo. Full news item -

270 reactions



A Awdurdod Parc Cenedlaethol Eryri // National...
Oct 03, 08:57

The Eryri National Park Authority is delighted to announce the appointment of Jonathan Cawley as its new Chief Executive Officer. He will take over from interim CEO Iwan

159 reactions



A Awdurdod Parc Cenedlaethol Eryri // National...
Jun 28, 07:00

CEO Emyr Williams bids farewell to the Eryri National Park Authority after 37 years of service. We would like to thank him for his leadership and dedication to Eryri over the past

101 reactions

Twitter Top tweets > Likes



E @eryrinpa
Nov 13, 16:31

Following a decision at the Eryri National Park Authority meeting today, the Authority has approved a proposal to exclusively use "Eryri" in its official logo. Full news item -

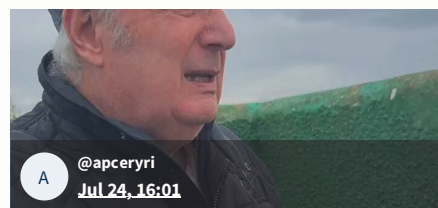
958 likes



A @apceryri
Nov 13, 16:34

Yn dilyn penderfyniad yng nghyfarfod Awdurdod Parc Cenedlaethol Eryri heddiw, mae'r Awdurdod wedi cymeradwyo'r cynnig i ddefnyddio "Eryri" yn unig yn ei logo

156 likes

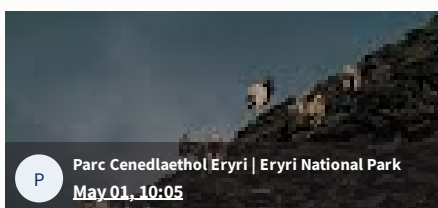


A @apceryri
Jul 24, 16:01

O ble mae'r enw 'Trawsfynydd' yn dod? 🧐 Dyma Keith O'Brien, hanesydd lleol sy'n esbonio'r hanes tu ôl i'r enw. Mi fyddwn yn rhannu mwy o glipiau fideo gan Keith yn y

94 likes

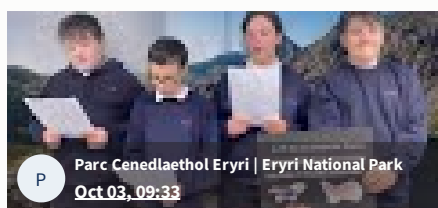
YouTube Top posts > Likes



P Parc Cenedlaethol Eryri | Eryri National Park
May 01, 10:05

What is a National Park? National Parks are special areas of our country that are protected because of their exceptional countryside, wildlife and cultural heritage. They are the

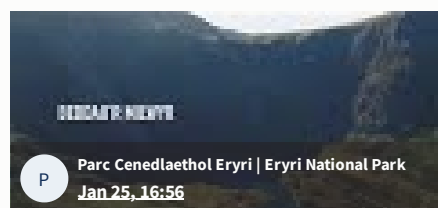
9 likes



P Parc Cenedlaethol Eryri | Eryri National Park
Oct 03, 09:33

Dyma fideo sy'n dangos uchafbwyntiau rhai o'r syniadau gan y bobl ifanc o bob rhan o Ogledd Cymru 🏴󠁧󠁢󠁥󠁮󠁧󠁿 Llongyfarchiadau enfawr i'n henillwyr o'r diwrnod: 🏆

8 likes




P Parc Cenedlaethol Eryri | Eryri National Park
Jan 25, 16:56

7 likes


Report sources

Analytics


Facebook Pages

 Parc Cenedlaethol Eryri - Eryri National Park


Instagram Business

 parc_eryri


LinkedIn Pages


 Awdurdod Parc Cenedlaethol Eryri // Nationa...

YouTube


 Parc Cenedlaethol Eryri | Eryri National Park

Twitter

 @apceryri

 @eryrinpa

Extra notes

All tiles marked with  might contain aggregated values across networks. To see the breakdown, head into Hootsuite and use compare by social network. You can customize these metric tiles in Hootsuite to see how each network contributed to the total.



Funded by
UK Government



Wedi ei ariannu gan
Llywodraeth y DU

#GwyneddAcEryriNi - Campaign evaluation | Gwerthusiad ymgyrch

Created by | Crëwyd gan - Equinox, Rhagfyr 2024

Introduction

- Equinox (Eq) was commissioned by Cyngor Gwynedd (CG) and Eryri National Park Authority (ENPA) to help promote a sustainable visitor economy in Gwynedd and Eryri – for the benefit of the region's people, environment, language and culture.
- The Gwynedd & Eryri Ni campaign was designed to complement the Gwynedd and Eryri sustainable visitor economy 2035 vision – and encourage UK-wide visitors to complete the below desired actions:
 - 1.Support local sustainably owned businesses
 - 2.Immerse in the rich culture and traditions of north west Wales
 - 3.Travel sustainably and respectfully
 - 4.Look after the environment, leaving no trace
 - 5.Camp responsibly, only in designated sites
 - 6.Follow safety guidelines in the Mountains and Coast.

Key highlights

1.2M
campaign
reach

Created
ENPA's most
engaged
Facebook post
ever

162.2k
video views

23.2k
link clicks

Averaged a
social media
engagement
rate of **14.29%**

Objectives

- Reach 1.8M users through campaign content
- Generate 10k web-hits across CG & ENPA platforms – supporting wider website visitor objectives per the Levelling Up funding agreement
- Maintain 5% engagement rate across campaign social media content
- Generate 20k video views
- Support awareness of responsible visitor behaviour requirements.

To achieve these challenging objectives, our campaign was designed to not only inspire action among visitors, but to unite and inspire local people through direct community benefits.

Here's how we did it...

Strategy and implementation

Following a period of planning in June 2024, all activity was split between two phases:

- **Delivery phase one** (July-August): high impact activity to capture visitors during peak season, with a focus on young families during the summer holidays.
- **Delivery phase two** (September-November): ongoing activity to maintain momentum during walking season and the off-peak months.

Activity included:

