



Eryri National Park Authority

Strategic Equality Plan Annual Report 2024 – 25

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

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1. Introduction

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

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

Who is protected under the Act?

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

The new general duty covers the following protected characteristics:

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

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

Specific Duties

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

The specific duties in Wales cover:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing impact
- Equality information

- Employment information
- Pay differences
- Staff training
- Procurement
- Annual reporting
- Publishing
- Welsh Minister's reporting
- Review
- Accessibility

Both the general duty and the Wales specific equality duties came into force on the 6th of April 2011. In addition, the Socio-economic Duty under Section 1 of the Equality Act 2010 was enacted on the 31st of March 2021; requiring us to consider how our strategic decisions might reduce inequalities resulting from socio-economic disadvantage.

This annual report summarises the progress made by the Authority in complying with these statutory requirements.

The Eryri National Park Authority Strategic Equality Plan for the period 2024-28 was formally adopted by the Performance and Resources Committee on the 20th of March 2024.

2. Identifying and Collecting Relevant Information

Statistical Information

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

The ONS have also published topic summaries on:

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

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

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

During the year, the Authority commissioned Yr Wyddfa User Survey, which provided a comprehensive response from the 1,366 people surveyed which allowed us to assess visitor demographics, experiences and behaviours. In addition to this information, staff conduct smaller localised questionnaires and visitor data is used from various sources to enable the authority to gain a wider picture of the people who visit the area.

Information and Engagement

During 2024/25 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars and online meetings, workshops and in-person consultation and information events.

As a small Authority, working in partnership is an important part of how we get things done, and 2024-25 has shown once again how important this is. In a time of continued financial challenges, sharing resources and expertise with our partners and co-producing important plans and strategies to address Eryri's challenges as well as to make the most of its opportunities, is essential.

An important element of this work is the engagement and consultation that takes place with local communities to enable information to be shared and to give people an opportunity to give their views over numerous challenges the National Park Authority and its communities are facing, along with their views on proposals for actions to address those issues.

Work commenced this year on reviewing Cynllun Yr Wyddfa (Management Plan). This process has included: a review of recent or ongoing consultations; a series of workshops with Eryri NPA staff, partners, and stakeholders; and a public consultation that involved direct engagement with both primary and secondary schools in the Yr Wyddfa area, as well as community drop-in sessions.

Another element of partnership working was the adoption of the Strategic Plan for a Sustainable Visitor Economy in Gwynedd and Eryri (2035). This year officers from the NPA and Cyngor Gwynedd have been formalising operating structures. Conwy County Borough Council have now committed to taking the Memorandum of Understanding through their democratic processes and rural Conwy will become official members of the Plan by May 2025. The first annual Action Plan is in the process of being completed and reported upon.

During the year, the largest consultation took place around the proposed introduction of the Article 4 Direction. The consultation and public engagement went beyond the statutory requirement, with every household within the National Park receiving a letter to inform them of the proposal. The public consultation attracted 357 written responses, and it's fair to say that opinions were divided within the communities of Eryri as to the potential effects that the introduction of the Article 4 Direction would have. With any new and innovative proposal which cannot draw upon exact historical precedents, this is to be expected. The Authority provided a comprehensive response to all concerns raised during the consultation; and provided data and information where available to assist the assessment of the various predicted implications. After analysing all the information and available evidence, a decision to proceed with the Article 4 Direction was taken in January 2025, which came into force on the 1st of June 2025.

Another significant public consultation undertaken this year surrounded the future of Plas Tan y Bwlch. The initial decision to put the site up for sale attracted significant media attention and a strong public reaction. To address concerns, the Authority held an all-day drop-in session for the public on the 14th of October 2024. The session was well attended by 180 members of the public, which gave them an opportunity to express their views on the future of Plas Tan y Bwlch and the surrounding woodlands, including Llyn Mair. Further regular drop-in sessions are to be held in the future as and when progress is made on the site.

And finally, it is good to report that the trial Community Forum to try out a different approach to consult with Community and Town Councils was successful. The forum will now be used as part of the wider consultation process of reviewing the Eryri Local Development Plan and Cynllun Eryri over the next few years.

