

NOTICE OF MEETING



Eryri National Park Authority

*Jonathan Cawley
Chief Executive
Eryri National Park Authority
Penrhyndeudraeth
Gwynedd LL48 6LF
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Meeting: Eryri National Park Authority
Date: Wednesday 10 December 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,
Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas.*

This Agenda is also available in Welsh



A G E N D A

		Page Number
1.	Apologies for absence and Chair's Announcements	
2.	Corporate Update To receive an oral update from the Chief Executive.	
3.	Public Question Time The Authority has allocated up to 20 minutes at the start of its meeting to allow members of the public the opportunity to ask specific questions that relate to the work of the Authority (apart from planning applications) that is relevant to the Park's duties and purposes. Questions must be submitted in writing (by post or e-mail) to the Director of Corporate Services at least 7 days prior to the meeting.	
4.	Declaration of Interest To receive any disclosure of interest by members or officers.	
5.	Minutes The Chair shall propose that the minutes of the meeting of this Authority held on 10 September 2025 be signed as a true record. (Copy herewith)	4 - 10
6.	Matters for Information arising from the minutes	
7.	Action Sheet To submit the Action Sheet, for information and decision. (Copy herewith)	11 - 12
8.	ENPA Member Representation on the Trawsfynydd Site Stakeholders Group To receive an oral update by the Director of Corporate Services. (Copy herewith)	
9.	Financial Audit Plan 2023-24 To submit a report by the Audit Manager. (Copy herewith)	13 - 38
10.	The Authority's Risk Register To submit a report by the Director of Corporate Services. (Copy herewith)	39 - 58
11.	Draft Statement of Accounts 2023-24 To submit a report by the Chief Finance Officer. (Copy herewith)	59 - 171
12.	2025/26 Budget Update To submit a report by the Head of Finance. (Copy herewith)	172 - 180

13. **Base Revenue Budget 2026/27** 181 - 184
To submit a report by the Chief Finance Officer. (Copy herewith)

14. **Addressing the Financial Challenge** 185 - 192
To submit a report by the Chief Executive Officer. (Copy herewith)

15. **Income Generation – Review Parking Charges** 193 - 197
To submit a report by the Head of Property. (Copy herewith)

16. **Section 6 Report** 198 - 221
To submit a report by the Head of Conservation, Woodland and Agriculture.
(Copy herewith)

17. **Implementing Audit Wales’s Recommendations following Risk Assessment** 222 - 269
To submit a report by the Chief Executive Officer. (Copy herewith)

18. **Dignity at Work Policy** 270 - 290
To submit a report by the Head of Human Resources. (Copy herewith)

19. **Members’ Working Group Report** 291 - 305
To submit the report of the Members’ Working Group meetings held on 3
September, 15 October, 12 November 2025. (Copies herewith)

20. **Standards Committee Minutes** 306 - 309
To submit the Minutes of the Standards Committee held on 19 September 2025 for
information. (Copy herewith)

21. **Meetings of Other Organisations**
To receive oral reports from Members on any recent meetings which they have
attended as representatives of the Authority.



MINUTES
ERYRI NATIONAL PARK AUTHORITY
WEDNESDAY 10 SEPTEMBER 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillor Edgar Wyn Owen (Chairman), Elwyn Edwards, Delyth Lloyd Griffiths, Louise Hughes, Meryl Roberts;

Members appointed by Conwy County Borough Council

Councillor Ifor Glyn Lloyd, Nia Owen;

Members appointed by the Welsh Government

Rhys Evans, Salamatu Fada, Tim Jones, Delyth Lloyd, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Keira Sweeney, Naomi Jones, Dewi Aeron Morgan, Sian Owen, Elliw Owen, Bethan Hughes, Eifion Jones.

The Director of Corporate Services announced that the meeting would be broadcast on the web, and that it would also be available online later.

1. Apologies for absence and Chairman's Announcements

Apologies were received from Councillor Annwen Hughes, Elfed Powell Roberts, John Pughe Roberts, Einir Wyn Williams, Jo Nuttall, and Naomi Luhde-Thompson.

The Chairman reported that, over the summer months, he had:

- visited the Royal Show in Llanelwedd;
- visited the Meirionnydd Show in Tywyn;
- visited the National Eisteddfod in Wrexham, where there was an intention to sign a twinning agreement with Los Alerces National Park, but it was not possible to do so, and the date for signing would have to be rescheduled;
- attended a meeting of the Eryri Community Fund (a fund worth £100,000 from the Welsh Government), to decide which associations and projects within the Park would receive grants;

He said that he had received a request from some members of staff and officers to remind Members to respond to emails from the Democratic Services Officer, especially when trying to organize events that required figures for refreshments or translation services.

2. Corporate Update

An oral update was *presented* by the Chief Executive.

Welcomed:

- Salamatu Fada was welcomed to her first meeting of the Authority,

- the complete Leadership Team was welcomed to a meeting of the Authority for the first time.

Reported:

- that the arrangements for *the Welsh Members' Seminar* to be held on October 1-2 had been completed, and that the conservationist and author, Carwyn Graves had been invited to speak at the end of the first evening;
- that the *Ffermio Bro* panel met for the first time in August, that £300,000 worth of grants had been provided for agri-environment schemes, that many of the schemes were innovative and exciting, and that another panel had been arranged for the end of September;
- that the Authority's Staff were currently organizing for the celebration of 75 years since the establishment of the Park, in October 2026, and a report would come before the Members' Working Group in October to discuss the preparations;
- that the Authority had received a grant from the Welsh Government, *Sustainable Lands and Sustainable Places*, and that £100,000 had been provided to local projects;
- that the Welsh Government had encouraged the Authority to submit a bid for underspend funds within the year, and that the Leadership Team had prepared a package of projects to present to the Government;
- an Induction Session for new Members of the Authority would be held after the meeting;
- that the Induction Session for New Members of the British National Parks was being held in Northumberland in November, that two Members of the Authority were attending but there was a possibility that there would be room for more;
- that the Leadership Team were meeting the Pembrokeshire Park's and Beacons' Leadership Teams in Pembrokeshire that week;
- the CEO would be meeting the Deputy Director of the Government department responsible for the Parks at the same time.

3. Public Questions

No questions were received from the public.

4. Declaration of Interest

No declaration of interest was made.

5. Minutes

The minutes of the Authority's meeting held on 11 June 2025 were *presented* and *adopted*, and the Chairman signed them as a true record.

6. Matters for information arising from the minutes

None

7. Action Sheet

The Action Sheet was *presented* by the Director of Corporate Services.

Reported:

- Item 16 of the Authority's Meeting 8 February 2023 (Terms and Conditions of Service of the APCE Senior Management Team: Directors) had been carried out and could be deleted from the Action Sheet;

- Item 4 of the Authority's Meeting 11 June 2025 (Corporate Update) had also been carried out and could be deleted from the Action Sheet.

Recommended: that both items be removed from the Action Sheet.

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

8. **Annual Report 2024-25**

An oral update was *presented* by the Director of Corporate Services.

Reported:

- that the Draft Annual Report being presented reported in an understandable manner the work the Authority had carried out in terms of realizing its Well-being Objectives during 2024-25.

Noted:

- that the Report noted the situation at the end of the year 24-25, and therefore did not note any developments that took place after that;
- there was no consistency in the use of certain terms (e.g. "continuous", "to be continued", "continually") and that it was not clear whether the different terms had the same meaning; it was explained that the various terms and expressions was simply due to differences in language use by different heads of departments; it was suggested that the use of terms should be standardized and harmonized for clarity.

Recommended: - that the Authority adopt the Annual Report and approve its publication.

Resolved: — **to adopt** the Report and approve its publication.

9. **Plas Tan y Bwlch – Update**

A report was *submitted* by the Chief Executive.

Reported:

- that much work had been carried out under the leadership of Naomi Jones, the Director of Land Management;
- that the feedback from the community had been positive, and that several stakeholders were keen to work together on the project;
- that the serious financial situation remained unresolved and that the Authority continued to keep a close eye on the situation.

The Director of Land Management *reported:*

- that the architects *Donald Insall Associates* had been commissioned to assist the Authority in preparing plans and documentation to support the application for the 'development phase' of the Lottery application;
- that a meeting had been arranged with *Donald Insall Associates* within the month to organize the way forward;
- there had been a meeting with Cadw over the summer, that they were extremely supportive, and that they had referred to their grant application process to look for matching funds from them for the bid;
- that the timetable and figures of the application remain unchanged:
 - submission of the development phase application in February 2026 (application for £325,000 – 90% of which from the Heritage Fund, the rest from other streams);
 - expected to hear whether the application was successful or not in May or June 2026;

- submission of the major application (the delivery phase application) for £9 million in 2027 (we would have to source £1.5 million ourselves).

Noted:

- there were people currently staying at the Plas, generating income, and this demonstrated that it could be successful;
- that the intention was to own only one centre, and it was hoped that the costs would not be much higher than they were at the current time;
- that there had been some discussion regarding the future of the Headquarters, but that discussions with those who had shown an interest in the future of the Headquarters could not begin until after being informed whether the application had been successful; if it was successful, discussing its future with local people would be a priority;
- that the intention was to prepare the planning application and listed building permission by the submission of the delivery phase application at the end of 2027 with the intention of being ready to start the work once the official permission came from the Fund.

Recommended: – note the content of the report and give any feedback on the process.

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

10. **Welsh Government Strategic Grant Letter: Targets and Reporting Mechanism**

A report was *presented* by the Chief Executive.

Reported:

- that the report was being presented for information purposes and that a fuller report would be presented at the next meeting of the Performance and Resources Committee in November;
- that the Strategic Grant Letter outlined the priorities of the Cabinet Secretary for Climate Change and Rural Affairs for the coming year;
- the priorities of the Letter would be incorporated into the Authority's Corporate Work Programme;
- that a monitoring programme and targets were included with the Letter for the first time and would have to be reported on every six months.

Recommended: – to note the report for information

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

11. **Membership of the Standards Committee**

A report was *submitted* by the Director of Corporate Services.

Reported:

- that the term of the former chairman of the Standards Committee, Mr Martin J Hughes, had ended and that the Authority therefore had to agree to establish an interview panel and begin the process of appointing an Independent Member to the Committee.

Recommended: – that the Authority advertise the post of Independent Member of the Standards Committee for a period of five years and establish an Interview Panel of five in accordance with the Regulations to include one Lay Member to be chosen by the Monitoring Officer

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

12. **Update on the 2025/26 Budget**

A report was *presented* by the Head of Finance.

Reported:

- that the report was based on the first 4 months of the financial year (1 April 25 to 31 July 25) and that it was an update on the original budget approved in February;
- that the 25/26 salary agreement was now known, and that it came to around 3.2% on the budget, which was more than expected, but that additional money had already been set aside from slippage, and that it would not affect the deficit at the end of the year;
- the slippage had been added to the 24/25 slippage;
- in terms of the revenue budget, it was still the expectation to end the financial year with a deficit of £600,000;
- in terms of the capital budget, that there was not much change to report, but that the Welsh Government had asked us to put in a bid for an end-of-year grant.

Recommended: – to approve the report and note the current financial situation for 2025/26

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

13. **Medium Term Financial Plan (MTFP) 2025/26 – 2028/29**

A report was *submitted* by the Chief Executive and the Chief Finance Officer.

Reported:

- that the paper set out what was predicted to happen in the coming years;
- that it used an inflation rate of 2%;
- that the Authority's main source of funds was the grant received from the Welsh Government, which was £4.3 million this year; that it was not expected that the grant would increase greatly in the coming years;
- that grants sometimes came at the end of the financial year as well, but that it was difficult to plan based on these because of the uncertainty of knowing whether the grant would be received or not;
- that a deficit was predicted in the coming years and that there was financial pressure on the Authority but that there were reserves, and that those reserves were healthy;
- that the Chief Executive intended to submit a report to the Members' Working Group in October on plans on how to respond to the shortfall.

At the end of the presentation, the Chief Executive was asked to present to the Authority's next meeting how much less money the Authority had received from the Welsh Government in the last ten years. The Chief Executive agreed to do so.

Recommended - that the Members: –

- (i) Note and respond to the issues that have been identified in the MTFP;
- (ii) Adoption of the Medium Term Financial Plan as a Working Document.

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

14. **Yr Ysgwrn Annual Report 2024/25**

A report was *submitted* by the Director of Land Management.

Reported:

- that there was an opportunity to increase income by offering a tenancy for the Ysgwrn bungalow, and that the Head of Property continued to work on this, but that the work had taken longer than desired because the bungalow's Energy Performance Certificate (EPC) performance was not good enough and failed to meet the requirements of Renting Wisely Wales;
- an application would have to be submitted to renew the accreditation status of the Ysgwrn museum in January 2026; that this must be done every five years, and that it meant reaching the highest standards in terms of governance, collection care and visitor experience;
- that there had been discussions with the Heritage Fund over the summer regarding closer working between the Plas, the Ysgwrn and the Betws-y-coed Visitor Centre in the long term.
- that it was intended to submit financial applications within the next two years to record the tenth anniversary of the re-opening of the site and that the intention was to enable the creation of a strategic program for activities and the appointment of a development officer;
- it was hoped to appoint a new Head of Cultural Heritage within the next few weeks.

Noted:

- that the bungalow could bring a medium annual income in rent.

Recommended: – that members receive the report for information and discuss any issues that require further attention

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

15. **Replacement Eryri Local Development Plan – Delivery Agreement**

A report was submitted by the Head of Planning Policy.