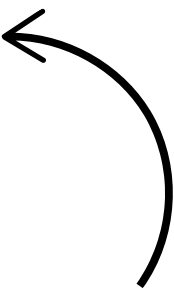
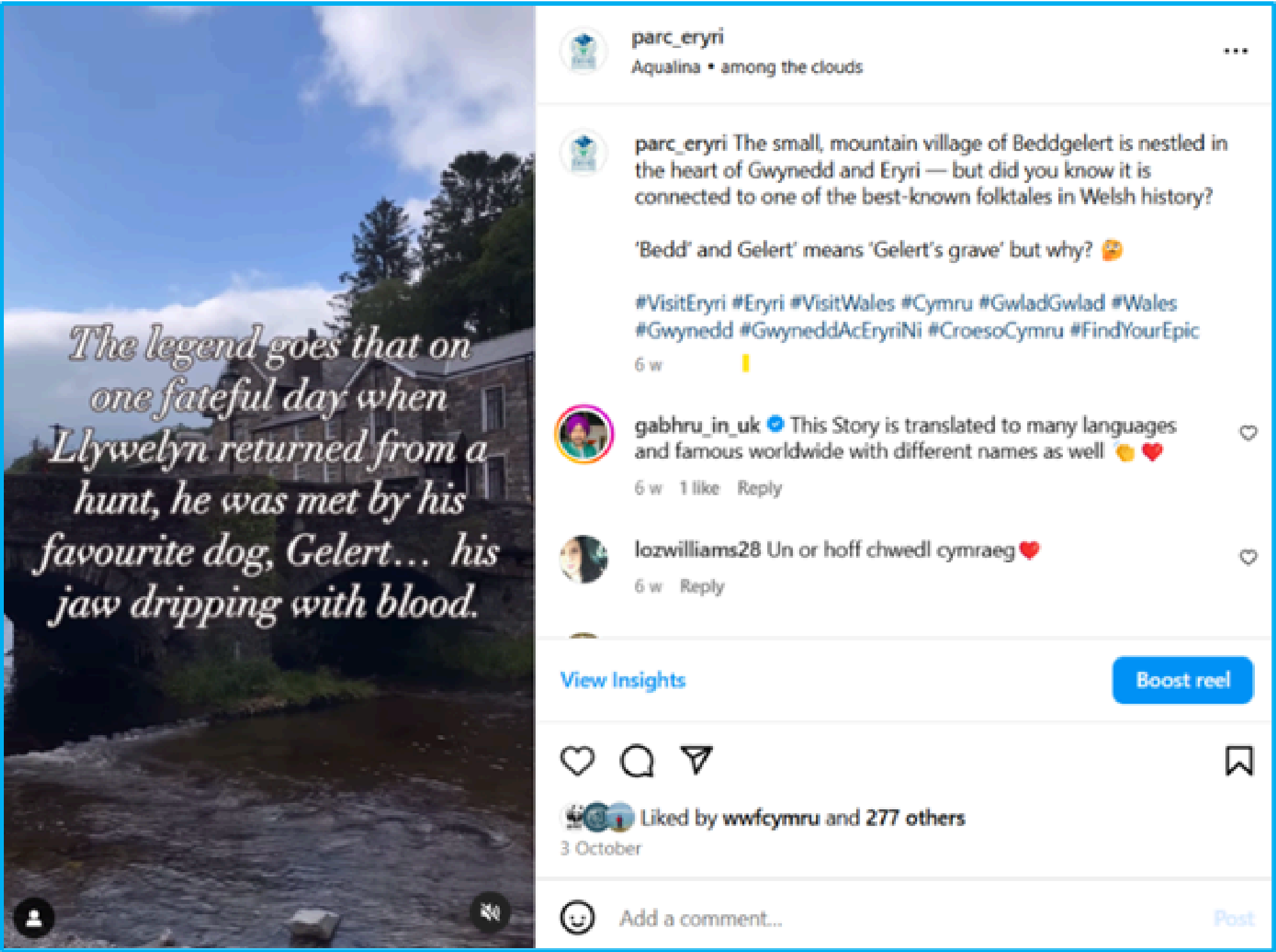
- Production of key messaging matrix reflecting identified barriers in desired visitor behaviour
- Organic social media content creation with short-form video focus
- Paid Meta and TikTok campaigns to highlight key messaging
- Video case studies to showcase sustainable businesses
- Social media training sessions and 121s with local businesses/community groups
- Production of visitor and business code of conduct
- Production of Wales Ambassador Module for Gwynedd & Eryri.

Over the next few pages, we'll zoom in on how we delivered these tactics...

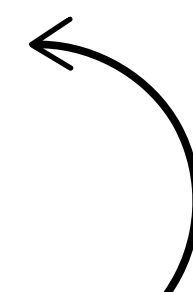
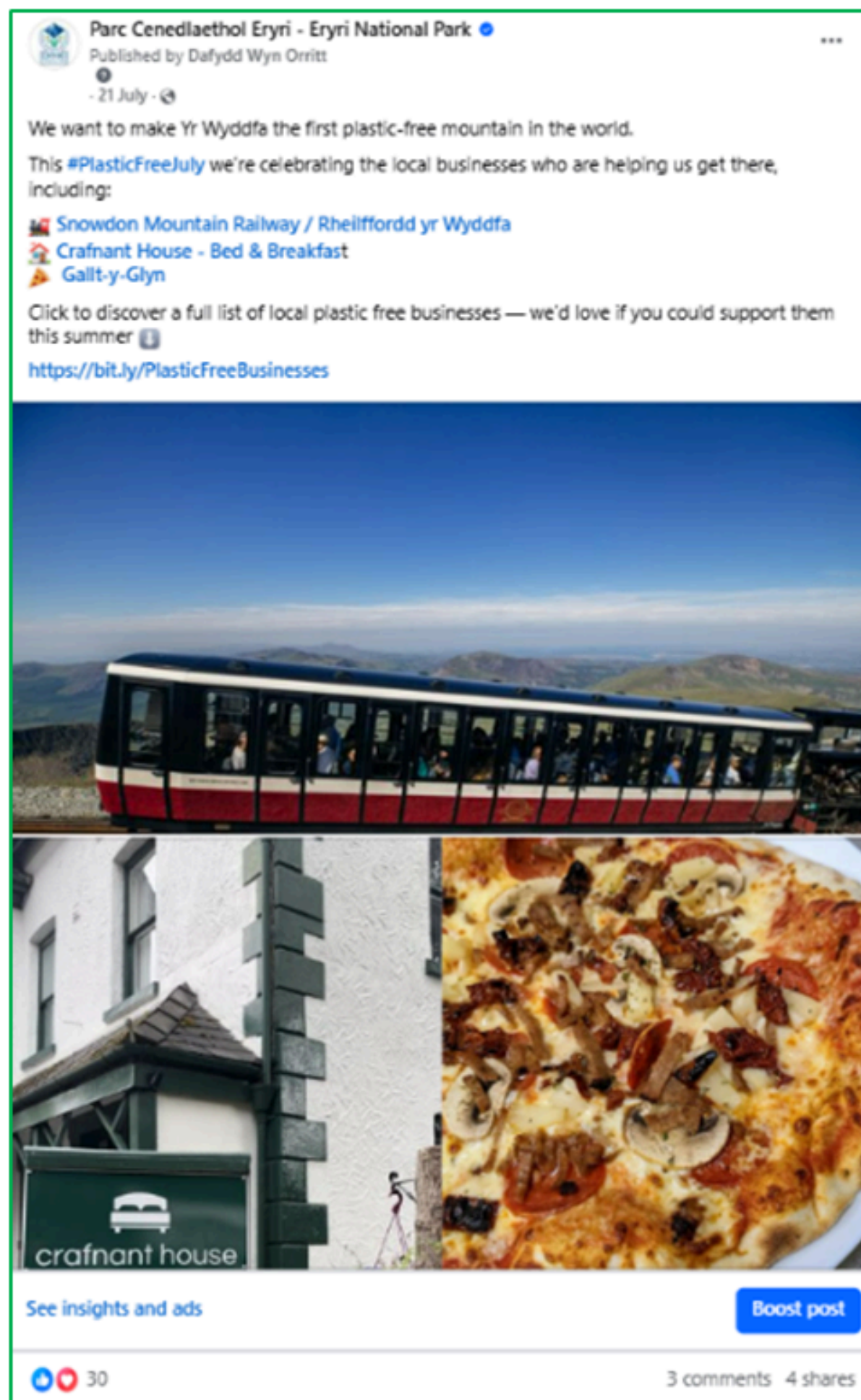
Social media