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

Right at the very beginning when the Equality Act 2010 came into force, Eryri joined forces with all six north Wales Local Authorities, the Betsi Cadwaladr University Health Board, North Wales Police, North Wales Police and Crime Commissioner, and the North Wales Fire and Rescue Service under the collective banner of North Wales Public Sector Equality Network (NWPSSEN). This enabled the public sector partners to develop and facilitate innovative joint consultation and engagement exercises across the region which resulted in the development of Equality Objectives.

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

The 7 adopted North Wales Equality Objectives are:

1. Outcomes in **educational** attainment and well-being in schools are improved.
2. We will take action to ensure we are an **equal opportunities employer** and reduced pay gaps.
3. We will take action to improve the **living standards** of people disadvantaged by their protected characteristics.
4. We will improve **health, well-being and social care** outcomes.
5. We will improve **personal security and access to justice**.
6. Increase access to **participation** to improve diversity of **decision making**.
7. Tackle **socio-economic disadvantage** by offering inclusive services to minimise inequalities of outcome in line with the Socio-economic Duty.

In addition, this Authority has an additional Equality Objective:

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

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

4. What was Achieved

Objective: We will take action to ensure we are an **equal opportunities employer** and reduced pay gaps.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Assess, evaluate, monitor and take available steps to address the gender pay gap data on an annual basis.	The data collected will inform any future changes to the Recruitment Policy.	Sex	Head of Human Resources

2024/25 Update Report:

Data for 31.03.2012 established the baseline which based on median hourly rates was:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£13.61	£12.77	£12.77	Nil	£0.84
Part time	£8.00	£8.00	£8.00	Nil	Nil
All Staff	£12.77	£8.72	£9.91	£1.19	£4.05

Data for 31.03.2024 is shown below:

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

Data for 31.03.25 is shown below:

2024	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	£18.26	£18.26	£18.26	NIL	NIL
Part time	£13.05	£13.47	£13.47	NIL	NIL
All Staff	£18.26	£16.10	£16.37	£0.27	£2.16

The above figures have been calculated using the MEDIAN.

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

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

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

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

Below is the data calculated on the MEAN averages

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

For the year ending in 31.03.25, the mean hourly rate of pay for all men is £18.43 and the mean hourly rate of pay for all women is £16.97. This gives a gap of 8.60%.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Introduce a policy and / or guidelines on flexible working.	An effective and fair policy will be able to address barriers some people with protected characteristics face to accessing or staying in work.	All	Head of Human Resources

2024/25 Update Report:

Super Flexi-Time Scheme – Permanent Adoption

Following a successful 12-month trial period, the Super Flexi-Time scheme has now been adopted permanently. Feedback from staff highlighted significant improvements in work-life balance, with many reporting that the increased flexibility has positively supported their health and wellbeing. This decision reflects the Authority's continued commitment to fostering a supportive and adaptable working environment.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Human Resources

2024/25 Update Report:

Equality training modules are available via ELMS (Electronic Learning Management System), a platform used across the National Parks. During this reporting period, the Authority has translated two mandatory ELMS electronic learning courses for all staff - **Dignity and Respect at Work** and **Bullying and Harassment in the Workplace** - to support equality.

Making these courses available in both Welsh and English ensures that all staff can access essential training. This step further enhances the Authority's commitment to implementing an effective equality training programme, helping to foster a more inclusive, respectful, and supportive workplace for everyone.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Introduce a policy and / or guidelines to help support staff who are experiencing domestic abuse.	Directly supports the well-being of effected staff.	All	Head of Human Resources
<p><u>2024/25 Update Report:</u></p> <p>As part of the Authority's commitment in supporting staff wellbeing and promoting a safe and inclusive workplace, the Head of HR developed and adopted a comprehensive Domestic Abuse Policy in January this year. This policy provides clear guidance and support mechanisms for staff who may be experiencing domestic abuse, ensuring they feel safe, heard, and supported within the workplace.</p> <p>To coincide with the launch of the policy, awareness posters were produced and placed in staff toilets across Authority buildings. These posters help staff identify signs of domestic abuse and provide information on how to seek help confidentially.</p> <p>This action not only strengthens our approach to safeguarding and staff welfare, but also enhances our equality training programme by:</p> <ul style="list-style-type: none"> • Raising awareness of domestic abuse as a workplace issue. • Encouraging a culture of openness and support, where staff feel empowered to seek help. • Promoting early intervention, which can lead to better outcomes for those affected. • Demonstrating the Authority's commitment to tackling all forms of abuse and discrimination. <p>Together, these steps contribute to a safer, more compassionate working environment for all.</p>			