Reported:

- that the Delivery Agreement was divided into two sections, namely the Timetable of all the key stages, and the Community Involvement Plan;
- the process would last 4 years and that it included specific steps;
- a consultation on the draft Delivery Agreement was held with stakeholders between 16 May and 27 June 2025; 27 comments were received following the consultation;
- that the document had been slightly changed:
 - to improve clarity
 - to give an update on the Regional Strategic Plan
 - to include several additional stakeholders

Recommended: – To approve the Delivery Agreement to be submitted to the Welsh Government by the Eryri National Park Authority [with an Agreement under delegated powers for modifications arising from the Welsh Government's comments].

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

16. **Welsh Members Seminar 2025**

A report was submitted by the Head of Administration and Customer Care.

Reported:

- that it was Eryri National Park's turn to host the Wales National Parks Members

Seminar this year and that it was being held in Betws-y-coed on 1-2 October

- that the theme of the seminar was, "Restoring Nature: Sowing the Seeds of Change";
- that an invitation had been extended to Huw Irranca-Davies, Cabinet Secretary for Climate Change and Rural Affairs, to attend the Seminar but that no response had been received so far.

The Chairman *thanked* the Head of Administration and Customer Care and the Assistant to the Chair, Chief Executive and Leadership Team for all their work in organizing the Seminar.

Recommended: – that the Members confirm their attendance / absence at the Seminar by informing the Democratic Services Team.

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

17. **Minutes of the Performance and Resources Committee**

The minutes of the Performance and Resources Committee held on 9 July 2025 were *presented* for information.

Resolved: — to **note** the minutes.

18. **Reports of the Members Working Group**

A report *was submitted* on the Members' Working Group meeting held on 25 June 2025.

Resolved: — to **note** the report.

19. **Meetings of Other Organizations**

No Member had attended an external meeting as a representative of the Authority.

The meeting ended at 11:15



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 11.06.2025

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
18. Annual Governance Statement 2024/25	The Chief Executive to submit an Update Report on the protocol for nominating Members by Local Authorities		CE		



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 10.09.2025

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
13. Medium Term Financial Plan (MTFP) 2025/26 – 2028/29	The Chief Executive to submit figures on “how much less money the Authority had received from the Welsh Government in the last ten years”.		CE		

**Item No. 9**

MEETING	Authority
DATE	10 December 2025
TITLE	Financial Audit Plan 2023-24
REPORT BY	Rachel Freitag, Audit Wales
PURPOSE	To present an audit plan covering the audit of the 2023-24 financial statements and the 2025-26 performance audit programme

Eryri National Park Authority— Audit Plan 2025

Audit year: 2024 & 2025

Date issued: December 2025



Contents

Contents	2
Introduction	4
Our aims and ambitions	5
Financial audit work	6
Performance audit work	14
Other statutory audit functions	17
Audit fee	17
Audit team	20
Audit quality	22
Supporting you	23

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We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

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

Introduction



Adrian Crompton

Auditor General
for Wales

I am pleased to share my latest Audit Plan with you. Given the continued delays to the financial audit timetable, this audit plan covers the audit of the 2023-24 financial statements and the 2025-26 performance audit programme.

My audit team has developed the Plan following a structured and risk-based planning process, which will remain ongoing throughout the audit. My [Code of Audit Practice](#) provides further detail on how my audit and certain other functions are to be carried out by my auditors.

At the core of all our work is our commitment to maintaining the highest standards of professional integrity, objectivity, independence and audit quality. Our three lines of assurance model (page 22) sets out how we will ensure those standards of quality are met. Our latest annual quality report, [Audit Quality Report 2024](#), provides more information about our audit quality arrangements.

My audit team will work constructively with your staff to understand the issues you are facing, ensure the audit process operates as smoothly as possible, and provide valuable insights about any areas for improvement.

My local performance audit work programme, as outlined in this Plan, sits alongside other [national audit work](#) that may include coverage of your organisation. Local performance audit work may also inform wider national reporting.

Should you have any questions about your audit my audit team will be happy to discuss them with you. They will also keep you regularly updated as work progresses.

Our aims and ambitions

Our purpose



Assure people that public money is being managed well



Explain how that money is being spent



Inspire the public sector to improve

Our vision



Fully exploiting our unique perspective, expertise and depth of insight



Strengthening our position as an authoritative, trusted and independent voice



Increasing our visibility, influence, and relevance



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

Our areas of focus



A strategic, dynamic, and high-quality audit programme



A targeted and impactful approach to communications and influencing



A culture and operating model that enables us to thrive

You can find out more about Audit Wales in our [Annual Plan 2024-25](#) and Our [Strategy 2022-27](#).

Financial audit work

Audit of financial statements

I am required to issue a report on your financial statements which includes an opinion on their 'truth and fairness' and their proper preparation in accordance with accounting and legal requirements.

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

In addition to my responsibilities for auditing the Eryri National Park Authority's financial statements, I also have responsibility for responding to questions and objections about the accounts from local electors (additional fees will be charged for this work, if necessary).

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

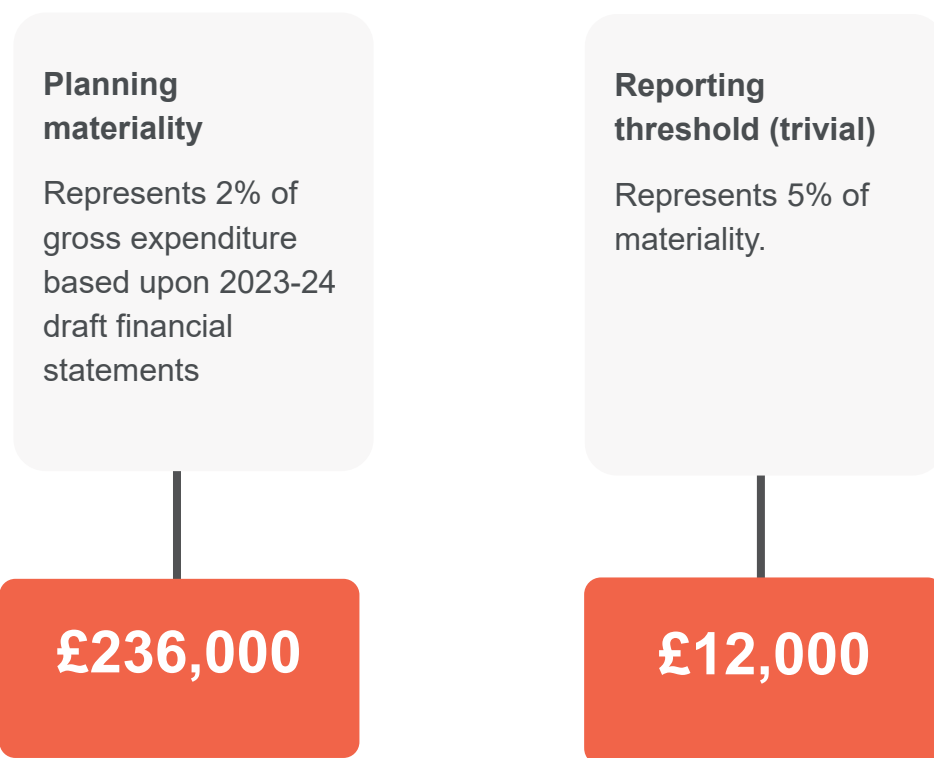
Financial statements materiality

I do not seek to obtain absolute assurance on the truth and fairness of the financial statements and related notes but adopt a concept of materiality. My aim is to identify material and correct misstatements, that is, those that might result in a reader of the financial statements being misled. Materiality applies not only to financial misstatements, but also to disclosure requirements and adherence to the applicable accounting framework and law.

I set planning and performance materiality to:

- Determine the level of misstatement that could cause the user of the financial statements to be misled.
- Assist in the scoping of our audit approach and resultant audit tests.
- Determine sample sizes.
- Assess the effect of known and likely misstatements in the financial statements.
- Report to those charged with governance any unadjusted misstatements above a trivial level, our reporting threshold.

The levels at which I judge such misstatements to be material is set out below.



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

Remuneration report £1,000	Related party disclosures £10,000 (Individuals) £236,000 (Other Bodies)
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My audit team will assess materiality levels throughout the audit.

Significant financial statements risks

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

Risk of management override

The risk of management override of controls is present in all entities. Due to the unpredictable way in which such override could occur, it is viewed as a significant risk [ISA 240.32-33].

Our planned response

My audit team will:

- test the appropriateness of journal entries and other adjustments made in preparing the financial statements;
- review accounting estimates for bias; and
- evaluate the rationale for any significant transactions outside the normal course of business.

Other areas of focus

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

Valuation of pension fund net liability/surplus

The Local Government Pension scheme (LGPS) pension fund liability as reflected in the financial statements are material estimates.

The nature of this estimate means that it is subject to a high degree of estimation uncertainty as it is sensitive to small adjustments in the assumptions used in its calculation.

The impact of economic conditions, particularly interest rate levels also has a significant impact on the liability at 31 March 2024 for example, the liability was in fact a surplus, primarily due to higher interest rates.

There are also several legal cases potentially impacting on the valuation of the net liability.

There is a risk therefore that the liability/surplus is materially misstated.

Our planned response

My audit team will:

- evaluate the instructions issued by management to their management experts (actuary) for this estimate and the scope of the actuary's work;
- assess the competence, capabilities and objectivity of the actuary who carried out the valuations;
- assess the accuracy and completeness of the information provided by the Authority to the actuary to estimate the liability;
- test the accuracy of the pension fund net liability and disclosures in the financial statements with the actuarial report from the actuary;
- assess the reasonableness of the assumptions made by the actuary by reviewing the report of the consulting actuary (auditor's expert) and undertaking any additional procedures required; and
- assess whether any legal cases could have a material impact on the net liability, and if so, confirm that this has been appropriately recognised and disclosed within the financial statements.

Valuation of land and buildings

The value of land and buildings reflected in the balance sheet and notes to the financial statements are material estimates.

Land and buildings are required to be held on a valuation basis which is dependent on the nature and use of the assets. This estimate is subject to a high degree of subjectivity, depending on the specialist and management assumptions, and changes in these can result in material changes to valuations.

Assets are required to be revalued every five years, but values may also change year on year, and there is a risk that the carrying value of

assets recognised in the financial statements could be materially different to the current value of assets as at 31 March 2024, particularly in the current economic environment.

Our planned response

My audit team will:

- review the information provided to the valuer to assess for completeness;
- evaluate the competence, capabilities and objectivity of the professional valuer;
- test a sample of assets revalued in the year to ensure the valuation basis, key data and assumptions used in the valuation process are reasonable, and the revaluations have been correctly reflected in the financial statements; and
- test the reconciliation between the financial ledger and the asset register.

Draft Financial Statements

The draft financial statements submitted for the audit in 2021-22 and 2022-23 were not of the quality expected.

Our audit work identified significant issues and errors which led to amendments to the financial statement or the need for additional audit work.

This impacted on the timely delivery of our audit.

Our planned response

- The audit team have worked with the finance team to understand the arrangements and processes established to improve the quality of the draft financial statements;
- The audit team have monitored the closedown plan and reviewed the draft financial statements and working papers following receipt to identify whether there are any issues which could impact on the audit timetable;

- The audit team will review the CIPFA Disclosure Checklist to ensure the financial statements have been prepared ensure that disclosures are complete.

Related party disclosures

The financial statements must disclose any related party relationships along with the transactions and balances between the Authority and the other body or party.

The Authority has many relationships that could be considered a related party. Many are well known for example, Welsh Government as funder.

However, where related party relationships arise via individual officer or member relationships, there is likely to be less transparency regarding these relationships. These transactions are of high interest and are considered to be material by their nature

There is a risk of material misstatement due to incomplete or inaccurate disclosures, even where these are of relatively low value.

Our planned response

My audit team will:

- review the Authority's process for identifying related party relationships and associated transactions and balances;
- undertake procedures to confirm the completeness of related party relationships; and
- ensure disclosures are complete, accurate, consistent with evidence and are in accordance with the Local Government Code.

Remuneration Disclosures

There was one new appointment to a senior post during 2023-24.

There is a risk that the post is not appropriately disclosed in the financial statements as remuneration paid to senior officers is of high interest and is material by nature. Therefore, even low value errors in the disclosure could result a material misstatement.

Our planned response

My audit team will:

- understand the movements in the senior management team during 2023-24;
- ensure that remuneration disclosed is consistent with supporting evidence; and
- ensure that amounts paid are consistent with those approved by the Authority.

Trade Creditors

Testing during the prior period audit identified that creditors were overstated. Similar issues were also reported in the 2021-22 Audit of Accounts report.

This arose as several creditor balances, which the Authority had identified as being no longer required, were incorrectly included in the balance sheet.

Our planned response

My audit team will review the Authority's aged creditors to ensure only liabilities that existed at the year-end were included in the balance sheet.

Financial statements audit timetable

Below is a timetable showing the key stages of the audit and our key audit deliverables that we will provide to you.