- After identifying key barriers to the desired visitor behaviour, our organic social media content calendar across both phases focused on tackling five core themes: **Culture, Congestion, Community, Environment** and **Safety**.
- We delivered colour coded content schedules for client approval and posted across the ENPA Facebook, Instagram and X channels – with a focus on highly sharable short-form video content.
- Our reactive, native approach to video creation saw us exploit the very latest trending audio and trending topics to maximise reach and engagement opportunities.
- This was aided through a series of content shoots in Gwynedd and Eryri – which supplied us with reams of seasonal b-roll which we edited as/where required to jump on new trends.

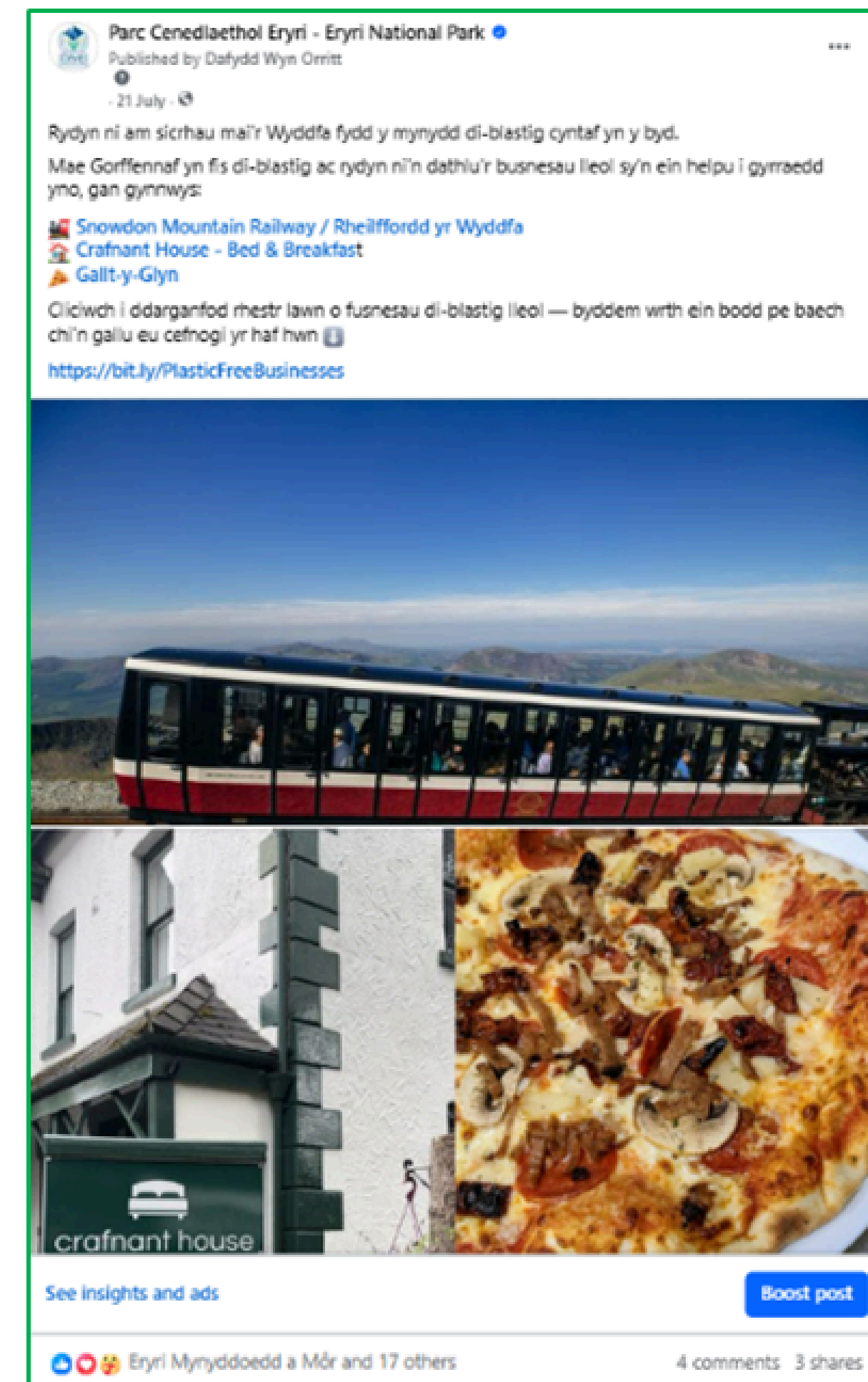
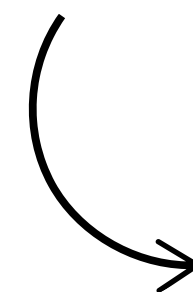
Social media content examples