Objective: We will take action to improve the **living standards** of people disadvantaged by their protected characteristics.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure all new or revised policies, plans and new projects are screened for the need to undertake full Equality Impact Assessments, and for those that do, ensure appropriate action is taken to address any negative impacts identified.	Effective assessments will ensure all policies and plans are fair. Assessments will also ensure that new projects consider accessibility issues from the outset.	All	Heads of Service, Project Managers and Lead Officers
<u>2024/25 Update Report:</u> All new or revised Strategies, Plans and Policies have undergone Equality Impact Assessment Screening during 2024/25. Full assessments have been conducted on all Strategies, Plans and Policies that have the potential to have negative and disproportionate impact on people with protected characteristics, including socio-economic cumulative impacts with regards to Strategic Decisions. If appropriate mitigating measures have been identified and put in place.			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure that all events and activities organised for the public by the Authority are inclusive and have been assessed for accessibility.	This will ensure as far as possible there are no barriers to taking part.	All	Event organisers
<u>2024/25 Update Report:</u> A wide variety of external events and activities have taken place during the year, especially during the summer months (e.g., walks, woodland yoga, children and young people educational events and activities etc.). Each event organiser is responsible for ensuring that events are fully assessed for accessibility at the same time as the comprehensive risk assessment is undertaken, to ensure all participants who wanted to take part could do so safely.			

In-person and on-line public meetings included translation facilities to enable non-Welsh speakers to fully participate and understand everyone's contribution, and headphones suitable for those who require a hearing loop. The Authority can also arrange a palantypist if required.

All publicity and promotion materials, invitations etc. are always fully bilingual.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Increase the supply of affordable housing through effective policies in the Eryri LDP and the Affordable Housing SPG.	The availability of affordable housing is important to support the local community.	All	Director of Planning & Planning Manager

2024/25 Update Report:

The Planning Policy team undoubtedly are taking a pro-active role in encouraging affordable housing by working with other agencies in the sector. They work closely with housing agencies, the Rural Housing Enabler and the Housing Authorities in Gwynedd and Conwy Councils.

However, despite this the target set out in the LDP of delivering 25 new affordable housing units per annum has been missed. There are possibly many factors at play here – challenging economic climate, deeply rural nature of some sites, and other agencies focusing on less peripheral / more viable sites.

Officers will continue to work to address these issues, and these issues will be further addressed when it comes to the imminent review of the LDP.

Running in parallel with this, is the introduction of the Article 4 Direction, which attempts to address the shortage of affordable housing by addressing the high percentages of second and holiday homes within Eryri communities. Further details of the equality and socio-economic considerations of this decision is included under part 6 of this report – Equality Impact Assessments.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure input from representatives from protected characteristic groups at an early stage, when designing or refurbishing new or existing Authority buildings.	Ensuring that the Authority buildings are accessible for all.	Disabled People	Head of Property and relevant Heads of Service
<u>2024/25 Update Report:</u> No new builds or substantial refurbishment work which involved changes to people's access and use of a building was undertaken on Authority buildings during 2024/25.			