Exhibit 1: Financial statements audit timetable

Planning October to November 2025	Planning meeting High level risk assessment procedures Fraud risk assessment Accounting estimates planning IT environment risk assessment Indicative audit fee
Interim November 2025	Information flows Detailed risk assessment procedures IT controls review Develop testing strategy Early sample testing Draft Audit Plan
Fieldwork December 2025 to January 2026	Update risk assessment Audit of financial statements to include narrative report and annual governance statement Complete audit testing Evaluate audit findings Audit closure meeting
Reporting February 2026	Audit of Accounts Report Recommendations for improvement Present findings to those charged with governance Auditor General certification Annual Audit Summary Post project learning








Performance audit work

Proper arrangements

As set out in the Code of Audit Practice, I must satisfy myself that the Authority has made proper arrangements for securing economy, efficiency and effectiveness in its use of resources ('value for money'), and conclude accordingly.

I do this by undertaking an appropriate programme of performance audit work each year. I base my work programme on an assessment of risks of the Authority and the wider Local Government sector in Wales not having the proper arrangements in place, with the work typically focusing on the areas of greatest risk.

In designing the programme, my auditors must have considered corporate and service level arrangements, including:

- | | |
|---|---|
|  Strategic planning |  Asset management |
|  Financial planning |  Collaborative working |
|  Performance and risk management |  Overall governance. |
|  Workforce planning | |

My auditors will also have taken account of relevant work that is being undertaken or planned by other audit, regulatory and inspection bodies at the Authority.

I conduct my performance audit work using the ISSAI 3000 standard developed by the International Organisation of Supreme Audit Institutions (INTOSAI). INTOSAI is a global umbrella organisation for the performance audit community. It is a non-governmental organisation with special

consultative status with the Economic and Social Council (ECOSOC) of the United Nations.

Well-being of future generations

Section 15 of the Well-being of Future Generations (Wales) Act 2015 (the Act) requires me to carry out examinations of public bodies for the purposes of assessing the extent to which a body has acted in accordance with the sustainable development principle when setting well-being objectives and taking steps to meet those objectives.

The **Sustainable development principle** is defined as acting in a manner...

...which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.'

To do this, they must take account of the '**five ways of working**'.



Long-term



Prevention



Integration



Collaboration



Involvement

I must carry out these examinations at each public body covered by the Act at least once during a specified period.

These could be stand-alone examinations as part of my performance audit programme. However, where relevant and appropriate to do so, my auditors will integrate the work required into other planned performance audit work for the Authority. My auditors will continue to engage closely with the Office of the Future Generations Commissioner for Wales to help coordinate our respective activities.

Planned performance audit work

I set out below details of my performance audit work for the 2025-26 audit year.

Financial sustainability

The public sector faces significant financial challenges in the short, medium, and long-term that will require actions from all bodies. We have recently examined the financial sustainability of other local government bodies to gain insight and support bodies in responding to these challenges.

We are reviewing the Authority's arrangements to secure value for money when planning for its financial sustainability.

Indicative timescales

Autumn 2025

Timing of Performance Audit Work

My team have liaised with officers in the Authority to arrange exact timescales for the audit work and have communicated through a project brief. My auditors aim to substantially complete the performance audit work set out in this plan by the end of June 2026.

Other statutory audit functions

In addition to the audit of the financial statements, I have statutory responsibilities to receive questions and objections to the accounts from local electors. The Public Audit (Wales) Act 2004 sets out these responsibilities:

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

As this work is reactive, I have made no allowance in the fee below. If I do receive questions and objections, my auditors will discuss the potential impact on audit fees with the Head of Finance.

Audit fee

In January 2025 we published our 2025-26 Fee Scheme following approval by the Senedd Finance Committee which detailed the average increase to fee rates of 1.7%.

The actual fee that any individual audited body will pay depends not just on our fee rates but on the quantum of work and the skill mix required.

In 2022-23, we implemented a fundamentally different audit approach for our financial audit work, driven by revised international auditing standards. This required significant work to ensure our risk assessment procedures were appropriately completed and documented as we adopted the new standard.

Given the delays in completing the audit of the 2022-23 financial statements ss, our planning and risk assessment procedures often considered both the 2022-23 and 2023-24 financial years. As a result, we are able to realise efficiencies and reduce our audit fee for the 2023-24 audit year.

The reduction in our fee estimate it also based on discussions with officers, who have outlined actions taken to improve the quality of the draft

financial statements provided to us. These include a reduced turnover in the finance team during the year and additional external support to undertake a robust quality review of the draft financial statements. An additional bill may be required if similar quality issues to those identified with the 2021-22 and 2022-23 draft financial statements materialise.

Planning will be ongoing, and changes to my programme of audit work, and therefore my fee, may be required if any key new risks emerge. I shall make no changes without my auditors first discussing them with the Director of Finance. **Exhibit 2** sets out a further breakdown of your estimated audit fee.

I base my audit fee on the following assumptions:

- The agreed audit deliverables set out the expected working paper requirements to support the financial statements and include timescales and responsibilities.
- The audit requirements of my individual performance audit projects are met by the audited body, or suitable alternative arrangements are put in place that satisfy the needs of my audit team.
- No matters of significance, other than as summarised in this plan, are identified during the audit.

Exhibit 2: Breakdown of my estimated audit fee for 2025 (and 2024 for comparison)

Estimated fee for planned work

Audit of financial statements 2023-24	Performance audit work 2025-26
£56,884	£19,657

Actual fee for completed work

Audit of financial statements 2022-23	Performance audit work 2024-25
£73,267	£19,328 (estimate pending completion of audit work).

Audit team

My audit team will continue to work and engage remotely using technology, but some on-site audit work will continue where it is appropriate to do so.

Indeed, my audit team who were onsite during the audit of accounts work last year found the close proximity to officers a more efficient way of working, and officers have fed back positively on their experiences.

Audited bodies have a responsibility to ensure the safety and wellbeing of Audit Wales staff when they are on your premises.

The main members of my team, together with their contact details, are summarised in **Exhibit 3**.

Exhibit 3: My local audit team

Engagement Director	Matthew Edwards matthew.edwards@audit.wales	
	Financial Audit	Performance Audit
Engagement Lead	Matthew Edwards matthew.edwards@audit.wales	Gary Emery gary.emery@audit.wales
Audit Manager	Rachel Freitag rachel.freitag@audit.wales	Tim Buckle timothy.buckle@audit.wales
Audit lead	Daniel Price daniel.price@audit.wales	Bethan Roberts bethan.roberts@audit.wales

There is one potential conflict of interest that I need to bring to your attention. A member of our team has a friend working for the Authority. However, this relates to the Planning and Land Management directorate and not to officers involved in the production of the financial statements. Additional safeguards have been implemented to ensure our objectivity and independence are not compromised. There are no conflicts of interest arising in relation to our Performance Audit Work.

Audit quality

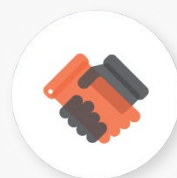
Our commitment to audit quality in Audit Wales is absolute. We believe that audit quality is about getting things right first time.

We use a three lines of assurance model to demonstrate how we achieve this. We have established an Audit Quality Committee to co-ordinate and oversee those arrangements. We subject our work to independent scrutiny by the Institute of Chartered Accountants in England and Wales and our Chair of the Board, acts as a link to our Board on audit quality. For more information see our [Audit Quality Report 2024](#).



Our People

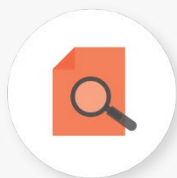
- Selection of right team
- Use of specialists
- Supervisions and review



Arrangements for achieving audit quality

Selection of right team

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



Independent assurance

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

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We welcome correspondence and telephone calls in Welsh and English.

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

MEETING	Authority
DATE	10 December 2025
TITLE	The Authority's Risk Register
REPORT BY	Director of Corporate Services
PURPOSE	To update on the Authority's Risk Register and provide an Annual Summary

1. BACKGROUND

- 1.1 The Authority has a Risk Register where risks facing the Authority are placed into three categories, namely High Priorities, Medium Priorities and Low Priorities.
- 1.2 It is a requirement that the Risk Register is presented to the full National Park Authority at least once a year to review changes to the Register over the last 12 months and to seek approval for any risks which require permanent removal from the Register.
- 1.3 This report provides an annual summary as well as an update in relation to the said Risk Register previously presented to the Performance and Resources Committee on the 9th of July 2025.
- 1.4 Risks are primarily identified through the relevant Heads of Service and the Leadership Team. The Risk Register is regularly monitored within the Leadership Team meetings, and each risk now has either a Director or the Chief Executive as the responsible officer.
- 1.5 Currently, there are 20 identified risks on the Register. Of these 4 are classed as High risks, 12 are classed as Medium risks and 4 is classed as Low risk.

New Risks

- 1.6 In March 2025, a new risk to address the complicated and dynamic situation regarding the future of Plas Tan y Bwlch was added to the Risk Register (Risk 2). This is classified as 'High Risk' and addresses the potential effects on the Authority's reputation regarding its decision making on this matter and the corresponding long term financial risks that are associated with it.
- 1.7 In September 2025, the Leadership Team added a new risk relating to the potential for both reputational and environmental damage of being unable to comply with the statutory requirements on structures and infrastructures (Risk 20). This is currently classed as 'High Risk'.

Increased Risks

- 1.8 In March 2025, the risk of a Judicial Review on the Authority relating to the decision to implement the Article 4 Direction in Eryri was increased, as the window for a legal challenge became live (however please see current situation under 1.14 below).

Reduced Risks

- 1.9 In March 2025, the score for the reputational risk regarding the Authority's management of Yr Ysgwrn (Risk 12) was reduced to reflect the proven effective management of the site. This is now ranked as 'Low Risk'.
- 1.10 Also in March 2025, the publicity risk score as a result of the Traffic Scheme / Green Key project was reduced, but remained a 'Medium Risk'. This reflects the continuing effectiveness of the partnership work in the implementation of the Parking and Transport Strategy.
- 1.11 As the Carneddau Landscape Partnership project (Risk 7) comes to its end, the risk of not fulfilling the project has reduced. This is now classed as 'Low Risk'.

Risks Removed

- 1.12 The resilience of the leadership team was removed as a risk in March 2025 following Authority approval to restructure the team and increase the number of Directors to 3.
- 1.13 The current review of the Risk Register proposes the removal of another 3 risks, the first of which is Planning Income Generation (Risk 13). Planning fees are outside of the Authority's control as they are set by Welsh Government, therefore no mitigation measures are available to the Authority. The effect of recent increases in fee levels on the number of planning applications will be closely monitored by officers; however, it is not anticipated that this will have a significant impact on planning income overall.
- 1.14 The introduction of the Article 4 Direction brought with it the risk of a legal challenge on the Authority by way of a Judicial Review (Risk 14). As the Judicial Review timeframe has now elapsed there is no longer a risk to the Authority, and this can now be removed from the Register.
- 1.15 Due to the unprecedented nature of the Article 4 Direction, the risk of insufficient staff capacity due to potential increase in workload through increased planning applications was placed on the Register (Risk 15). It has now been 6 months since the Direction was introduced, and the number of additional planning applications has been minimal. This risk can therefore be removed.
- 1.16 Here is a summary of the risks:

Risk No.	High Risk	Change
1	Insufficient Core Budget Funding.	None
2	Plas Tan y Bwlch – reputational and financial risk.	None
3	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	None
20	Unable to comply with the statutory requirements of the Authority's structures and infrastructures.	NEW

Risk No.	Medium Risk	Change
5	Income Generating Target (Information Centres).	None
6	Diminished staff resilience (due to increasing demands) as a result of austerity.	None
8	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
9	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforest project.	None
10	Poor and ineffectual management of projects by the Authority.	None
11	Yr Ysgwrn fails to generate sufficient income to meet the budget.	None
13	Income Generation (Planning).	REMOVE
15	The proposed introduction of an Article 4 Direction: Insufficient capacity to address the increase in workload.	REMOVE
16	Non-compliance with the General Data Protection Regulation 2018.	None
17	Risk of Cyber attack.	None
18	Risk (publicity) as a result of the Traffic Scheme / Green Key Policy.	None
19	Failure to fulfil the "Future Generations Well-Being" Bill requirements.	None

Risk No.	Low Risk	Change
4	Income Generation Target (Car Parks).	None
7	Risks to the HLF Landscape Partnership project on the Carneddau by failing to fulfil the project	Reduced
12	Reputational risk re. the Authority's management of Yr Ysgwrn.	None
14	The proposed introduction of an Article 4 Direction: Risk of Judicial review.	REMOVE

2. RESOURCE IMPLICATIONS

None arising from this Report

3. RECOMMENDATION







To note the contents of this report




4. BACKGROUND PAPERS







Risk Register: Updated December 2025




ERYRI NATIONAL PARK AUTHORITY RISK REGISTER




DECEMBER 2025




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			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> <p>A report on the Income Strategy to address the financial challenge was presented to the Members Working Group for consideration on the 15.10.25. Income generation principles were agreed upon as part of the Authority's Financial Strategy for the next few years.</p>	4	4	16 Red 		Chief Finance Officer	P&R Committee 09.07.25 Leadership Team 10.11.25
2	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 	<p>This complicated and dynamic situation is currently being reviewed by the Chief Executive. Great care will be taken to ensure that the financial impacts will be mitigated as far as possible, although these risks cannot be eliminated. The Authority are:</p> <ul style="list-style-type: none"> - 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 <p>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.</p>	5	3	15 Red 		Chief Executive	P&R Committee 09.07.25 Leadership Team 10.11.25