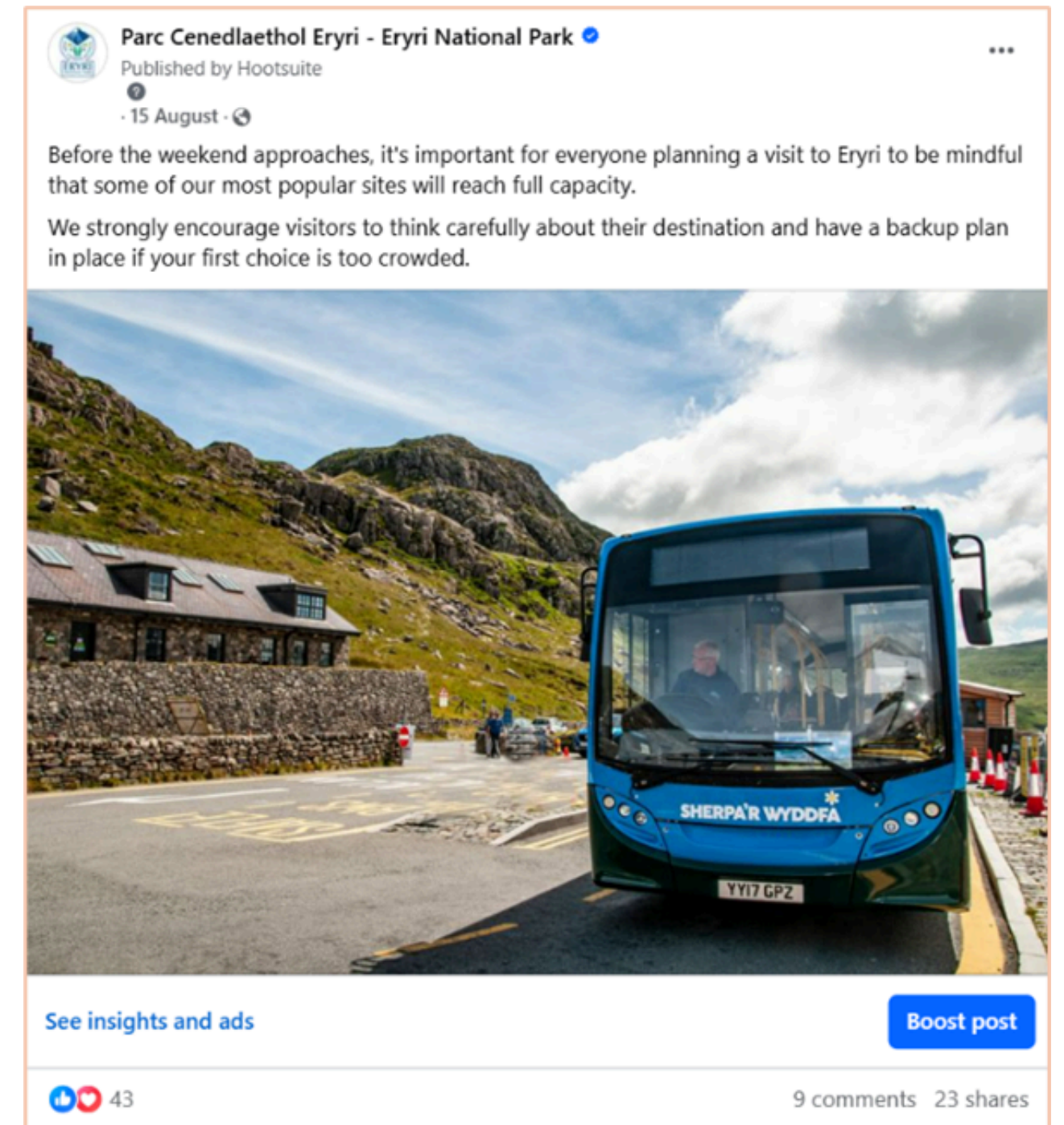
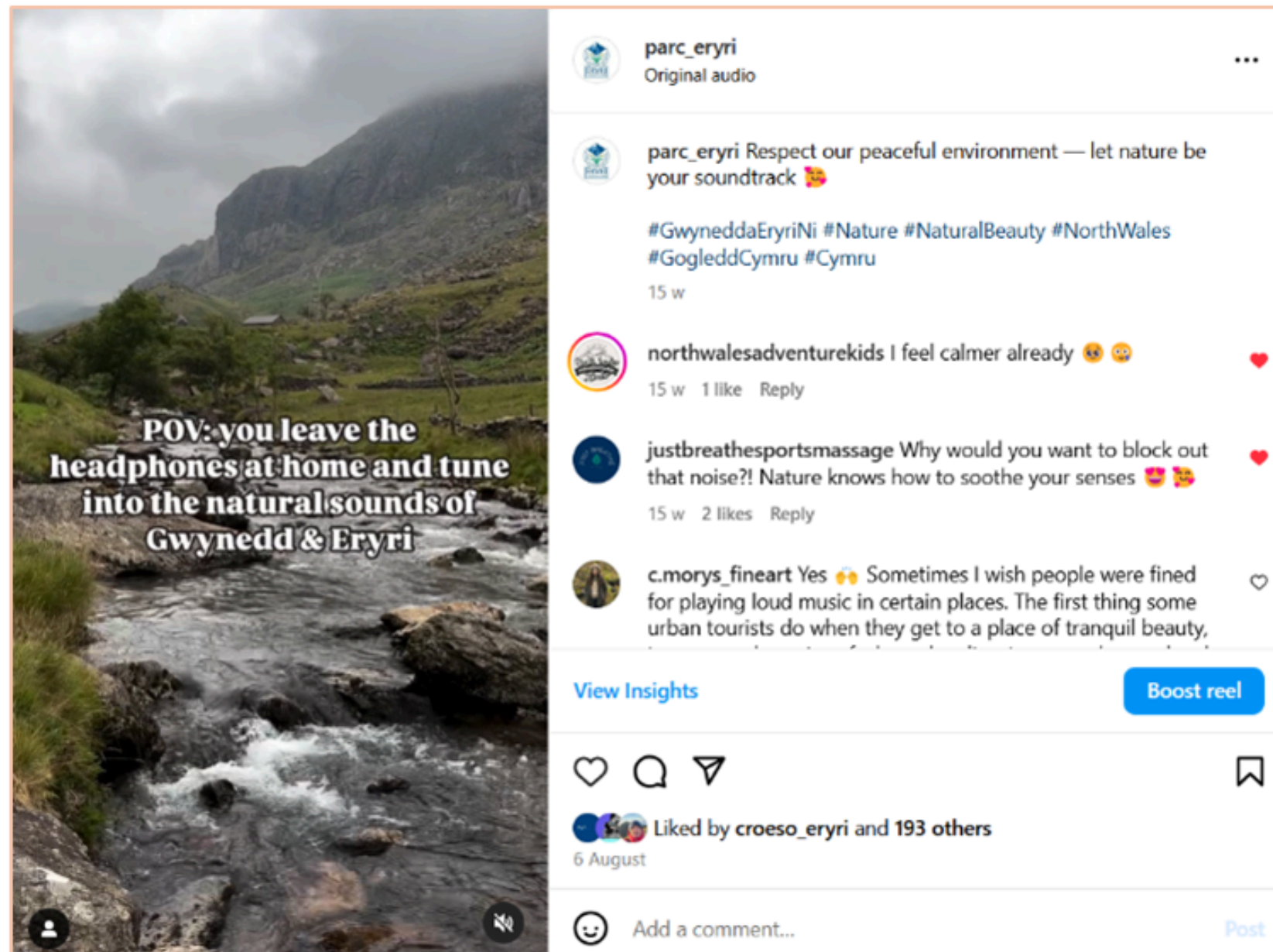
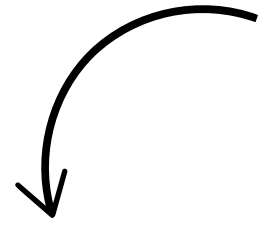
We showcased the best of Gwynedd and Eryri’s culture — by sharing folk legends such as Gelert’s story, the tragedy of Hedd Wyn, alongside spooky Halloween myths, thereby creating topical and informative content to boost knowledge of the area.



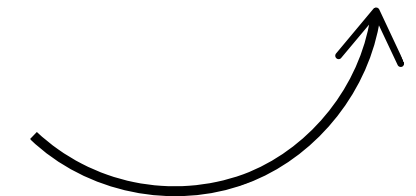
We promoted wider ENPA initiatives including Plastic Free Yr Wyddfa, to showcase some of the local businesses who are giving back to the area by working sustainably.



We worked to address growing congestion issues in hot spots across Gwynedd and Eryri by showcasing the natural beauty of the area without traffic.