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

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Ensure recently established Staff Health and Well-being group delivers positive actions / changes to support staff.	Positive actions will support the health and well-being of staff.	All	Head of Human Resources
<u>2024/25 Update Report:</u> <p>The Staff Engagement and Wellbeing Forum continues to drive initiatives that support staff wellbeing. A new benefit introduced this year is free parking for staff during leisure time, encouraging use of the beautiful Eryri countryside to enhance physical and mental health.</p> <p>In addition, HR and the Communications Team are developing Pwls, a wellbeing app based on the "Feelings Wheel" concept. The app allows staff to anonymously check in with their emotions throughout the week, helping the Authority identify emotional trends and tailor support accordingly. Insights from Pwls will inform targeted wellbeing activities, such as morning meet-ups or stress management workshops, ensuring staff support is responsive and evidence-based.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to work with various partners and Public Service Boards to trial at least 1 social prescribing scheme.	A social prescribing scheme will have direct positive influence on participants.	All, but particularly disabled people.	Lead Officers identified within the Plan.
<p><u>2024/25 Update Report:</u></p> <p>Following the initial pilot which ran in 2021/22, these events have grown in popularity. They are now free-standing health and wellbeing events rather than specific social prescribing sessions, as the sessions are available to anyone for free. They are advertised on social media. The only cost of running these activities were to pay the facilitators.</p> <p>In 2024, the sessions included a guided mindfulness walk every month, alternating between tranquil settings in the North and South of Eryri. This approach offered participants a variety of scenic experiences and introduced them to less-visited walking routes in the park.</p> <p>Also held were outdoor Yoga sessions at Llyn Mair and Harlech beach over the summer months, which were suitable for all abilities. Practising yoga outdoors enhances the overall experience and allows participants to engage with their surroundings, which offers numerous health and wellbeing benefits. However, forever at the mercy of the weather some sessions had to be cancelled in August and September 2024.</p> <p>Forest School sessions were also held, with the aim to provide children with opportunities to connect with nature through engaging activities and play. The goal is to foster an appreciation for the natural environment while teaching them about trees, butterflies, insects, and flowers. These sessions are designed to be both educational and enjoyable, ensuring that young children develop a lasting connection with nature. Four sessions were held in 2024 over the school holidays which were all fully booked.</p>			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to promote and enable a diverse range of	Increasing opportunities and promoting them widely, will offer more opportunities for National Park residents to	All	Lead Officers identified within the Plan.

activities that will improve people's well-being, which will include volunteering opportunities.	improve their own health and well-being.		
<p><u>2024/25 Update Report:</u></p> <p>A significant amount of new and ongoing opportunities continue to be developed/supported by the Volunteer and Well-being Officer through the implementation of the Volunteering and Wellbeing Strategy.</p> <p>People come to volunteer with us for many reasons which range from increasing social connections, developing both valuable personal and work skills and to give back and to care for their community. The Authority also benefits hugely by having volunteers helping and supporting the work of our paid staff.</p> <p>Yr Wyddfa and Cader Idris Volunteer Wardens have made an extremely positive difference once again in terms of patrolling the paths and giving out essential advice for walkers, as well as clearing the paths of rubbish. In addition, Caru Eryri focuses on various conservation activities, including litter picks, footpath maintenance, and beach cleans, to ensure the preservation and sustainability of the park. In 2024, the project introduced several new elements such as evening shifts, a hop-on-hop-off Sherpa route litter pick from Nant Peris to Beddgelert, volunteer leaders, enhanced social media presence, and a feed stand during the Marathon Eryri. The Caru Eryri team collected a total of 1426kg of litter on their patrols. The programme also continues to partner with a support group based in Bangor for refugees mainly from Syria, Afghanistan, and Ukraine, to offer regularly volunteering opportunities. This initiative provides a way for refugees to connect to their new environment and find a sense of belonging through meaningful activities.</p> <p>Engaging young people in the Authority's conservation work aims to inspire, educate and instil a sense of responsibility in the younger generation, ensuring they play an active role in preserving the natural environment while developing valuable skills.</p> <p>In 2024, our Young Rangers program recruited 11 new enthusiastic participants who embarked on a journey of outdoor adventure and conservation. In addition, we have also been actively engaging with various youth groups on conservation tasks through the Gwynedd Youth Service, Duke of Edinburgh groups, Carneddau Landscapes Partnership Project as well as various University Collaborations. We also took part in the Moving Mountains Project once again, which is designed to connect, support and inspire young asylum seekers and refugees from inner cities, through monthly visits to Eryri to participate in a variety of conservation activities.</p> <p>More detailed information is available in the Volunteer and Wellbeing Annual Report 2024.</p>			