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
3	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	<p>Failure to keep within the Authority's budget.</p> <p>Significant reputational damage to the Authority.</p> <p>Adverse impact on the local economy.</p> <p>Loss of livelihood for staff employed at Plas Tan y Bwlch.</p> <p>Failure to maintain a Grade II* listed building.</p>	4	5	<p>20</p> <p>Red</p> 	<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. Members have discussed progress to date and a revised timetable has been agreed.</p>	4	5	<p>20</p> <p>Red</p> 		Director of Corporate Services	<p>P&R Committee 09.07.25</p> <p>Leadership Team 10.11.25</p>







Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
4	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>The income target is now close to being realised within the financial year with hope for a surplus before the end of March 2026, if the historical pattern of income is stable for the following months.</p>	4	1	4 Green 		Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25
5	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>Income has been maintained over the season, with income comparable with 2024/25. There has been a strong start to the winter season and there is every likelihood that the Centres will meet income targets for 2025/26.</p> <p>Despite not having the full complement of staff for the season at Yr Hwb in Pen y Pass sales were strong and the experiment has given us a strong grounding for developing staffing levels and opening times for 2026/27.</p>	4	2	8 Amber 		Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
6	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, the following actions have been implemented:</p> <ul style="list-style-type: none"> • Super Flexi-Time Policy: Permanently adopted following a successful trial, improving work-life balance and supporting wellbeing. • Flexible Working Policy Update: Aligns with new legislation granting the right to request flexible working from day one, reinforcing adaptability and trust. • Wellbeing Initiatives: <ul style="list-style-type: none"> ➢ Gratitude Wall to promote recognition and positivity. ➢ Hydration awareness via urine colour charts. ➢ Free staff parking for leisure time to encourage outdoor activity. • PWLS Digital Wellbeing Tool: Regular emotional check-ins with anonymised data to inform wellbeing strategies. • Workplace Adjustments Policy and Passport: Ensures reasonable adjustments for staff with health conditions or disabilities, fostering inclusivity. • Sabbatical Policy: Supports extended leave for personal or professional development, aiding resilience. • Mandatory Wellbeing Training: Mental Health Awareness, Stress Awareness, and related courses to build coping strategies. <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 		Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25



Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			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 	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 projects, final payment request and evaluation report) by the Scheme Manager and Scheme Support Officer until 31/03/2026. Approved Purposes: The project will end in March 2026 and the expenditure has been programmed with partners. The majority of the expenditure has been completed and the income received. Officials are currently confirming endowment project plans.	3	1	3 Green 		Director of Land Management	P&R Committee 09.07.25 Leadership Team 10.11.25





Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
8	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 		Director of Land Management	P&R Committee 09.07.25 Leadership Team 10.11.25




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
9	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>Officers are currently exploring options for advertising an administrative support post to support scheme officers. It is expected that this issue will progress before the end of 2025.</p>	4	3	12 Amber 		Director of Land Management	P&R Committee 09.07.25 Leadership Team 10.11.25




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
10	Poor and ineffectual management of projects by the Authority.	<p>Risk of not accomplishing projects and Authority objectives.</p> <p>Risk to the Authority's reputation.</p> <p>Financial opportunities being missed.</p>	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	3	6 Amber 		Chief Executive	<p>P&R Committee 09.07.25</p> <p>Leadership Team 10.11.25</p>
11	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 		Director of Land Management	<p>P&R Committee 09.07.25</p> <p>Leadership Team 10.11.25</p>




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
12	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 February 2026.</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 December 2025. An external grant was received to create a new temporary exhibition for 2026, based on Eugene Vanfleteren's bardic chairs.</p>	4	1	4 Green 		Director of Land Management	P&R Committee 09.07.25 Leadership Team 10.11.25






Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
13	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. 2024-25 the percentage was 22% showing a slight reduction in the fee's received.</p> <p>On the 1st of December 2025, planning fees in Wales will increase on average by 50% but the increase is incremental in some cases. Some of the fees have been raised to reach full cost recovery and following that will raise with inflation. The true impact of this is unknown e.g. could result in a slight reduction of applications. The risk therefore remains, however no mitigation measures are available to the Authority therefore it is recommended that this risk be removed from the register.</p>	3	3	9 Amber 	DELETE	Director of Planning & Partnerships	P&R Committee 09.07.25 Leadership Team 10.11.25




Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
14	The proposed introduction of an Article 4 Direction to control the use of holiday and second homes (Scheduled 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 	The application for Judicial Review made against Cyngor Gwynedd's Article 4 Direction had been heard in the High Court where it was found that the Members of the Cabinet were materially misled on the decision to implement the Article 4 Direction, and it was determined that the decision should be quashed. Given that the decision relates to process, additional risk to Eryri NPA is not anticipated; and as the timeframe for judicial review has passed, this is no longer a risk for the Authority and can be removed from the register.	2	2	4 Green 	DELETE	Director of Land Management	P&R Committee 09.07.25 Leadership Team 10.11.25
15	The proposed introduction of an Article 4 Direction to control the use of holiday and second homes (Scheduled June 2025): Insufficient capacity to address the increase in workload – affecting Planning Policy, Development Management and in particular Compliance workloads.	The insufficient capacity brings about the following issues: i) Welsh Government planning performance targets may be missed; and ii) Staff health and well-being issues may arise due to excess workloads.	3	3	9 Amber 	Supplementary Planning Guidance was adopted on the 25 th of June 2025 to support decision making. Early signs show that the risks are being managed effectively. It is therefore recommended that this risk is removed from the register.	3	3	9 Amber 	DELETE	Director of Planning & Partnerships	P&R Committee 09.07.25 Leadership Team 10.11.25

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
16	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> Mandatory courses have been added on to ELMS. Everyone is now 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 18 months 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 was increased in November 2024. 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 an Officer is monitoring the situation. As part of on-going monitoring we are now in the process of seeking an external company to audit our GDPR processes and compliance, and this audit will provide clarification on how we can further strengthen our processes to minimise future risk.	4	3	12 Amber 		Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
17	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, and overall feedback was positive. There are further 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> <p>Consider requesting external expertise in order to assess the Authority's situation.</p> <p>Cyber Security is a risk that nationally is increasing, with widespread reports of serious consequences arising from cyber attacks. This risk will be further addressed in the IT strategy currently being prepared.</p>	3	2	6 Amber 		Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
18	Risk (publicity) as a result of the Traffic Scheme / 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 		Director of Planning & Partnerships	<p>P&R Committee 09.07.25</p> <p>Leadership Team 10.11.25</p>

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
19	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 report on Promoting Access with regard to Equality and Diversity has been received and an agreed response discussed with Members.</p> <p>An audit on the setting of Wellbeing Objectives has been conducted. The report has now been received, and the Authority's response has been agreed.</p> <p>Interviews recently completed on the latest performance audit on the review of the Financial Sustainability of the Authority, and all documentary evidence requested has been submitted. A draft report is expected in due course.</p>	3	3	9 Amber 		Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25
20	Unable to comply with the statutory requirements of structures and infrastructure.	This is a significant risk to both the environment and to the Authority's reputation. Ultimately, continued non compliance with regulations could result in significant fines.	4	5	20 Red 	<p>Two formal Notices have been received, a new engineering company has been appointed following the previous company's failure to deliver, and a planning application has been submitted for a Syphon at Llyn Mair (Reservoir Safety Work)</p> <p>Infrastructure improvements almost completed in Ogwen, and external experts and engineers have been commissioned to design a solution and improvements to other sites. Application still pending with NRW.</p> <p>An ecological report has been completed to support the Llyn Mair planning application. A planning decision will be needed in the New Year to complete the Work before the June 2026 deadline.</p>	4	4	16 Red 	NEW	Director of Corporate Services	P&R Committee 09.07.25 Leadership Team 10.11.25

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	Authority
DATE	10 December 2025
TITLE	Draft Statement of Accounts 2023-24
REPORT BY	Chief Finance Officer
PURPOSE	To note the contents of the draft Statement of Accounts and the arrangement of the period for inspection by members of the public

1. SUMMARY

This report introduces the draft Annual Statement of Accounts for the 2023/24 financial year which provides details of the Authority's financial activities during the year (Appendix 1). The draft Statement of Accounts includes the Annual Governance Statement as approved by the Authority June 2024.

The Accounts and Audit (Wales) Regulations 2005 (amended) require that the Chief Finance Officer approve the draft Annual Statement of Accounts by the 31 May. In lieu of the effect of the delays in relation to completing the 2022/23 Statement of Accounts, there was further delay in bringing the Draft Statements of Accounts 2023/24 to the Authority, and every effort was made to complete as soon as possible and a public advert provided to explain the reasons for missing the original deadline.

Following the audit, they will be approved by the Authority Members' representatives, with the audit work programmed for December 2025. In the meantime, the draft Statement of Accounts is presented to the Members for their information.

2. AUDIT OF ACCOUNTS

The accounts were sent to the auditors on 7th November, and the audit will commence on 1st December 2025.

In accordance with the regulations, the Appointed Auditor will complete the audit and present the report on the Statement of Accounts to the Authority Members, before obtaining an official signature on behalf of the Auditor General for Wales.

3. PUBLIC INSPECTION OF ACCOUNTS

Under section 30 & 31 of the Public Audit (Wales) Act 2004, and regulation 13 & 15 of the Accounts and Audit Wales Regulations 2005, it is required that the Authority notify the public that the accounts are open for inspection for a 20 working day period.

The public inspection will be advertised on the Authority's website, and main office reception area.

During the audit process, a local government elector also has the opportunity to question the Auditor about the accounts.

4. RESOURCE IMPLICATIONS

None. The decision today does not commit any further resources against the Authority's budget.

5. RECOMMENDATION

5.1 To note the contents of the 2023/24 Statement of Accounts.

ERYRI NATIONAL PARK AUTHORITY

STATEMENT OF ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2024



ERYRI NATIONAL PARK AUTHORITY**STATEMENT OF ACCOUNTS 2023/24****INDEX**

Narrative Report	3
The Statement of Responsibilities.....	9
The Comprehensive Income and Expenditure Statement.....	10
Balance Sheet	11
The Movement in Reserves Statement.....	12
Cash Flow Statement	14
Notes To The Financial Statements.....	15
Annual Governance Statement 2023.24	77
Glossary Of Terms.....	115

NARRATIVE REPORT

1. INTRODUCTION

The narrative report provides a brief explanation of the more significant matters reported in the accounts and aims to add to and assist the interpretation of the accounting statements which are set out on pages 23 to 27 and consist of:-

- The **Comprehensive Income and Expenditure Statement** consolidates all the gains and losses experienced by the Authority during the financial year. These gains and losses should reconcile to the overall movement in net worth.
- The **Balance Sheet** setting out the financial position of the Authority as at 31st March 2024.
- The **Movement in Reserves Statement** is a summary of the changes that have taken place in the bottom half of the balance sheet over the financial year.
- The **Cash Flow Statement** which summarises the inflows and outflows of cash arising from transactions for revenue and capital purposes.

The accounts are supported by the Statement of Accounting Policies and explanatory notes.

2. ERYRI NATIONAL PARK'S VISION AND PRIORITIES

The National Park Authority's vision was adopted in the Eryri National Park Management Plan in the meeting on 13th October 2021 as follows :

A culturally rich National Park with a thriving green economy, world class visitor experience and a major contributor to the well-being of our nation.

By 2035 Eryri will continue to be a protected and evolving landscape, safeguarded and enhanced to provide a rich, varied and resilient natural and historic environment; providing wellbeing benefits nationally and internationally.

National Park purposes will be delivered through a diverse and prospering economy adapted to the challenges of climate change and founded on natural resources – its landscape qualities, opportunities for learning and enjoyment, cultural and natural heritage. With thriving bilingual and inclusive communities, partnership working will have demonstrated that more can be achieved through working together.

Communities will have adopted innovative solutions in a changing world – a low carbon economy will have strengthened residents' link with the environment, providing a better standard of living and ensuring Eryri's reputation as an internationally renowned National Park and one of the nation's breathing spaces.

In accordance with the Well-being of Future Generations (Wales) Act 2015 the Authority has adopted a Well-Being Statement 2021-2026 in March 2021.

<https://Eryri.gov.wales/wp-content/uploads/2022/03/SNPA-WELL-BEING-STATEMENT-2021-26.pdf>

This document provides the context for the corporate programme providing detail on specific corporate well-being and improvement objectives and presented annually in the June Authority meeting. The agenda is available through the following link:

[Authority14.06.23.pdf](#)

3 FINANCIAL CONTEXT

FINANCIAL PERFORMANCE AND YEAR END POSITION

The revised 2023/24 budget as reported to the Performance and Resource Committee on 10th July 2024 was as below.

Service Area	Revised Net Budget	Expenditure	Under/ (Over)
	£	£	£
Planning and Land Management	2,730,621	2,249,359	481,262
Corporate	5,128,903	3,571,496	1,557,407
Interest Earned	- 120,000	- 294,050	174,050
Financing Capital from Revenue	722,859	- 283,218	1,006,077
Capital Charges Adjustment	- 591,050	- 591,050	
Net	7,871,333	4,652,537	3,218,796
NPG and Levy	- 5,493,051	- 5,493,051	-
Tr. To/From Reserves	- 2,378,282	840,514	- 3,218,796
Total	-	-	-

The net variance of £3,218,796 was adjusted for end of year transfers to & from reserves (further information in part. 4.2 of said report). The report is item 8 on the following link –

[Performance-Resources-Committee-10.07.24.pdf](#)

During the process of compiling the Statement of Accounts the adjustments were made to the outturn, the adjusted net expenditure figures appear in the Expenditure and Funding Analysis (note 1 to the main statements).