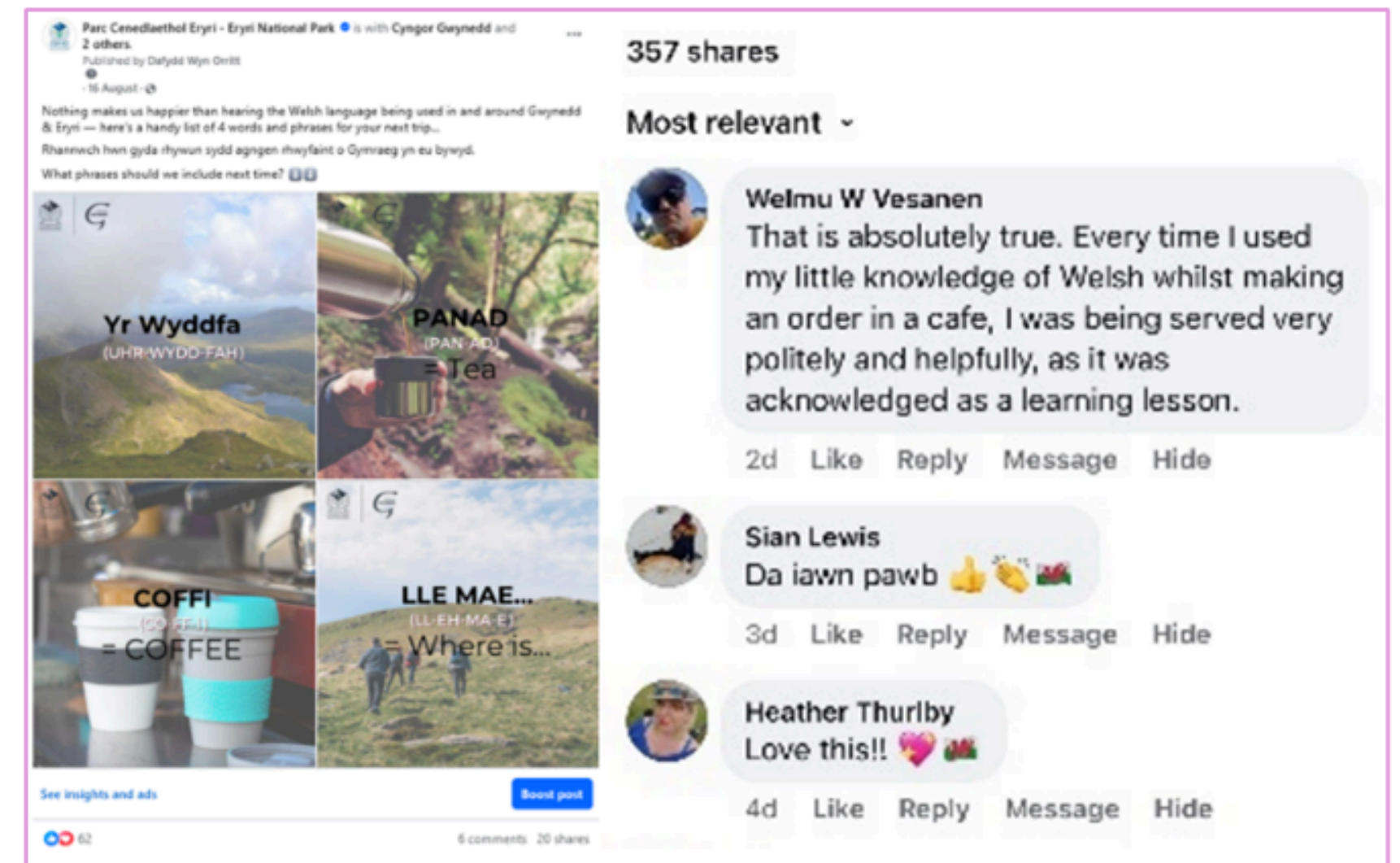


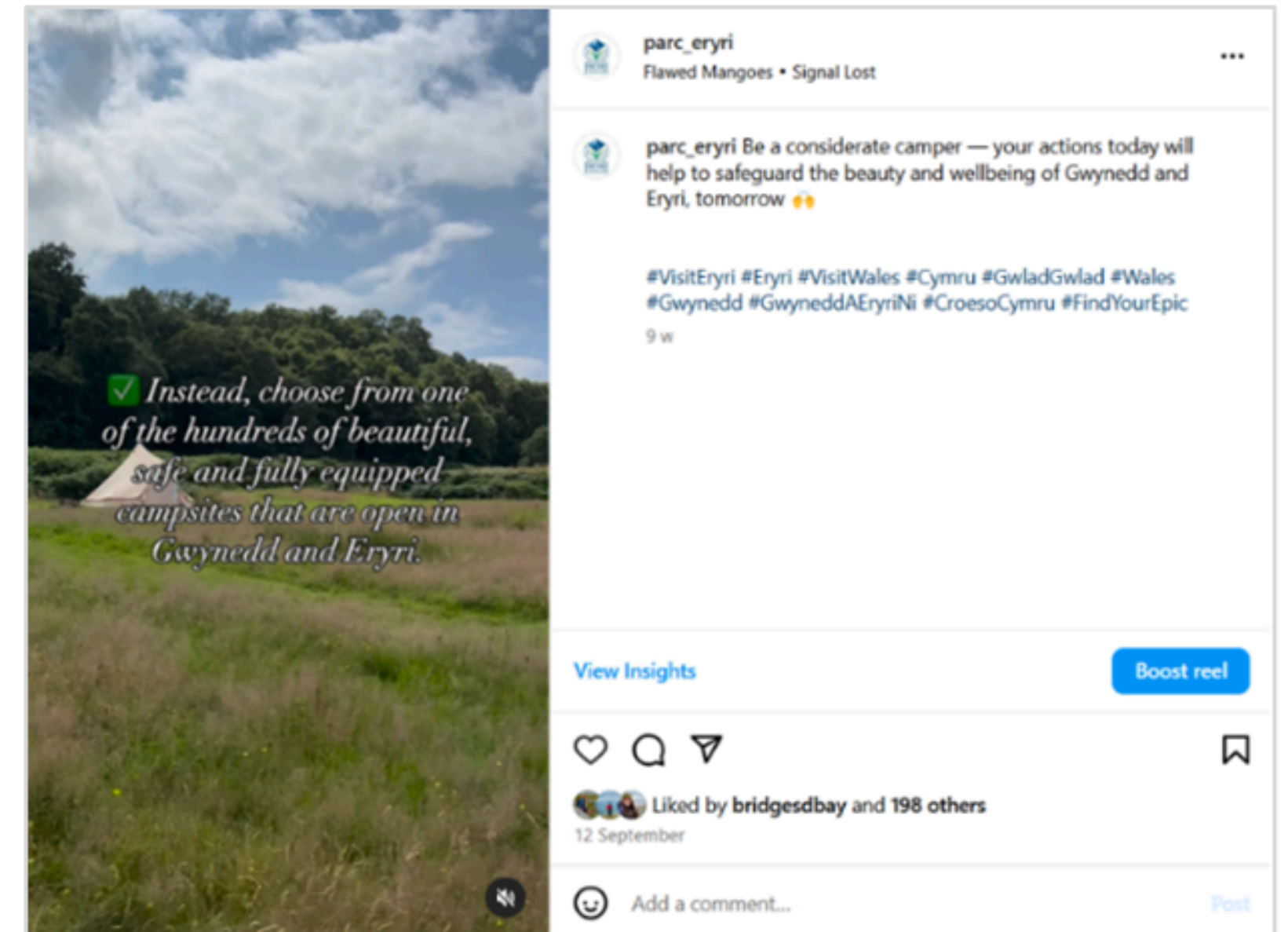
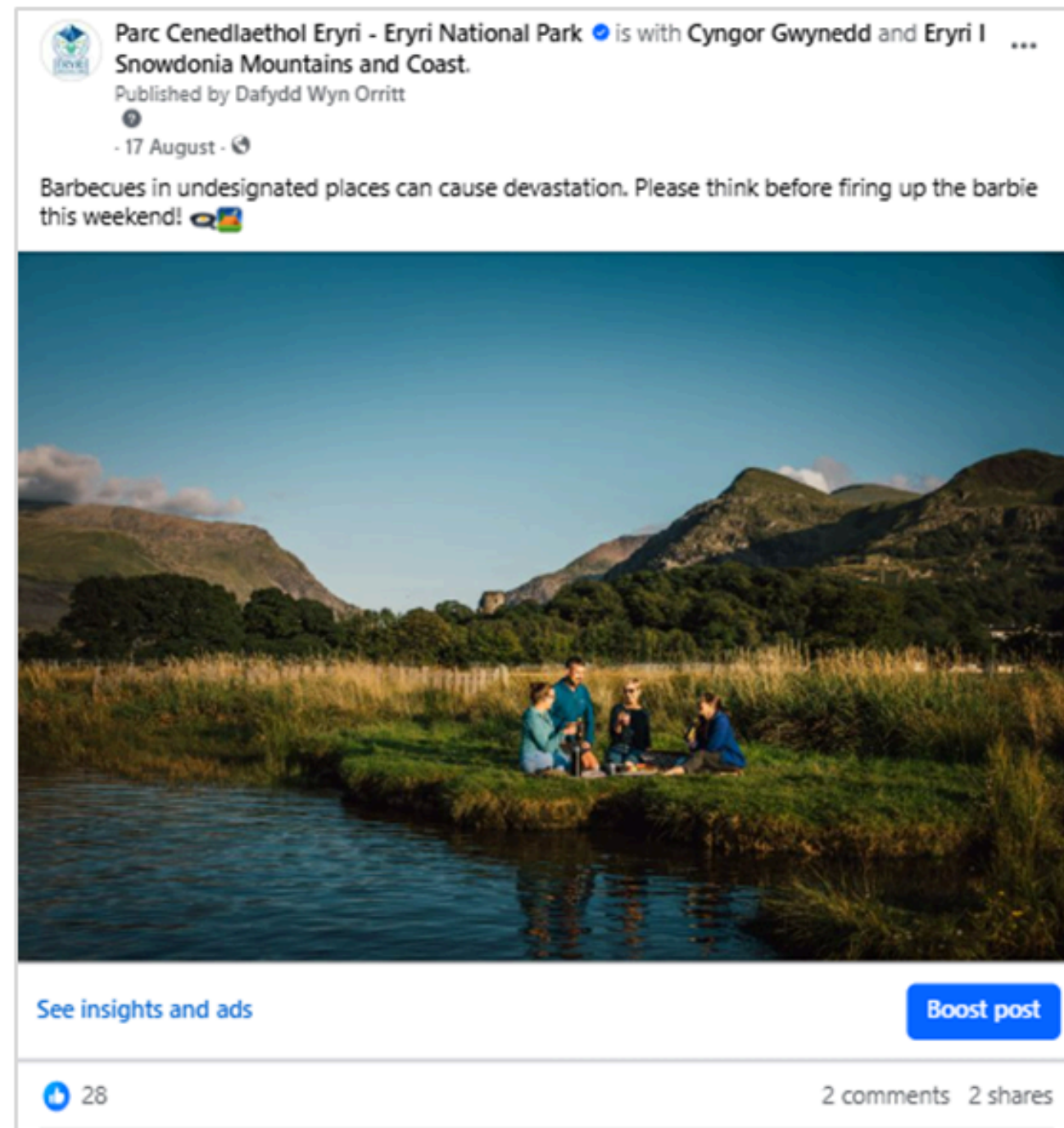
We promoted the wide array of local transport that visitors can use instead of travelling by car – to help minimise congestion.