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; ensure that Right of Way work is effectively prioritised and that responsibilities and standards are clear, with the SNPA focusing its resources and funding on multi-user trails and upland paths.	A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.
<p><u>2024/25 Update Report:</u></p> <p>Upgrading Dôl Idris Accessible Pathways: Work has been completed to upgrade 1.2km which is suitable for people of all abilities. As part of the work, stones from the Arthog quarry were used to create a path with a surface suitable for wheelchairs.</p> <p>Upgrading Llyn Tegid Access Points: The upgrade of Llyn Tegid access points including Rhiw Bryn Du and Llanycil has been completed. These are important sites in order to offer recreational opportunities to people who use Llyn Tegid for various water activities such as fishing, paddle boarding, sailing, canoeing etc.</p> <p>Pont Newydd Llwyd Tŷ Nant: A new 8m long bridge was installed on the Tŷ Nant route. Unfortunately, the old bridge (a series of concrete pipes) was causing water to overflow causing significant damage to the surface of the path. By installing a new bridge it improves the natural flow of the river and offers a better experience for walkers who decide to venture up Cader Idris.</p> <p>Mawddach Trail: One of the most popular trails in South Eryri is the Mawddach Trail. Resurfacing work has been completed to ensure it continues to be suitable for people of all abilities.</p> <p>Lôn Gwyrfaï Bridge, Rhyd Ddu: Work has been undertaken to replace the decking boards and timber seating beams along this popular multi-user bridge. This was in response to the old timber boards showing signs of rot.</p> <p>Bwlch y Moch – Phase 1: The initial phase has been completed of the Bwlch y Moch project on the Pyg Track up Yr Wyddfa. This was the construction of an overlapping stone wall, which would guide walkers along the Pyg Track rather than incorrectly ascending Crib Goch. This has proven to be an enormous success, as</p>			

can be demonstrated by the numbers of walkers who now obviously pass the entrance to Crib Goch without realising.

Old A5 – Capel Curing: The Access Footpath Team have spent time repairing the high levels of erosion and water damage on this popular multi-user route. Winter storm damage had led to deep channels forming in the path, which had an impact on the path's suitability and desirability as a multi-user path.

Cwm Pennant Bridleways: The Warden service have commissioned contractors to replace defective and broken gates along several bridleways in the far reaches of Cwm Pennant. The end result is a series of self-closing metal gates, which not only serve to improve access, but also aid the landowners in livestock control.

Cwm Marchnad – Rhyd Ddu: The Access Footpath team have undertaken urgent repair work to re-open cross drains and repair damage to the path following a winter landslide. They have also been repairing water damage to other paths in the vicinity, especially at Ffridd Uchaf, Bwlch Maesgwm and on Lôn Gwyrfai itself. Their timely intervention ensures that these popular paths remain open and accessible for their users.

Storm Damage: The Wardens have undertaken a great deal of tree clearance work following the damage caused by last winter's storms, namely Darragh and Eowyn. They have cleared trees from numerous sites, including Coed Hafod, Coed Bryn Brethynau and Lôn Gwyrfai, ensuring that these paths are able to remain open. The Wardens on occasion assist the community with tree clearances along Public Rights of Way, for instance a popular footpath in Trefriw, and part of the Carneddau Community links. This type of work is often greatly appreciated by the local community, as was demonstrated in this particular example.

Eilio to Siglen footpath improvements: The Warden and Access service arranged improvements to a large stretch of Carneddau path by installing step over stones and pitching stones on a path between Eilio and Siglen. This work was necessary to improve accessibility over extremely wet and muddy ground. The work also involved the replacement of ladder stiles with self-closing iron gates, which not only offer a marked improvement in our aim of ensuring 'least restrictive access', but also tie in with the cultural heritage of the area.

Coed Hafod y Llan, Llanbedr: Our Access Footpath Team have been working in conjunction with our Forestry department to re-open a series of circular permissive paths in our own Coed Hafod y Llan property. This, along with an improved access point and information boards provide a wonderful opportunity for the local community to enjoy the beauty and tranquility of this woodland.

Abergwyngregyn Circular Path: We have recently worked in partnership with Gwynedd Council to upgrade a public footpath in the village of Abergwyngregyn by creating a smooth aggregate path and replacing stiles with self closing metal gates. The aim of the project was to provide a safe and easier access path for the public to use, so that they can complete a circular walk using the rights of way within the community.