The movement in individual reserves is provided in note 9 to the financial statements.

4. SUMMARY OF MAIN POINTS:

Balance Sheet:

The Authority's net worth has increased by **£1,233k**, movements are as follows :

- **Current Assets** value has decreased by **£1,201k**. The main effect due to :
 - £1,058k** increase in Cash and investments arising from grant monies and additional income.
 - £268k** increase in Short Term Investments
 - £174k** decrease in Short Term Debtors
- **Current Liabilities** have increased by **£377k** mainly due to
 - £481k** increase in Grants Received in Advance balance
 - £104k** decrease in Short Term Creditor balance

Comprehensive Income and Expenditure Account :

The net cost of services has decreased by £103k, with the movements per directorate as follows :

- Planning and Land Management increase of £98k
- Corporate (including Communication) decrease of £201k

Main movements are as follows :

Expenditure

- £929k decrease in IAS19 pension adjustment to the services in 2023/24

Income

- £999k less revenue grant contribution from Welsh Government and other sources (per note 29 Grant Income).

In addition to receiving grant funding the Authority also generates its own income. Note 2c to the main statements shows £2,492k (£2,205k in 2022/23) generated from fees, charges and other service based income; of this the main components are as follows :

- Car Park fee income £1,299k (£1,050k in 2022/23)
- Planning Fees £174k (£234k in 2022/23)
- Information Centre Sales £257k (£219k in 2022/23)
- Rent £103k (£61k in 2022/23)

5. PENSION LIABILITY

Eryri National Park Authority is an employer in the Gwynedd Pension Fund. The accounts fully incorporate the requirements of International Accounting Standard 19 (IAS 19).

The policy reflects the commitment in the long-term to increase contributions to make up any shortfall in attributable net assets in the pension fund.

6. UNUSUAL CHARGE OR CREDIT IN THE ACCOUNTS

The main items are :

- capital grants worth £1,951k received from Welsh Government

7. CAPITAL EXPENDITURE

Capital expenditure is expenditure on the acquisition of a fixed asset or expenditure which adds to and not merely maintains the value of the existing fixed asset.

Capital expenditure in 2023/24 amounted to £2,102k. Details of expenditure within each service area are shown in note 29. The expenditure was financed by grants and contributions from other bodies.

All planned capital expenditure will be funded from revenue, external grants and reserves held for one off spends.

The main schemes in which the Authority was involved as at 31st March 2024 were :

- The Carneddau Partnership Scheme is now in its operational stage and estimated to be worth £4.17m. Scheme programmed to finish by March 2026.
- The Celtic Rainforests project is a 7 year project worth £7.6m. Scheme programmed to finish in 2026/27.

8. CAPITAL FUNDING

All capital expenditure of the Authority, since being established on 23rd November 1995, has been funded by capital grants and contributions from the Government, European Community and other sources of grants, from capital receipts applied and from the Authority's revenue resources.

As at 31st March 2024 the Authority had no outstanding debts to finance capital expenditure, and for treasury management purposes will remain a debt-free authority.

9. USABLE RESERVES

The General Revenue Reserve balance was reviewed during the year as part of a review of Authority reserves and currently stands at £889k.

The Authority has specific Usable Reserves totalling £11,596k and these are detailed in note 9 to the financial statements. It should be noted that most of the reserves are earmarked for specific purposes.

10. GOVERNANCE

The Authority has 18 members, who serve on the Authority Board, Performance and Resources Committee and Planning and Access Committee. Plas Tan y Bwlch and Ysgwrn have separate Management Boards each consisting of 3 members.

Further information on governance and related issues relating to 2023/24 is provided in the Annual Governance Statement part of this document.

11. RISKS AND OPPORTUNITIES

Risks

The Authority's main risks are documented in the Corporate Risk Register which is reviewed by the Performance and Resources Committee and annually in the February Authority.

The Authority's 4 main risks and the measures for mitigation are noted at the end of part 6 of the Annual Governance Statement

Opportunities

The Authority has been provided with "one-off" funding by Welsh Government to undertake work on capital projects including Access and improvements to the Authority's properties.

The Authority continues to attract grant funding from various sources which enables an operating capacity much higher than that possible through the base grant only. The annual contraction in Authority staff numbers, however, does mean that there is an element of risk re capacity in undertaking future projects.

12. AUTHORITY STRATEGIES

The Authority's four main strategies are:

- Eryri National Park Management Plan,
- Eryri Local Development Plan,
- Corporate Plan, and

- Corporate Work Programme.

Further information about the 4 strategies as well as other Authority strategies and a review of their effectiveness is in part 5 of the Annual Governance Statement.

13. IMPACT OF THE CURRENT ECONOMIC CLIMATE

The Authority has balanced its budget for 2024/25 based on the National Park Grant figure as advised by Welsh Government officers in December 2023. Welsh Government have indicated that settlement figures for 2024/25 will remain the same as the 2023/24 figures. In light of the current economic climate and considerable inflationary pressures, this will be challenging for the Authority.

At the time of writing, the Authority's cash flow is adequate, but the situation may need to be re-evaluated depending on the settlement figures announced by the Welsh Government for 2025/26

FURTHER INFORMATION

Further information about this Statement of Account is available from:

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Head of Finance
Eryri National Park Authority
National Park Offices
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THE STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

THE AUTHORITY'S RESPONSIBILITIES

The Authority is required to:-

- ☐ Make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. For Eryri National Park Authority, that officer is the Chief Finance Officer;
- ☐ Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets;
- ☐ Approve the statement of accounts.

These accounts were approved by the Authority on 2025

Signature :

.....

CLLR EDGAR W. OWEN CHAIR

THE CHIEF FINANCE OFFICER'S RESPONSIBILITIES

The Chief Finance Officer is responsible for the preparation of the Authority's statement of accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the CODE).

In preparing this Statement of Accounts, the Chief Finance Officer has:-

- ☐ Selected suitable accounting policies and then applied them consistently;
- ☐ Made judgements and estimates that were reasonable and prudent;
- ☐ Complied with the local authority CODE.

The Chief Financial Officer has also:-

- ☐ Kept proper accounting records which were up to date;
- ☐ Taken reasonable steps for the prevention and detection of fraud and other irregularities.

CHIEF FINANCE OFFICER'S CERTIFICATE

I certify that the Statement of Accounts has been prepared in accordance with the Local Government Accounts and Audit Regulations and gives a true and fair view of the financial position of the Authority at the accounting date and its income and expenditure for the year ended 31 March 2024.

Signature



07th November 2025

DEWI A. MORGAN - CHIEF FINANCE OFFICER

THE COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices.

2022/23	2022/23	2022/23		2023/24	2023/24	2023/24
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000		£'000	£'000	£'000
4,451	(2,847)	1,604	Planning and Land Management	4,724	(3,022)	1,702
7,400	(2,267)	5,133	Corporate	7,063	(2,131)	4,932
		-	Non-distributable Costs			-
11,851	(5,114)	6,737	Net Cost of Service	11,787	(5,153)	6,634
		(6)	Other Operating Expenditure			-
		(100)	Financing and Investment Income and Expenditure (note 11)			(948)
		6,631	Net Operating Expenditure			5,686
		(5,998)	Non-specific grant Income (note 12)			(7,987)
		633	surplus (-) / deficit on Provision of Services for the year)			(2,302)
		(367)	Net surplus on revaluation of fixed assets and impairment losses charged to the revaluation reserve (note 22)			455
		(1,954)	Actuarial gains/ losses on pension assets/ liabilities (note 36)			614
		(2,321)				1,069
		(1,689)	Total Comprehensive income and Expenditure			(1,233)

BALANCE SHEET

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Authority. The net assets of the Authority (assets less liabilities) are matched by the reserves held by the Authority. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that the Authority may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves is those that the Authority is not able to use to provide services. This category of reserves includes reserves that hold unrealised gains and losses (for example the Revaluation Reserve) where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences shown in the Movement in Reserves Statement line "Adjustments between accounting basis and funding basis under regulations".

2022/23		Notes	2023/24
£'000			£'000
14,656	Property, Plant & Equipment	13	14,401
795	Heritage Assets	14	784
96	Intangible asset	17	114
4	Long Term Debtors	18	57
15,552	Long Term Assets		15,356
7,051	Short term investments	17	7,319
141	Inventories		189
1,270	Short Term Debtors	18	1,096
4,080	Cash and Cash Equivalents	19	5,138
12,542	Current Assets		13,743
(1,187)	Short Term Creditors	20	(1,083)
(734)	Grants Received in Advance	29	(1,215)
(1,921)	Current Liabilities		(2,298)
63	Pension Fund Liability	36	-
(702)	Long Term Creditors	29	(33)
(639)	Long Term Liabilities		(33)
25,535	Net Assets		26,768
(10,150)	Usable Reserves	9	(11,596)
(15,385)	Unusable Reserves	22	(15,172)
(25,535)	Total Reserves		(26,768)

The Movement in Reserves Statement

This statement shows the movement in the year on the different reserves held by the Authority, analysed into "Usable reserves" (i.e. those that can be applied to fund expenditure) and other reserves. The Surplus (+) or Deficit (-) on the Provision of Services line shows the true economic cost of providing the Authority's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. These are different from the statutory amounts required to be charged to the General Fund Balance. The Net Increase/Decrease before Transfers to Earmarked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves undertaken by the Authority.

MOVEMENT IN RESERVES STATEMENT 2023/24

	General Fund & Earmarked Reserves	Capital Receipts Reserve	Capital Grant Unapplied Reserve	Total Usable Reserve	Unusable Reserves	Total Authority Reserves
	£'000	£'000	£'000	£'000	£'000	£'000
Balance as at 31 March 2023 brought forward	7,839	164	2,146	10,150	15,385	25,535
Total Comprehensive Income & Expenditure	2,302	-	-	2,302	(1,069)	1,223
Adjustments between accounting basis & funding basis under regulations (note 8)	(582)	-	(274)	(856)	856	
Increase/ (Decrease) in 2023/24	1,721	-	(274)	1,447	(212)	1,235
Balance as at 31 March 2024	9,560	164	1,873	11,596	15,172	26,770
General Fund	895					
Earmarked Reserves (note 9)	8,665					
	9,560					

MOVEMENT IN RESERVES STATEMENT 2022/23

	General Fund & Earmarked Reserves	Capital Receipts Reserve	Capital Grant Unapplied Reserve	Total Usable Reserve	Unusable Reserves	Total Authority Reserves
	£'000	£'000	£'000	£'000	£'000	£'000
Balance as at 31 March 2022 brought forward	7,426	164	2,094	9,684	14,162	23,846
Total Comprehensive Income & Expenditure	(633)	-	-	(633)	2,321	1,689
Adjustments between accounting basis & funding basis under regulations (note 7)	1,048	-	52	1,100	(1,100)	-
Increase/ (Decrease) in 2022/23	413	-	52	466	1,223	1,689
Balance as at 31 March 2023	7,839	164	2,146	10,150	15,385	25,535
General Fund	1,098					
Earmarked Reserves (note 8)	6,741					
	7,839					

CASH FLOW STATEMENT

The **Cash Flow Statement** shows the changes in cash and cash equivalents of the Authority during the reporting period. The statement shows how the Authority generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of the Authority are funded by way of grant and levy income or from the recipients of services provided by the Authority. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Authority's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowing) to the Authority.

2022/23 £'000		2023/24 £'000
633	Net (Surplus) /Deficit on the provision of services	(2,302)
(2,270)	Adjustment to net surplus or deficit on the provision of services for non-cash movements (note 23)	(59)
622	Adjustments for items included in the net surplus or deficit on the provision of services that are investing and financing activities	895
(1,015)	Net cash flows from Operating Activities	(1,466)
(723)	Investing Activities (note 24)	354
(8)	Financing Activities (note 25)	54
(1,747)	Net (increase)/ decrease in cash and cash equivalents	(1,058)
2,333	Cash and cash equivalents at the beginning of the reporting period	4,080
4,080	Cash and cash equivalents at the end of the reporting period (note 19)	5,138

NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

1.1 GENERAL PRINCIPLES

The accounts have been prepared in accordance with the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the CODE).

The CODE requires accounting policies to be applied consistently. The overriding requirement is that the Statement of Accounts “present a true and fair view” of the financial performance and position of the Authority.

1.2 ACCOUNTING CONCEPTS

The accounts have been prepared in accordance with the following fundamental (and pervasive) accounting principles and concepts:

- Going concern
- Relevance
- Faithful representation
- Comparability
- Understandable
- Materiality
- Accruals
- Primacy of legislative requirement

These principles and concepts have been used in the selection and application of accounting policies and estimation techniques and in the exercise of professional judgement.

1.3 ACCRUALS OF EXPENDITURE AND INCOME

The revenue and capital accounts of the Authority are maintained on an accruals basis. All sums due to the Authority are set up in the accounts at the time they are due.

- Revenue from contracts with service recipients, whether for services or the provision of goods, is recognised when the goods or services are transferred to the service recipient in accordance with the performance obligations in the contract.
- Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories on the Balance Sheet.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

1.4 CASH AND CASH EQUIVALENTS

These consist of the Authority's imprest and float accounts and cash held on "call" or short term deposit with banks where the monies repayable on demand and are immediately available at the Balance Sheet date.