We provided easy ways for visitors to use the Welsh language on their visit - while simultaneously showing how important it is to local residents.

This content is among the highest shared posts ever on the ENPA channels.

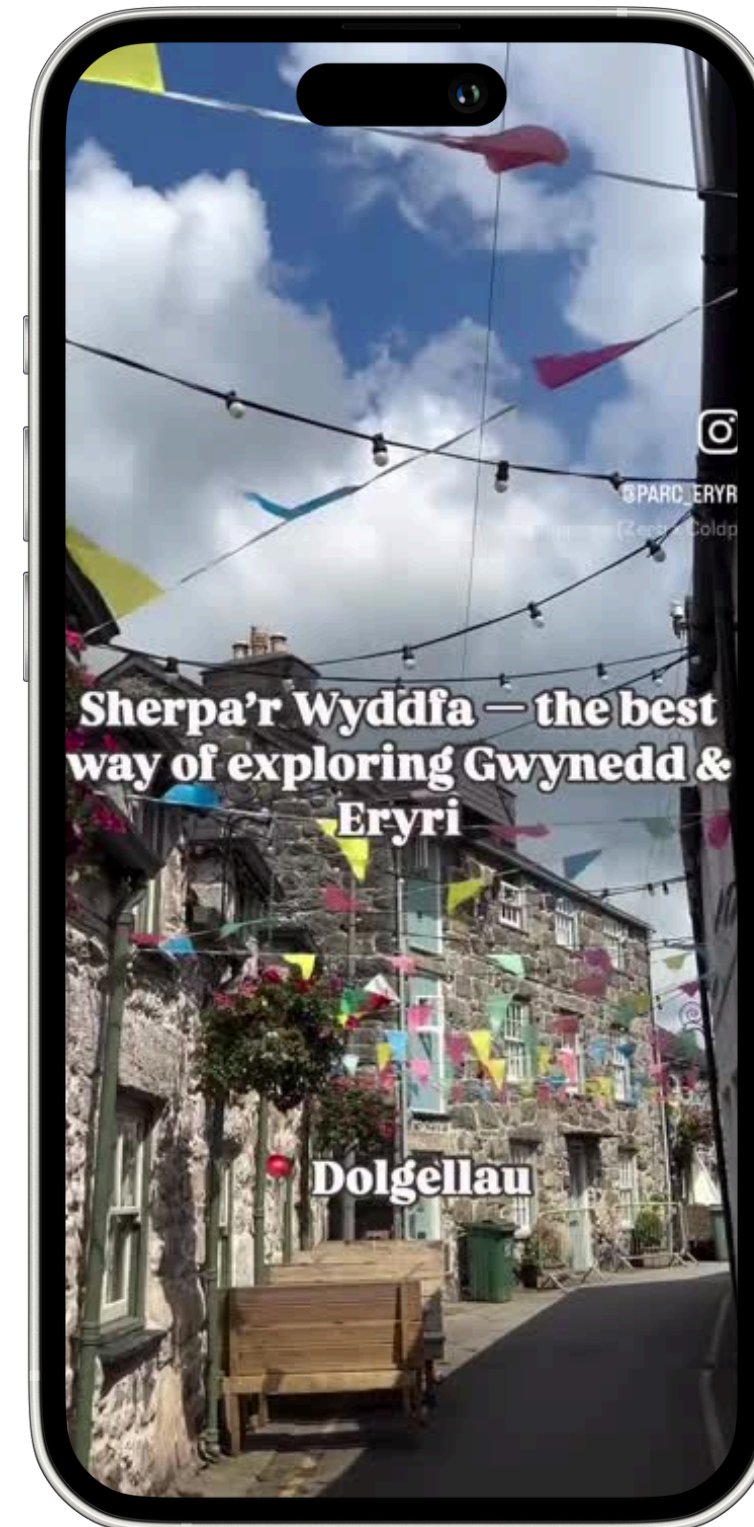
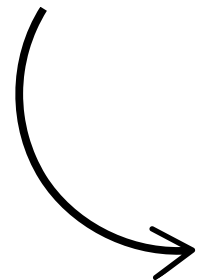