This continuous work by the Wardens and Access Footpath Team always works to the ethos of 'least restrictive access', e.g. endeavouring to replace ladder stiles with self closing gates wherever possible, as a means of improving access for as many people as possible.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; improve access opportunities for disabled people and socially excluded groups, by firstly identifying barriers to participation.	Once identified, a Plan can be developed to overcome the barriers and increase participation levels.	Disabled people and socially excluded groups.	Lead Officers identified within the Plan.

2024/25 Update Report:

In addition to the previous updates provided under other work streams within this report, the tramper hire service also continuous to flourish.

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

National Park's access work continues with maintenance, improvements and the development of promoted tours.

In addition, partnership work between the Protected Landscapes in Wales which is led and co-ordinated by the Inclusion, Diversity and Governance Excellence Strategic Lead, is ongoing to realise the shared vision and goals for equality, diversity and inclusion.

Work is also ongoing with the UK National Parks Equality, Diversity and Inclusion Working Group to build a co-created inclusive vision of what belonging means, with on-going work with the Protected Landscapes Partnership team around the joint UK initiatives to drive the vision actions through awareness campaigns, recruitment roadshows, and ways to gather visitor data to reflect progress.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; work with communities to further enhance understanding of the Special Qualities of the National Park	Communities on the boundary of the National Park especially the hard to reach, are identified and engaged to achieve National Park objectives.	All	Lead Officers identified within the Plan
<u>2024/25 Update Report:</u> 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 1,200 people have now qualified as Eryri Ambassadors. Ongoing work – work has been completed for a re-qualifications module for 2025 and has been launched. A module on the Carneddau Scheme will go live in early 2025 and a specific module on safety messages and Mentrau'n Gall will be launched in 2025.			
Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Continue to promote and proactively offer services through the medium of Welsh.	Raise awareness amongst the public that all services are available to them in Welsh.	All	Head of Administration and Customer Care & all staff.
<u>2024/25 Update Report:</u> 95.6% of the Authority's staff are bilingual, ensuring that services are available in the language of choice for members of the public. Having such a high percentage of staff who can communicate in Welsh and English enables the Authority to provide a fully bilingual service. That being said, the biggest risk to the Authority remains the ability to recruit suitably qualified staff who can communicate in Welsh to the required level for vacant posts. The Authority continues to ensure that all virtual meetings, committees, events and webinars are able to have full translation facilities in the same way as previous in-person meetings. Yr Ysgwrn continues to offer opportunities for socialising through the Welsh language, through volunteering, attending events and taking part in activities.			

Welsh language and the promotion of Welsh culture are integral to the projects and engagement programs of the Carneddau and Harlech Landscape Partnership and Ardudwy schemes.

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

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

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Working in partnership to promote public health and well-being campaigns.	Raise awareness amongst the public of services available to them.	All	Head of Administration and Customer Care & all staff.

2024/25 Update Report:

In the run up to and during HIV Awareness Week which ran from the 18th to the 24th of November 2024, the North Wales Public Sector Equality Network (NWPSSEN) ran an educational promotion and awareness raising campaign via Social Media on both the importance of HIV Testing and on tackling the stigma surrounding HIV.

This campaign was undertaken in partnership with Public Health Wales, and it involved community and third sector groups as well as public authorities.

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

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Continue to raise awareness about hate crime, particularly during Hate Crime Awareness week with our North Wales partners.	One consistent message, led by North Wales Police and the Office for the Police and Crime Commissioner, across North Wales will have a greater impact.	All	Head of Administration and Customer Care

2024/25 Update Report:

The Hate Crime Awareness Week ran from 12th to the 19th of October 2024.

A co-ordinated social media campaign was ran by all north Wales public sector partners (which includes the Authority) during this time, which used consistent images and messages to reinforce key messages of identifying and reporting hate crime.

In addition, the North Wales Public Sector Equality Network (NWPSSEN) ran an educational promotion and awareness raising campaign via Social Media on Holocaust Memorial Day, Anti Slavery Day, International Day of Older Persons, World Mental Health Day, and throughout Black History Month.