1.5 EXCEPTIONAL ITEMS

Where such items are applicable to the 2023/24 accounts, they have been highlighted in the relevant notes e.g. revaluation losses.

1.6 PRIOR PERIOD ADJUSTMENTS, CHANGES IN ACCOUNTING POLICIES AND ESTIMATES AND ERRORS

During 2023/24, the Authority changed its accounting policy in relation to Community Assets, which are now held at valuation rather than historic cost.

1.7 CHARGES TO REVENUE FOR NON-CURRENT ASSETS

Services, support services and trading accounts are debited with the following amounts to record the cost of holding fixed assets during the year:

- Depreciation attributable to the assets used by the relevant service.
- Revaluation and impairment losses on assets used by the service where there are no accumulated gains in the Revaluation Reserve against which the losses can be written off.
- Amortisation of intangible fixed assets attributable to the service.
These sums are not chargeable against the Authority's General Fund and as such are therefore reversed out through an adjusting transaction with the Capital Adjustment Account as shown in the Movement in Reserves Statement.

1.8 EMPLOYEE BENEFITS**1.8a Benefits Payable During Employment :**

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave and paid sick leave, bonuses and non-monetary benefits (e.g. cars) for current employees and are recognised as an expense for services in the year in which employees render service to the Authority.

1.8b Termination Benefits :

Termination benefits are amounts payable as a result of a decision by the Authority to terminate an officer's employment before the normal retirement date or an officer's decision to accept voluntary redundancy and are charged on an accruals basis to the Non Distributed Costs line in the Comprehensive Income and Expenditure Statement when the Authority is demonstrably committed to the termination of the employment of an officer or group of officers or making an offer to encourage voluntary redundancy.

1.8c Post Employment Benefits :

Employees of the Authority are members of the Local Government Pensions Scheme, administered by Gwynedd Council. The scheme provides defined benefits

to members (retirement lump sums and pensions), earned as employees worked for the Authority.

1.8d The Local Government Pension Scheme

All staff, subject to certain qualifying criteria, are entitled to become members of the Local Government Pension Scheme. The pension costs charged to the Authority's accounts in respect of this group of employees are determined by the fund administrators and represent a fixed proportion of employees' contributions to this funded pension scheme.

The Local Government Scheme is accounted for as a defined benefit scheme.

The liabilities of the Gwynedd Pension Fund attributable to the Authority are included in the Balance Sheet on an actuarial basis using the projected unit method - i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions such as mortality rates, employee turnover rates, etc., and projected earnings for current employees.

Liabilities are discounted to their value at current prices, using a discount rate of 4.75% calculated as a weighted average of 'spot yields' on AA rated corporate bonds.

The assets of the Gwynedd Pension Fund attributable to the Authority are included in the Balance Sheet at their fair value as determined by the Fund's Actuary.

The change in the net pensions liability is analysed into the following components:

Service cost comprising:

- Current service cost – the increase in liabilities as a result of years of service earned this year – allocated in the Comprehensive Income and Expenditure Statement to the services for which the employees worked.
- Past service cost – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years – debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement as part of Corporate costs.
- Net interest on the net defined benefit liability/(asset), i.e. the net interest expense for the Authority – the change during the period in the net defined benefit liability/(asset) that arises from the passage of time charged to the Financing and Investment Income and Expenditure line of the Comprehensive Income and Expenditure Statement – this is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit liability/(asset) at the beginning of the period – taking into account any changes in the net defined benefit liability/(asset) during the period as a result of contributions and benefit payments.

Re-measurements comprising:

- The return on plan assets – excluding amounts included in net interest on the net defined benefit liability/(asset) – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Contributions paid to the Gwynedd Pension Fund – cash paid as employer's contributions to the Pension Fund in settlement of liabilities not accounted for as an expense.

In relation to retirement benefits, statutory provisions require the Authority Fund balance to be charged with the amount payable by the Authority to the Pension Fund or directly to pensioners in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the pension fund and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to the Authority Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

International Accounting Standard (IAS) 19 governs how the long-term liabilities which exist in relation to pension costs should be reported. Local Authorities in England and Wales are required to produce their financial statements in accordance with IAS19.

1.8e Discretionary Benefits

The Authority also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pension Scheme.

1.9 EVENTS AFTER THE BALANCE SHEET DATE

Events after the Balance Sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events
- those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect.

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

1.10 FINANCIAL INSTRUMENTS

Financial Assets

The Authority holds financial assets measured at fair value through other comprehensive income.

Such instruments relevant to the Authority are car loans made to employees

Financial assets that are measured at FVOCI are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured and carried at fair value. Fair value gains and losses are recognised as they arise in other comprehensive income.

1.11 GOVERNMENT GRANTS AND OTHER CONTRIBUTIONS

Whether paid on account, by instalments or in arrears, government grants and third party contributions and donations are recognised as due to the Authority when there is reasonable assurance that:

- the Authority will comply with the conditions attached to the payments, and;
- the grants or contributions will be received.

Amounts recognised as due to the Authority are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset acquired using the grant or contribution are required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

Monies advanced as grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet grants receipts in advance. When conditions are satisfied, the grant or contribution is credited to the relevant service line (attributable revenue grants and contributions) or Taxation and Non-Specific Grant Income (non-ring fenced revenue grants and all capital grants) in the Comprehensive Income and Expenditure Statement.

Where capital grants are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance in the Movement in Reserves Statement.

Where the grant has yet to be used to finance capital expenditure, it is posted to the Capital Grants Unapplied reserve. Where it has been applied, it is posted to the Capital Adjustment Account. Amounts in the Capital Grants Unapplied reserve are transferred to the Capital Adjustment Account once they have been applied to fund capital expenditure.

1.12 HERITAGE ASSETS

Heritage assets are those assets preserved in trust for future generations because of their cultural, environmental or historic associations i.e. they have historical, artistic, scientific, geophysical or environmental qualities. They are maintained by the Authority principally for their contribution to knowledge and culture, but are not utilised by the Authority in its normal course of business. Depreciation of heritage assets, where appropriate, is in line with the Authority's general policy on depreciation.

1.13 INTANGIBLE ASSETS

Purchased intangible assets in the form of software licences are accounted for as part of the Information Technology replacement programme, and are written off to revenue in line with amortisation charges.

The development of a website for internal or external use creates an intangible asset where the recognition criteria for internally generated intangible assets are met.

1.14 INTERESTS IN COMPANIES AND OTHER ENTITIES

The Authority has an interest in a Limited Liability Partnership together with 13 other UK National Park Authorities for the purpose of generating income mainly from sponsorship.

1.15 INVENTORIES AND LONG TERM CONTRACTS

Stocks are brought into account at cost price for bar stocks, goods for resale and general provisions at Plas Tan y Bwlch, Study Centre, and for goods for resale at the Authority's Information Centres. This is consistent with the policy adopted in previous years. The CODE requires stocks to be shown at the lower of actual cost or net realisable value but the difference in this case is not considered to be material.

1.16 LEASES (FINANCE)

As at 31/3/2024 the Authority has no finance lease arrangements.

1.17 LEASES (OPERATIONAL)

The Authority manages operating leases for:

- Vehicles,
- Photocopiers and snacks & drinks machines.
- Land and buildings

Lease payments are charged in full according to date payable on a straight line basis, ensuring an equal annual charge to service revenue accounts throughout the life of the lease.

The Authority rents a number of properties in support of its services, and also receives rental income from a number of owned properties. The owned properties are held as fixed assets in the balance sheet. The lease income is accounted for on a straight line basis.

1.18 PROPERTY, PLANT AND EQUIPMENT

Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes and that are expected to be used during more than one financial year are classified as Property, Plant and Equipment.

Recognition: Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow to the Authority and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits or service potential (i.e. repairs and maintenance) is charged as an expense when it is incurred.

Measurement: Assets are initially measured at cost, comprising:

- the purchase price
- any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management (the initial estimate of the costs of dismantling and removing the item and restoring the site on which it is located.)

The cost of assets acquired other than by purchase is deemed to be its fair value, unless the acquisition does not have commercial substance (i.e. it will not lead to a variation in the cash flows of the Authority). In the latter case, where an asset is acquired via an exchange, the cost of the acquisition is the carrying amount of the asset given up by the Authority.

Where gains are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance to the Capital Adjustment Account in the Movement in Reserves Statement.

Assets are then carried in the Balance Sheet using the following measurement bases:

- Assets under construction and heritage assets – depreciated historical cost where known
- Non-operational assets (surplus assets) - measured at fair (market) value.
- All other assets – service potential at existing use value (EUV), determined as the amount that would be paid for the asset in its existing use.

Where there is no market-based evidence of fair value or existing use value because of the specialist nature of an asset, depreciated replacement cost (DRC) is used as an estimate of the value.

Where non-property assets that have short useful lives or low values (or both), depreciated historical cost basis is used as a proxy for fair value. Other than for information systems equipment, a de minimis level of £10k has been used for the recognition of non-current assets.

Assets included in the Balance Sheet at current value are revalued sufficiently regularly to ensure that their carrying amount is not materially different from their current value at the year-end, but as a minimum every five years. Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. [Exceptionally, gains might be credited to the Comprehensive Income and Expenditure Statement where they arise from the reversal of a loss previously charged to a service.]

Where decreases in value are identified, they are accounted for by:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains)
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve contains revaluation gains recognised since 1st April 2007 only, the date of its formal implementation. Gains arising before that date have been consolidated into the Capital Adjustment Account.

Componentisation :The Authority has applied the componentisation principle to those assets valued at £150k or over and where the difference in depreciation cost is identified as being material. This principle is applied in order that those elements of a property that have different operational lives and thereby differing rates of depreciation are recognised and accounted for.

Impairment: Assets are assessed at each year-end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall.

Where impairment losses are identified, they are accounted for by:

- where there is a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains)
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

Where an impairment loss is reversed subsequently, the reversal is credited to the relevant service line(s) in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation that would have been charged if the loss had not been recognised.

Depreciation: Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives. An exception is made for assets without a determinable finite useful life (i.e. freehold land and certain Community Assets) and assets that are not yet available for use (i.e. assets under construction). Neither investment assets nor assets held for sale are depreciated.

Depreciation is calculated on the following bases:

- Buildings – straight-line allocation over the useful life of the property as estimated by the valuer
- Vehicles, plant, furniture and equipment – a straight line depreciation method

Depreciation is applied on the basis of a full year in the year when the asset is first recognised in the Authority's accounts. Where an item of Property, Plant and Equipment asset has major components whose cost is significant in relation to the total cost of the item, the components are depreciated separately. Revaluation gains are also depreciated, with an amount equal to the difference between current value depreciation charged on assets and the depreciation that would have been chargeable based on their historical cost being transferred each year from the Revaluation Reserve to the Capital Adjustment Account.

Disposals and Non-current Assets Held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is revalued immediately before reclassification and then carried at the lower of this amount and fair value less costs to sell. Where there is a subsequent decrease to fair value less costs to sell, the loss is posted to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Gains in fair value are recognised only up to the amount of any previously losses recognised in the Surplus or Deficit on Provision of Services.

If assets no longer meet the criteria to be classified as Assets Held for Sale, they are reclassified back to non-current assets and valued at the lower of their carrying amount before they were classified as held for sale; adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale, and their recoverable amount at the date of the decision not to sell.

Assets that are to be abandoned or scrapped are not reclassified as Assets Held for Sale.

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet (whether Property, Plant and Equipment or Assets Held for Sale) is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal). Any revaluation

gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account.

Amounts received for a disposal in excess of £10k are categorised as capital receipts. The balance of receipts is required to be credited to the Capital Receipts Reserve, and can then only be used for new capital investment [or set aside to reduce the Authority's underlying need to borrow (the capital financing requirement)]. Receipts are appropriated to the Reserve from the General Fund Balance in the Movement in Reserves Statement.

The written-off value of disposals is not a charge against the General Fund. These amounts are appropriated to the Capital Adjustment Account from the General Fund Balance in the Movement in Reserves Statement.

1.19 PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS

Provisions are made where an event has taken place that gives the Authority a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. For instance, the Authority may be involved in a court case that could eventually result in the making of a settlement or the payment of compensation.

Provisions

Provisions are charged as an expense to the appropriate service line in the Comprehensive Income and Expenditure Statement in the year that the Authority becomes aware of the obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

Contingent Liabilities

A contingent liability arises where an event has taken place that gives the Authority a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the authority. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

Contingent Assets

A contingent asset arises where an event has taken place that gives the Authority a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the authority.

Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

1.20 RESERVES

The Authority sets aside specific amounts as reserves for future policy purposes or to cover risks. Reserves are created by appropriating amounts out of the General Fund Balance in the Movement in Reserves Statement. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate service in that year to score against the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement. The reserve is then appropriated back into the General Fund Balance in the Movement in Reserves Statement so that there is no net charge against the General Fund for the expenditure.

Certain reserves are kept to manage the accounting processes for non-current assets, financial instruments, retirement and employee benefits and do not represent usable resources for the Authority – these reserves are explained in the relevant policies.

1.21 REVENUE EXPENDITURE FUNDED FROM CAPITAL UNDER STATUTE

Expenditure incurred during the year that may be capitalised under statutory provisions but that does not result in the creation of a non-current asset has been charged as expenditure to the relevant service in the Comprehensive Income and Expenditure Statement in the year. Where the Authority has determined to meet the cost of this expenditure from existing capital resources or by borrowing, a transfer in the Movement in Reserves Statement from the General Fund Balance to the Capital Adjustment Account then reverses out the amounts charged so that there is no impact on the General Fund Balance.