We shared safety messaging throughout the campaign, (especially during peak season) to minimise key issues such as: the use of single use barbecues, illegal parking and camping in undesignated areas; and to ensure visitors were consistently mindful of coast/mountain safety guidance.

Short-form video results

The short-form video content we created across the campaign attracted over **160,000** video views on Instagram and Facebook.



Sustainability video series

- Over the course of the campaign, our team travelled across Gwynedd and Eryri to not only capture 9:16 b-roll content, but also interviews with local business owners.
- For maximum engagement, each video case study was edited and posted as an Instagram reel – to highlight the sustainability ethos and efforts of different local businesses.
- From pizzerias to bed and breakfasts, Eq covered x3 different businesses who are paving the way in running sustainable businesses across the region.
- What's more, each contributor is part of the Eryri Ambassador scheme, which enabled us to promote and raise awareness of the scheme and its benefits to business owners in Gwynedd and Eryri.

Sustainability video series

22,977 Video views,
18,987 Reach

12,164 Video views,
16,294 Reach



Glaslyn Pizzeria, Beddgelert.



Graig Wen, Dolgellau.



Plas Coch Bed and Breakfast, Llanberis.

5,122 Video views,
3,364 Reach

Meta and TikTok Advertising


Our paid campaign was delivered in two phases, aligning with the wider campaign strategy to target multiple different demographics – from young couples and families to empty nesters and seasoned travellers.

The ads included a mix of awareness, video view and link click campaigns, containing general messaging to align with the five core themes: Culture, Congestion, Community, Environment and Safety; plus, adverts directing users to read and agree to the visitor pledge. More on this later.

We adopted a fully reactive approach – with ad performance monitored in real time and A/B tested for the best possible results. Plus, results/insights from phase one (e.g., best performing messaging/media, audience sentiment) were used to inform our approach to phase two. Eq will supply findings from both phases separately to this evaluation

Our paid content reached almost **400,000** target users, generated **26,470** engagements and **23,209** direct link clicks across Facebook, Instagram and TikTok.

Meta and TikTok Advertising



Parc Cenedlaethol Eryri - Eryri
National Park

Sponsored · 🌐

X⋮

See the faces behind the places — get to know the locals who live and work in Gwynedd and Eryri; and find out how your visit can support them this autumn.



snowdonia.gov.wales

Communities | Eryri
National Park

Learn more



Parc Cenedlaethol Eryri - Eryri
National Park

Sponsored · 🌐

X⋮

Eryri yw Parc Cenedlaethol mwyaf Cymru, ac mae'n cwmpasu 823 milltir sgwâr. Gyda'n gilydd, byddwn yn ei warchod ar gyfer cenedlaethau'r dyfodol.

Gwynedd ac Eryri Ni 🏞️



eryri.llyw.cymru

Llwybrau a Theithiau |
Snowdonia National Park

Learn more



Parc Cenedlaethol Eryri - Eryri
National Park

Sponsored · 🌐

X⋮

Walking season is calling. Leave the car behind and travel sustainably to your route — for an autumn of stunning scenery and less congestion 🚗🍂



snowdonia.gov.wales

Make the most of our
sustainable travel links

Learn more



Parc Cenedlaethol Eryri - Eryri
National Park

Sponsored · 🌐

X⋮

Ymwelwyr sy'n siopa ac yn cefnogi'n lleol yw ein hoff fath o ymwelwyr. Dewch o hyd i rai o'r lleoedd gorau i fwyta, yfed a siopa, yma ↓



eryri.llyw.cymru

Siopa | Snowdonia
National Park

Learn more

Visitor and business pledge

- During the campaign, two key pledges were developed to promote sustainability and responsible practices in Gwynedd and Eryri:

Visitor Pledge

This pledge, which went live during the campaign, invites visitors to commit to being responsible travellers by following seven principles designed to protect the region's unique environment, culture, and communities.

The Visitor Pledge emphasises actions like supporting local businesses, celebrating Welsh heritage, and minimising environmental impact.

Its launch successfully encouraged visitors to engage with the campaign and adopt more sustainable behaviors, aligning with the overall objectives of the initiative.

Content about the pledge generated: 117.4k reach // 5.2k link clicks

Business Pledge

The Business Pledge was developed in parallel with the Visitor version, offering practical guidance for local businesses to operate sustainably and encourage their customers to do the same.

Although fully developed, the launch of this piece is set to go live ahead of peak season in 2025.

As such, this pledge will extend the campaign's legacy, creating additional reach and impact beyond the original live dates.

By engaging the business community, the code will further strengthen the region's commitment to sustainability and responsible tourism.