Objective: Tackle **socio-economic disadvantage** by offering inclusive services to minimise inequalities of outcome in line with the Socio-economic Duty.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with other public sector organisations and partners to share best practice.	This will enable the sharing of best practice and ideas to ensure correct implementation of the duty.	All	Management Team & Heads of Service
<u>2024/25 Update Report:</u> The Head of Administration and Customer Care continues to play an active part in the North Wales Public Sector Equality Network, where best practice is shared and support and advice is always available from other public sector organisations. As time and resources allow, joint work and projects are also undertaken so that all public sector organisations can make the best use out of their limited resources.			

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

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
To raise awareness and enhance staff and Members understanding on various different Equality, Diversity and Inclusion (EDI) issues.	This will ensure that staff and Members are supported in developing their knowledge and understanding.	All	Inclusion, Diversity and Governance Excellence Strategic Lead
<u>2024/25 Update Report:</u> Regular newsletters are sent out to all staff in the Landscapes Wales family which aim to raise awareness of EDI issues, and where relevant to provide details of online learning resources as well as training available. During the year, various information and resources was shared during Pride month, including information on The Rural LGBTQ+ Network. The Network aims to give a voice to LGBTQ+ people and their allies, with the overall aim of having rural			

organisations, colleges and businesses to make it known that they are welcoming places for LGBTQ+ people.

As part of Black History 365, a year-long initiative organised by Race Council Cymru to celebrate the Black community's contribution to Welsh history; the Chair of Black History 365 gave a presentation to the 2024 National Parks Wales Seminar, which had the theme of Landscapes for Everyone. In addition, various other resources were also shared amongst staff. It is hoped that by expanding the focus beyond the traditional Black History Month, the programme aims to offer a platform for all year long engagement, recognition and celebration of the rich tapestry of Black history and culture across various regions of Wales.

In addition, Open to All – Resource Hub is available to all staff, which includes an accessible events guide, access statement guides, easy read help, image library to increase representation, case studies and best practice.

Tirlun was also launched in 2024 – a learning resources for anyone working with children and young people to learn about landscapes and the outdoors through promoting landscape and nature awareness.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
To provide support and (where relevant) training to staff on ensuring that their Equality Impact Assessments are robust.	This will increase awareness and develop their skills.	All	Head of Administration and Customer Care

2024/25 Update Report:

The Head of Administration and Customer Care usually works with relevant individual staff members on developing an Equality Impact Assessment for the Plan, Policy, Strategy being reviewed or developed and on any Strategic Decision being undertaken. This ensures as far as possible, that the assessments are as robust as they can be, and where applicable also include a robust assessment of the socio-economic impact of Strategic Decisions.

During the year the way the Authority conducts the standalone Welsh Language Impact Assessments was identified as good practice by the Welsh Language Commissioner. As a result, The Head of Administration and Customer Care was asked to give a presentation at the Welsh Language Commissioner's 'Key Lines of Enquiry: Policy Making Standards' seminar in November 2024.

5. Training

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

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

6. Equality Impact Assessments

The Authority has systems in place to screen and impact assess any new or revised strategies, plans, procedures, practices or any major decisions it makes. During the year, 9 screening assessments were undertaken, of which only 2 required a full equality impact assessment.

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

Conservation Area Project: Conservation Area Appraisals and Management Plans

The project consists of an appraisal of the 14 Conservation Areas, and the subsequent production of 14 Conservation Management Plans with recommendations for action in terms of maintenance, repair, and energy efficiency retrofitting.

The project could have a direct impact on every residential and business property, which in turn would have a direct impact on those who are living and working within the Conservation Areas within the Eryri Local Planning Authority area. Due to this a full impact assessment was undertaken.

Amongst other things, an assessment of the engagement and consultation process was undertaken, which found that the engagement process went beyond the legislative requirement. It was hoped that this will ensure that all relevant stakeholders and interested parties are aware of the intention and had ample opportunity to voice their opinion through the appropriate methods.

The Potential Sale of Plas Tan y Bwlch

In July 2024, the whole of the Plas Tan y Bwlch site including Llyn Mair and the Woodlands was put up for sale on the open market. This followed years of unsuccessful work to find a sustainable long term solution to sustain core activities and generate income to secure the site.