1.22 VALUE ADDED TAX

VAT payable is included as an expense only to the extent that it is not recoverable from His Majesty's Revenue and Customs (H.M.R.C.). VAT receivable is excluded from income. It is the Authority's practice to include any input tax which cannot be recovered from H.M. Revenue and Customs within the costs of relevant services. As a result of the change in Plas Tan y Bwlch's current business model, the Authority has not sustained any irrecoverable VAT cost there in 2023/24.

2. EXPENDITURE AND FUNDING ANALYSIS

The objective of the Expenditure and Funding Analysis is to demonstrate how the funding available to the Authority (i.e. government grants, rents, fees & charges etc.,) for the year has been used in providing services in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. The Expenditure and Funding Analysis also shows how this expenditure is allocated for decision making purposes between the council's directorates. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2023/24					
	Net Expenditure Chargeable to General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and	Adjustments between Outturn and Comprehensive Income and Expenditure	Outturn
	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)
Planning and Land management	2,015	313	1,702	3,951	2,249
Corporate and Communication	5,200	269	4,932	1,361	3,571
Costs that cannot be allocated	-	-	-	-	-
Net Cost of Services	7,215	582	6,634	5,312	5,821
Other Income and Expenditure	(8,936)	-	(8,936)	(8,936)	-
Suplus/ Deficit	(1,721)	582	(2,302)	(3,624)	5,821
Opening balance	(7,839)				
Surplus for the year	(1,721)				
Closing Balance	(9,560)				
	(895)	General Fund			
	(8,665)	Earmarked Reserves (note 9)			
	(9,560)				

2022/23					
	Net Expenditure Chargeable to General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and Expenditure	Adjustments between Outturn and Comprehensive Income and Expenditure Statement	Outturn
	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)
Planning and Land management	1,325	(280)	1,604	2,857	1,253
Corporate and Communication	4,366	(768)	5,133	466	4,667
Costs that cannot be allocated	-	-	-	-	-
Net Cost of Services	5,691	(1,048)	6,737	3,323	5,921
Other Income and Expenditure	(6,104)	-	(6,104)	(6,104)	-
Suplus/ Defecit	(413)	(1,048)	633	(2,781)	5,921
balance	(7,426)				
Surplus for the year	(413)				
Closing Balance	(7,839)				
	(1,098)	General Fund			
	(6,741)	Earmarked Reserves (note 8)			
	(7,839)				

2a Note On Adjustments Between The Funding And Accounting Basis

Adjustments between Funding and Accounting Basis 2023/24

Adjustments from the general fund to arrive at the CI & E statement amounts	Adjustment for Capital Purposes	Net Change for the Pensions & Employee Benefit adjustments	Other differences	Total Adjustments
	£'000	£'000	£'000	£'000
Planning and Land Management	116	196	-	312
Corporate	(184)	454	-	270
Costs that cannot be allocated				
Net Cost of Services	(68)	650	-	582
Other income and Expenditure from the Exp. And Inc Analysis				
	-	-	-	-
Difference between the General Fund surplus or deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit on the Provision of Services	(68)	650	-	582

Adjustments between Funding and Accounting Basis 2022/23

Adjustments from the general fund to arrive at the CI & E statement amounts	Adjustment for Capital Purposes	Net Change for the Pensions & Employee Benefit adjustments	Other differences	Total Adjustments
	£'000	£'000	£'000	£'000
Planning and Land Management	52	(331)	-	(279)
Corporate	(71)	(696)	-	(768)
Costs that cannot be allocated				
Net Cost of Services	(20)	(1,028)	-	(1,048)
Other income and Expenditure from the Exp. And Inc Analysis				
	-	-	-	-
Difference between the General Fund surplus or deficit and Comprehensive Income and Expenditure Statement Suplus or Deficit on the Provision of Services	(20)	(1,028)	-	(1,048)

2B NOTE ON INCOME AND EXPENDITURE ON A SEGMENTAL BASIS

Income Analysed by Segment		
	2022/23	2023/24
Fees, charges and other service income	£'000	£'000
Planning, Cultural Heritage and Land Management	(290)	(323)
Corporate	(1,915)	(2,169)
	(2,540)	(2,492)

Significant 'non-cash' costs analysed by Segment							
	Planning, Cultural Heritage and Land Management		Corporate (including Communication)		Totals		
	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24	
	£'000	£'000	£'000	£'000	£'000	£'000	
Depreciation	35	34	357	336	392	370	
Revaluation Loss	-	-	195	-	195	-	
Revenue Expenditure Funded from Capital Under Statute	275	94	172	171	447	265	
IAS 19 Pension Adjustment	328	180	679	370	1,007	550	
Employee Accrual Adjustment	4	(15)	17	(84)	21	(99)	
Totals	642	293	1,420	793	2,062	1,086	

2c NOTE ON EXPENDITURE AND INCOME ANALYSED BY NATURE

Expenditure and Income Analysed by Nature					
The Authority's expenditure and income is analysed as follows:					
			2022/23		2023/24
			£'000		£'000
Expenditure					
Employee benefits expenses			6,019		5,658
Other services expenses			5,440		5,746
Depreciation, amortisation, impairment, Revaluation losses			392		383
Total Expenditure			11,851		11,787
					-
Income					
Fees, charges and other service income			(2,205)		(2,492)
Net interest on net defined benefit liability (IAS 19 pension adjustment)			36		(593)
Interest and investment income			(136)		(355)
Government grants and contributions			(2,911)		(2,661)
Non-specific grant income			(5,998)		(7,987)
Gain on disposal of assets			(6)		-
Total income			(11,218)		(14,089)
Deficit/ surplus on the provision of services			633		(2,302)

3. ACCOUNTING STANDARDS THAT HAVE BEEN ISSUED BUT HAVE NOT YET BEEN ADOPTED

IFRS 16 Leases issued in January 2016 will be mandatory for accounting periods beginning on or after 1st April 2024. The Authority has decided not to adopt IFRS 16 in the 2023/24 financial year.

ENPA will adopt IFRS 16 on 1 April 2024. Based on the current assessment:

- Lease liabilities of £673k are expected to be recognised.
- The impact of recognising right-of-use assets, including peppercorn leases at fair value is currently unknown.
- There will be no impact on the General Fund balance on adoption, with statutory adjustments made through the Movement in Reserves Statement to the Capital Adjustment Account.
- The ENPA expects minimal changes in the accounting treatment of leases where it is the lessor.

The figures above are subject to completion of peppercorn lease valuations and lease term assessments.

4. CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

In applying the accounting policies set out in Note 1, the Authority has had to make certain judgements about complex transactions or those involving uncertainty about future events. The critical judgements made in the Statement of Accounts are:

There is a high degree of uncertainty about future levels of funding for local government. The Authority, however, has determined that this uncertainty is not yet sufficient to provide an indication that the assets of the Authority might be impaired as a result of a need to close facilities and reduce levels of service provision.

5. ASSUMPTIONS MADE ABOUT THE FUTURE AND OTHER MAJOR SOURCES OF ESTIMATION UNCERTAINTY

The Statement of Accounts contains estimated figures that are based on assumptions made by the Authority about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because balances cannot be determined with certainty, actual results could be materially different from the assumptions and estimates.

Those assumptions made by the Actuary relating to the pension fund are disclosed in note 36.

Item	Uncertainties	Effect if Actual Results Differ from Assumptions
Pensions Liability (note 36)	<p>Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and, for the Local Government Pension Scheme, the expected return on pension fund assets.</p> <p>An assessment of the liabilities is provided by Hymans Robertson. Further information is provided within note 36.</p>	<p>Relatively small changes in the assumptions made can have a significant impact on the pension net liability. The pension net liability shown in the balance sheet will only become payable over the retirement period of current and retired employees, so adjustments to the liability can be spread over a number of years through changes in employee and employer contributions. Increases in employer contributions have a direct impact on the budget.</p> <p>The effect of the change in actuarial assumptions is referred to in note 5 of the Narrative Report.</p>
Property valuations (note 13)	<p>The Authority revalues its assets every 5 years. The last full valuation was undertaken on 1st April 2021. It is possible that property values could fluctuate considerably within this 5 years time frame. In this respect an annual review is undertaken by the Head of Finance and Head of Property to identify any interim valuations required. Additionally, valuations were undertaken on DRC assets on 31st March 2024 to ensure they remain in line with current value, given market conditions.</p> <p>It bases its valuations on assumptions about asset conditions, useful lives, residual values and market conditions.</p> <p>These judgements are underpinned by the best available information and made by qualified valuers but are still based on estimates.</p>	<p>A fluctuation in property values would impact on the values held in the Balance Sheet and on the corresponding depreciation charge.</p>

6. MATERIAL ITEMS OF INCOME AND EXPENSE

The Authority received specific grants from Welsh Government worth £2,082k in 2023/24.

7. EVENTS AFTER THE BALANCE SHEET DATE

The Statement of Accounts have been approved for publication by the Chief Finance Officer as at 07/11/2025. Events after this date are not reflected in neither the financial statements nor the notes. Where events before this date provide information about the situation before 31st March 2024, the figures in the financial statement and notes have been adjusted in all material respects to show the effect of this information.

8. ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS

This note details the adjustments that are made in the total comprehensive income and expenditure recognised by the Authority in the year in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Authority to meet future capital and revenue expenditure.

2023/24	Usable Reserves			Movement in Unusable Reserves
	General Fund Balance	Capital Receipts Reserves	Capital Grants Unapplied Reserve	
	£'000	£'000	£'000	£'000
ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL ADJUSTMENTS ACCOUNT				
Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement				
Charges for depreciation, impairment and revaluation losses on non-current assets	(705)	-	-	705
Losses on revaluation	-	-	-	-
Net book value of assets disposed of	-	-	-	-
Capital grants and contributions applied	635	-	-	(635)
Revenue expenditure funded from capital under statute	(257)	-	-	257
Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement	-	-	-	-
Capital grants received in previous financial years and used in 2023/24	-	-	532	(532)
Capital grants received in previous years and transferred to revenue in 2023/24	-	-	-	-
Capital Expenditure Charges against the General Fund 2023/24	1	-	-	(1)
ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL GRANTS UNAPPLIED ACCOUNT				
Capital grants received in 2023/24 and transferred to revenue in 2023/24	-	-	-	-
Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement	258	-	(258)	-
ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL RECEIPTS RESERVE				
Capital receipts used in 2023/24	-	-	-	-
Capital receipts in 2023/24 not utilised	-	-	-	-
ADJUSTMENTS PRIMARILY INVOLVING THE PENSION RESERVE				
Reversal of Items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement	(204)	-	-	204
Employers Pension Contribution and direct payments to pensioners payable in the year	755	-	-	(755)
ADJUSTMENTS PRIMARILY INVOLVING THE ACCUMULATED ABSENCES ACCOUNT				
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	99	-	-	(99)
Total	582	-	274	(856)

2022/23	Usable Reserves			
	General Fund Balance	Capital Receipts Reserves	Capital Grants Unapplied Reserve	Movement in Unusable Reserves
	£'000	£'000	£'000	£'000
ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL ADJUSTMENTS ACCOUNT				
Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement				
Charges for depreciation, impairment and revaluation losses on non-current assets	(588)	-	-	588
Losses on revaluation	-	-	-	-
Net book value of assets disposed of	-	-	-	-
Capital grants and contributions applied	285	-	-	(285)
Revenue expenditure funded from capital under statute	(447)	-	-	447
Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement				
Capital grants received in previous financial years and used in 2022/23	-	-	404	(404)
Capital grants received in previous years and transferred to revenue in 2022/23	(1)	-	1	-
Capital Expenditure Charges against the General Fund 2022/23	274	-	-	(274)
ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL GRANTS UNAPPLIED ACCOUNT				
Capital grants received in 2022/23 and transferred to revenue in 2022/23	-	-	-	-
Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement	457	-	(457)	-
ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL RECEIPTS RESERVE				
Capital receipts used in 2022/23	-	-	-	-
Capital receipts in 2022/23 not utilised	-	-	-	-
ADJUSTMENTS PRIMARILY INVOLVING THE PENSION RESERVE				
Reversal of Items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement	(1,790)	-	-	1,790
Employers Pension Contribution and direct payments to pensioners payable in the year	783	-	-	(783)
ADJUSTMENTS PRIMARILY INVOLVING THE ACCUMULATED ABSENCES ACCOUNT				
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(21)	-	-	21
Total	(1,048)	-	(52)	1,100