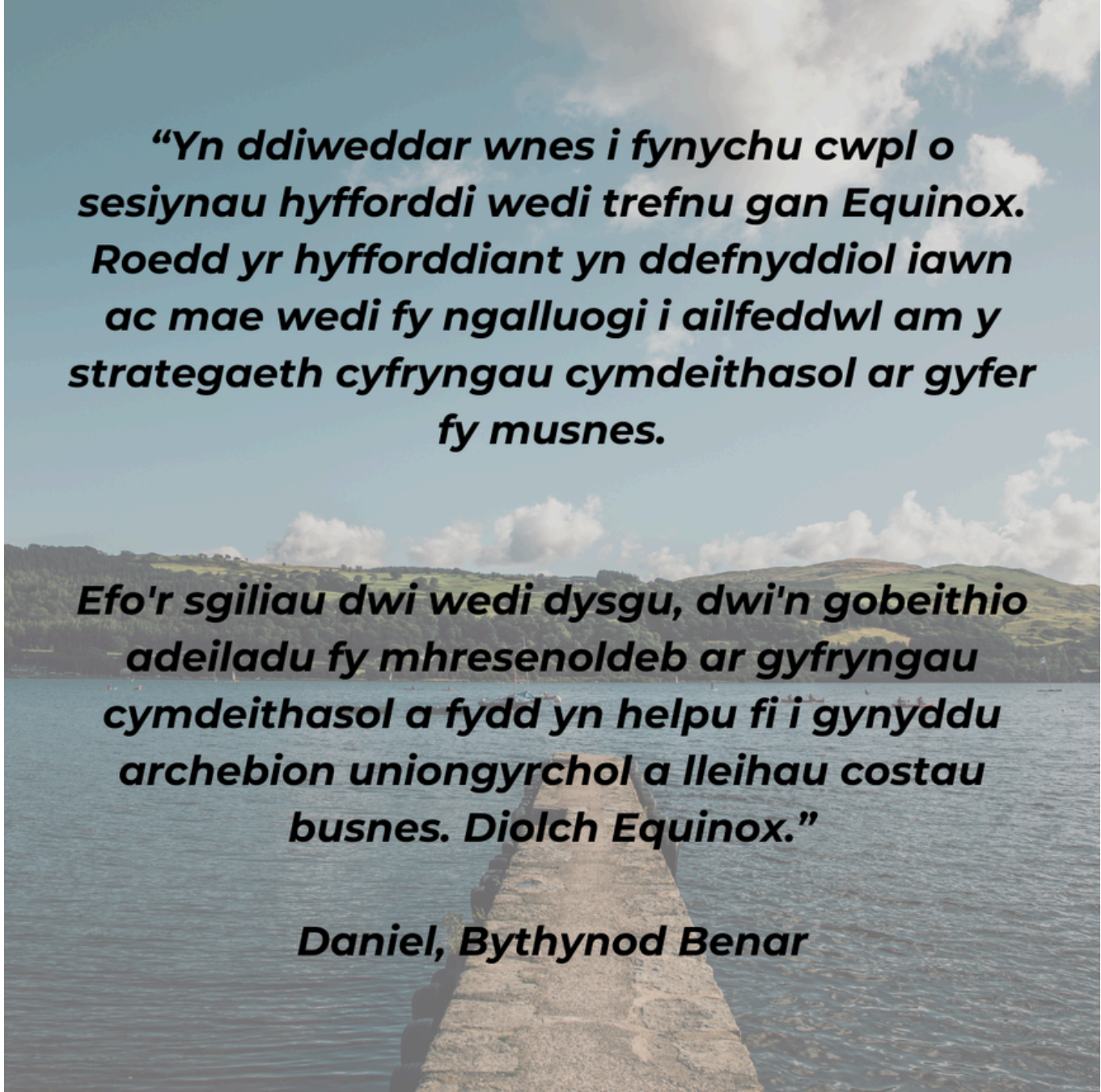
Social media training delivery

- Who better to champion Gwynedd and Eryri's countryside, culture, and sustainable tourism message than the people who know and love it best – local business owners and community members?
- Eeq delivered three bilingual social media training sessions and a series of 121s – designed to empower local voices and equip participants with the skills needed to create compelling, authentic content:
- **Unleashing your inner content creator": Instagram workshop (11 attendees)**
 - This hands-on session focused on short-form video creation and Instagram strategy. Participants were taken into Porthmadog to shoot real-time content that would showcase fresh perspectives on the region's beauty and culture.
- **Social Media Management & Responsible Tourism training (19 attendees)**
 - The other two sessions provided broader training on effective social media management, including strategies for supporting responsible tourism, accessing available funding, and promoting Gwynedd and Eryri's sustainable tourism principles.
- **121 social media and marketing support (4 attendees)**
 - Offered to attendees of the above to help them develop strategies, grow their following, create engaging, on-brand content, and grow the confidence to continue sharing our campaign's message.

Social media training delivery

- Throughout these sessions, we worked with a diverse group of 30 participants, including Gwynedd and Eryri Ambassadors, equipping them with practical skills to:
 - Capture high-quality, vertical 9:16 video content.
 - Respond creatively to briefs aligned with the campaign's key messages.
 - Generate authentic content to support the production of Instagram Reels for the campaign... and beyond!
- By empowering local ambassadors to share their stories and showcase the region through their eyes, we not only created a wealth of authentic content but also left a lasting community benefit in the form of new skills and strengthened local pride.

Training feedback received



“Yn ddiweddar wnes i fynychu cwpl o sesiynau hyfforddi wedi trefnu gan Equinox. Roedd yr hyfforddiant yn ddefnyddiol iawn ac mae wedi fy ngalluogi i ailfeddwl am y strategaeth cyfryngau cymdeithasol ar gyfer fy musnes.

Efo'r sgiliau dwi wedi dysgu, dwi'n gobeithio adeiladu fy mhresenoldeb ar gyfryngau cymdeithasol a fydd yn helpu fi i gynyddu archebion uniongyrchol a lleihau costau busnes. Diolch Equinox.”

Daniel, Bythynod Benar



“Something must be going right since then as my latest Facebook post has blown up a bit with over 36,000 views and counting! I think it's the timing of posting pictures of twinkly lights and one of Dolgellau's legendary festive baguettes that has done it....

It was good to have your advice on specific issues I have with my social media work and pick up some tips to try.

If we had more time, or in a seminar session, it would be useful to have your feedback on my posts to get your impressions of the content I'm posting and how it could be improved.”

Sarah, Graig Wen.

The Gwynedd and Eryri Sustainable Visitor Economy Module

- To support a sustainable future for Gwynedd and Eryri, we developed the Gwynedd and Eryri Sustainable Visitor Economy Module – in collaboration with ENPA and CG.
- This digital training resource, which aligns with the Sustainable Visitor Economy Plan 2035, will launch on the Wales Ambassador Scheme website in spring 2025 – again driving impact of this campaign way beyond live activity dates.
- The module will equip local business owners with tools to attract eco-conscious visitors, showcase local products and services, and adopt sustainable practices. Plus, it provides practical guidance on responsible tourism, promoting public transport, and fostering collaboration across the region.
- By protecting and promoting Gwynedd and Eryri's unique qualities, the module aims to ensure long-term economic resilience and enhance the quality of life for those who live and work in the region.

What's next?

- Eq has created a suite of pending content to develop the campaign further in 2025.
- Contents include: the Business Pledge, Ambassador Module, multiple blog posts and a comprehensive bank of b-roll footage – all designed to equip CG and ENPA with components to launch a strong start to the campaign from spring 2025 onwards.
- These resources are designed to position partners with the tools and materials needed to hit the ground running, ensuring maximum impact and a seamless execution.

Results vs. KPIs

- Reached **1.2M** individuals through organic and paid social media content = 70% of target met, with the remaining reach due to be secured once delayed campaign contents have gone live in 2025.
- Secured **23,209** campaign web hits across platforms = **+232%** vs KPI
- Maintained an average social media engagement rate of **14.29%** = way exceeding the target of 5%, with anything between 3-6% regarded as 'excellent' by industry standards.
- Generated **162,298** video views = **+811%** vs KPI.



Diolch!