The impact assessment identified all the individuals and groups that would be directly and indirectly affected by the sale and to what extent through an in-depth analysis of available data. The inclusion of Llyn Mair and the surrounding woodland and paths as part of the sale was identified as having the potential to have the most overall impact on the local community. As the ownership of Llyn Mair and the woodlands directly align with not only the Authority's Well-being Objectives but also National Park purposes, as such its disposal was identified as having the potential to be incompatible with our purposes. The subsequent public consultation responses confirmed the negative impact.

The impact assessment concluded that Authority should give further consideration to this aspect of the sale, and consider the viability and practicality of all available options to securing permanent footpath access around Llyn Mair for future generations.

7. Employment Information

The duty requires the following information on employment:

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

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

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

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

Total Number of employees on 31st March 2025 = 136

Age profile

24 and under	7
25 – 34	25
35 – 44	31
45 – 54	31
55 – 64	33
65 and over	9

Distribution of Female / Male

Female	73
Male	63

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

2 members of staff were on maternity leave.

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

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

Men and women employed, broken down by:

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

The following table show the distribution of men and women employed by grade by working pattern and contract type as at 31.03.2025 (the Authority has several different job titles within grades):

		Working Pattern						Contract Type					
		Full time		Part time		Flexible		Permanent		Tempor-ary		Fixed Term	
Grade	Pay/ Hour	F	M	F	M	F	M	F	M	F	M	F	M
MW	£11.44	1	0	0	0	0	0	0	0	0	0	1	0
1	£12.36	0	0	1	1	0	0	1	1	0	0	0	0
2	£12.65	0	0	0	2	0	0	0	2	0	0	0	0
3	£13.05	1	1	6	2	0	0	1	1	0	0	6	2
4	£13.26	1	3	13	4	0	0	9	7	0	0	5	0
5	£14.39	6	8	0	0	0	0	5	8	0	0	1	0
6	£15.68	5	3	3	0	0	0	5	3	0	0	3	0
7	£16.88	9	10	2	1	0	0	6	10	0	0	5	1
8	£18.72	6	15	0	0	0	0	6	14	0	0	0	1
9	£20.48	3	2	0	0	0	0	3	2	0	0	0	0
10	£21.52	3	5	0	0	0	0	2	4	0	0	1	1
11	£22.65	4	1	1	0	0	0	4	0	0	0	1	1
12	£23.70	2	1	1	0	0	0	2	1	0	0	1	0
13	£24.75	1	2	1	0	0	0	2	2	0	0	0	0
14	£25.79	0	0	0	0	0	0	0	0	0	0	0	0
15	£27.37	0	0	0	0	0	0	0	0	0	0	0	0
Chief Officer - Director	£35.62	0	0	0	0	0	0	0	0	0	0	0	0
Interim Deputy Chief Executive	£42.57	0	1	0	0	0	0	0	0	0	1	0	0
Chief Officer - Chief Executive	£46.73	0	1	0	0	0	0	0	1	0	0	0	0

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

Where applicants have completed monitoring forms:

Application Forms – 359

4 – Left sex blank

4 – Not answered either ethnic or sex

Ethnic Origin

332	White
5	Mixed – White and Black African
1	Mixed – White and Black Caribbean
3	Mixed - White and Asian
4	Asian, Asian British, Asian Welsh, Asian English, Asian Scottish
4	Asian, Asian British, Asian Welsh, Asian English, Asian Scottish - Indian
2	Asian, Asian British, Asian Welsh, Asian English, Asian Scottish – Pakistani
1	Black, Black British, Black English, Black Scottish, Black Welsh
3	Prefer not to say

Sex

228	Male
121	Female
2	Other

Disability

33 applicants with an impairment they wanted to tell us about

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

	Applications	Appointments
Male	3	3
Female	5	3
Total	8	6

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

56 applications were made by females who were successful in attending their training.

86 applications were made by males who were also successful in attending their training(some staff applied and attended on more than one occasion).

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

Female	1
Male	1
Total	2

Employees subject to disciplinary procedures

There were no staff members that were subject to disciplinary procedures during this period.

Employees who have left the authority's employment

Female	17
Male	15
Total	32

Mae'r ddogfen yma hefyd ar gael yn y Gymraeg

This document is also available in Welsh