9. TRANSFERS TO/FROM EARMARKED RESERVES

	Balance at 31 March 2022	Transfers out 2022/23	Transfers in 2022/23	Balance at 31 March 2023	Transfers out 2023/24	Transfers in 2023/24	Balance at 31 March 2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Earmarked Revenue and Capital reserves (approved as earmarked revenue and capital expenditure)	(775)	775	(358)	(358)	300	(273)	(331)
Specific Risks Reserves (to meet probable budget pressures)	(424)	109	(353)	(668)	0	0	(668)
Planning Reserve (To meet costs of Public Enquiry)	(225)	-	-	(225)	-	-	(225)
Match Funding Revenue Reserve (For Convergence Fund Purposes)	(962)	241	(182)	(903)	25	0	(878)
Revenue Grants reserve	(1,564)	272	(95)	(1,387)	692	(9)	(1116)
Pen y Pass Income reserve (for facilities related to Snowdon)	(56)	-	-	(56)	-	-	(56)
Section 106 reserve (for purposes related to affordable housing)	(485)	14	(126)	(597)	0	(62)	(659)
Projects reserve	(942)	199	(302)	(1,045)	79	(360)	(1,325)
Asset Management Reserve	(923)	28	(107)	(1,002)	0	0	(1,002)
Staff Resilience	(120)	5	(285)	(400)	0	0	(400)
Commercial Risk reserve	(100)	-	-	(100)	-	-	(100)
Financial Challenge Reserve	-	-	-	-	-	(1,905)	(1,905)
Sub-total	(6,576)	1,643	(1,808)	(6,741)	1,096	(2,620)	(8,665)
Other Reserves							
General Fund	(850)	113	(361)	(1,098)	891	(678)	(895)
Capital:							
Capital Grants Unapplied reserve	(2,094)	473	(493)	(2,147)	386	(139)	(1,872)
Useable Capital Receipts reserve (to only finance capital expenditure)	(164)	-	-	(164)	-	-	(164)
Total	(9,684)	2,229	(2,695)	(10,150)	2,373	(1,532)	(11,596)

10. OTHER OPERATING EXPENDITURE

2022/23		2023/24
£'000		£'000
6	Gains/losses on disposal of non-current assets	0

11. FINANCING AND INVESTMENT INCOME AND EXPENDITURE

2022/23		2023/24
£'000		£'000
36	Net interest on the net defined benefit liability (asset)	(593)
(136)	Interest receivable and similar income	(355)
100	Total	(948)

12. NON-SPECIFIC GRANT INCOME

2022/23		2023/24
£'000		£'000
(4,120)	National Park Grant	(5,525)
(1,373)	Levies on Constituent Authorities	(1,373)
(505)	Capital Grants and Contributions	(1,289)
(5,998)	Total	(7,987)

13. PROPERTY, PLANT AND EQUIPMENT Movement on Balances

2023/24	Land and Buildings	Vehicles Plant & Equipment	Community	Surplus Assets	Assets under Construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 April 2023	16,832	1,703	627	40	227	19,429
Additions	776	135				911
Disposals		(110)				(110)
Reclassification	104	18			(154)	(32)
Revaluation gain/ (loss) to the CIES						-
Revaluation gain/ (loss) to the Revaluation Reserves						-
At 31 March 2024	17,712	1,746	627	40	73	20,198
Accumulated Depreciation and Impairments						
At 1 April 2023	(3,477)	(1,289)	(7)	-	-	(4,773)
Depreciation	(193)	(165)				(358)
Disposals		110				110
Reclassification						-
Impairment (to CIES)	(321)					(321)
Impairment (to Revaluation reserve)	(455)					(455)
At 31 March 2024	(4,446)	(1,344)	(7)	-	-	(5,797)
Net Book Value at 31 March 2024	13,266	402	620	40	73	14,401
Net Book Value at 31 March 2023	13,355	414	620	40	227	14,656

2022/23	Land and Buildings	Vehicles Plant & Equipment	Community	Surplus Assets	Assets under Construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost or valuation						
At 1 April 2022	15,909	2,194	620	40	316	19,079
Additions	372	79	7		3	461
Disposals		(570)				(570)
Reclassification					(92)	(92)
Revaluation gain/ (loss) to the CIES						-
Revaluation gain/ (loss) to the Revaluation Reserves	551					551
At 31 March 2023	16,832	1,703	627	40	227	19,429
Accumulated Depreciation and Impairments						
At 1 April 2022	(2,930)	(1,667)	-	-	-	(4,597)
Depreciation	(175)	(205)				(380)
Disposals		570				570
Reclassification		13				13
Impairment	(372)		(7)			(379)
At 31 March 2023	(3,477)	(1,289)	(7)	-	-	(4,773)
Net Book Value at 31 March 2023	13,355	414	620	40	227	14,656
Net Book Value at 31 March 2022	12,979	527	620	40	316	14,482

Depreciation

Depreciation of fixed assets is charged on a straight line basis to write off their cost less any projected residual value in equal instalments over the expected useful life of the asset using the following bases:-

Operational Land & Property	: between 10 – 60 years
Community Assets	: indefinite
Information Systems Equipment	: 3 years
Vehicles	: over 7 years to nil value.
Furniture & Other Equipment	: estimated operational life

Revaluations

A full revaluation of all land and building was carried out at 1st April 2021.

Capital Commitments

The only capital commitment on tendered contracts the Authority has as at 31/03/2024 is:

- Dolgellau Heritage Townscape Scheme - £151k

(As at 31/03/2023, the only capital commitment on tendered contracts the Authority had was Dolgellau Heritage Townscape Scheme - £429k).

14. HERITAGE ASSETS

The Authority's classification of tangible heritage assets relates to :

- **Ynys y Pandy Slate Mill** - a listed building with no operational use, and removed from the land and buildings valuation in 2011/12 due to being below the de-minimis level.
- **Craig Yr Aderyn** - a Site of Special Scientific Interest and retained for its environmental qualities. Valuation at "existing use value"
- **Yr Ysgwrn** - home of the poet Hedd Wyn having been purchased to protect its cultural heritage. These assets are held at historic cost.

2023/24		Ynys y Pandy Slate Mill	Craig yr Aderyn	Ysgwrn	Total
		£'000	£'000	£'000	£'000
Cost or valuation					
1 April 2023		-	28	870	898
Additions				-	-
Reclassification		-	-	-	-
Revaluation loss to the CI&ES					-
31 March 2024		-	28	870	898
Depreciation and Impairment					
1 April 2023		-	-	(103)	(103)
Depreciation and Impairment		-	-	(11)	(11)
31 March 2024		-	-	(114)	(114)
Net Book value at 31 March 2024		-	28	756	784
Net Book value at 31 March 2023		-	28	779	807

2022/23		Ynys y Pandy Slate Mill	Craig yr Aderyn	Ysgwrn	Total
		£'000	£'000	£'000	£'000
Cost or valuation					
1 April 2022		-	28	870	898
Additions				-	-
Revaluation loss to the CI&ES					-
31 March 2023		-	28	870	898
Depreciation and Impairment					
1 April 2022		-	-	(91)	(91)
Depreciation and Impairment		-	-	(12)	(12)
31 March 2023		-	-	(103)	(103)
Net Book value at 31 March 2023		-	28	767	795
Net Book value at 31 March 2022		-	28	779	807

15. INTANGIBLE ASSETS

The Authority's classification of intangible assets relates to the development of its website:

2023/24		Website	Ambassador programme	Total
		£'000	£'000	£'000
Cost or valuation				
1 April 2023		109	-	109
Additions		-	-	-
Reclassification		-	32	32
31 March 2024		109	32	141
Amortisation and Impairment				
1 April 2023		(13)	-	(13)
Amortisation and Impairment		(14)	-	(14)
31 March 2024		(27)	-	(27)
Net Book value at 31 March 2024		82	32	114
Net Book value at 31 March 2023		96	96	96

2022/23		Website	Total
		£'000	£'000
Cost or valuation			
1 April 2022		-	-
Additions		17	17
Reclassification		92	92
31 March 2023		109	109
Amortisation and Impairment			
1 April 2022		-	-
Amortisation and Impairment		(13)	(13)
31 March 2023		(13)	(13)
Net Book value at 31 March 2023		96	96
Net Book value at 31 March 2022		-	-

16. ASSETS HELD FOR SALE

As at 31st March 2024 there were no assets held for sale. (As at 31/03/2023 no assets were designated as Assets for Sale).

17. SHORT TERM INVESTMENTS

As at 31st March 2024 the Authority held short term deposits worth £7,319k.
(£7,051k as at 31st March 2023).

18. DEBTORS

2022/23 £'000		2023/24 £'000
	Amounts falling due within one year :	
154	Trade	173
59	Prepayments	102
1,057	Other	821
1,270		1,096
	Long Term debtors (amounts falling due after one year)	
4	Car loans to employees	57
4		57

19. CASH AND CASH EQUIVALENTS

The balance of Cash and Cash Equivalents is made up of the following elements:

31 March 2023 £'000		31 March 2024 £'000
2	Cash held by the Authority	2
541	Bank current accounts	705
3,537	Short-term deposits with banks	4,431
4,080	Total Cash and Cash Equivalents	5,138

20. CREDITORS

2022/23 £'000		2023/24 £'000
	Amounts payable within one year :	
(787)	Trade	(716)
(400)	Other	(367)
(1,187)		(1,083)

21. USABLE RESERVES

Movements in the Authority's usable reserves are as noted in the Movement in Reserves Statement (and note 9)

22. UNUSABLE RESERVES

2022/23		2023/24
£'000		
(8,281)	Revaluation reserve	(7,807)
(7,313)	Capital adjustment account	(7,538)
(63)	Pensions Reserve	-
272	Accumulated Absences Account	173
(15,385)		(15,172)

The Revaluation Reserve

The Revaluation Reserve contains the gains made by the Authority arising from increases in the value of its Property, Plant and Equipment (and Intangible Assets). The balance is reduced when assets with accumulated gains are:

- Revalued downwards or impaired and the gains are lost,
- Used in the provision of services and the gains are consumed through depreciation, or
- Disposed of and the gains are realised

The reserve contains only revaluation gains accumulated since 1st April 2007, the date that the Reserve was created. Accumulated gains arising before that date are consolidated into the balance on the Capital Adjustment Account.

2022/23		2023/24
£'000		£'000
(7,920)	Balance as 1st April	(8,281)
(551)	Upward revaluation of assets	-
184	Downward revaluation of assets and impairment losses not charged to the (Surplus)/ Deficit on the Provision of Services	455
(367)	Surplus or deficit on revaluation of non-current assets not posted to the Surplus or Deficit on the Provision of Services	455
6	Depreciation on revaluation gains written off to the Capital Adjustment	20
(8,281)	Balance as 31st March	(7,807)

Capital Adjustment Account

The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or enhancement of those assets under statutory provisions. The Account is debited with the cost of acquisition, construction or enhancement as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling postings from the Revaluation Reserve to convert fair value figures to a historical cost basis). The Account is credited with the amounts set aside by the Authority as finance for the costs of acquisition, construction and enhancement.

The Account contains accumulated gains and losses on Investment Properties and gains recognised on donated assets that have yet to be consumed by the Authority.

The Account also contains revaluation gains accumulated on Property, Plant and Equipment before 1st April 2007, the date that the Revaluation reserve was created to hold such gains.

Note 8 provides details of the source of all the transactions posted to the Account, apart from those involving the Revaluation reserve.

2022/23		2023/24
£'000		£'000
(7,377)	Balance at 1st April	(7,313)
	Reversal of items relating to capital expenditure debited or credited to the Comprehensive Income and Expenditure Statement	
392	Charges for depreciation and impairment of non-current assets	705
195	Revaluation losses on Property, Plant and Equipment	-
-	Book value of equipment disposals	-
446	Revenue Expenditure Funded from Capital Under Statute	258
(6,344)		(6,350)
	Adjusting amounts written out of the Revaluation reserve	
(6)	Depreciation adjustment	(21)
(6,350)	Net written out amount of the cost of non-current assets consumed in the year	(6,371)
	<u>Capital financing applied in the year</u>	
	Capital grants received in previous years and transferred to revenue in 2023/24	
(284)	Capital grants and contributions credited to the Comprehensive Income and Expenditure Statement that have been applied to capital financing	(635)
(404)	Application of grants to capital financing from the Capital Grants Unapplied Reserve	(532)
(274)	Capital expenditure charged against the General Fund balances	(1)
(7,313)	Balance at 31st March	(7,538)

Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. The Authority accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement as the benefits earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Authority makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a shortfall in the benefits earned by past and current employees and the resources the Authority has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

2022/23		2023/24
£'000		£'000
884	Balance at 1st April	(63)
(1,980)	Remeasurement of the net defined benefit liability/ (asset)	(3,990)
	Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	
1,790		204
(757)	Employer's pension contributions and direct payments to pensioners payable in the year	(755)
	Effect of IAS19/ IFRIC 14	4,604
(63)	Balance at 31st March 2024	-

Accumulated Absences Account

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year e.g. annual leave entitlement carried forward at 31st March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the Account.

2022/23		2023/24
£'000		£'000
251	Balance at 1st April	272
(251)	Settlement or cancellation of accrual made at the end of the preceding year	(272)
271	Amount accrued at the end of the current year	172
20	Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(100)
271	Balance at 31st March	172

23. CASH FLOW STATEMENT – OPERATING ACTIVITIES

The “adjustments to net surplus or deficit on the provision of services for non-cash movements” comprises of :

2022/23		2023/24
£'000		£'000
(392)	Depreciation and impairment	(383)
	Revaluation losses on Property, Plant and Equipment	
(195)	Impairment losses on Property, Plant and Equipment	(322)
15	Movement in creditors	372
(717)	Movement in debtors	(325)
26	Movement in stock	48
(1,007)	Provision of Services costs for post employment benefits	551
(2,270)	Balance at 31 March	(59)

24. CASH FLOW STATEMENT – INVESTING ACTIVITIES

2022/23		2023/24
£'000		£'000
(516)	Purchase of property, plant and equipment, investment property and intangible assets	(911)
6	Proceeds from the sale of property, plant and equipment, investment property and intangible assets	-
797	Proceeds from short term and long term investments	(268)
437	Other receipts from investing activities	826
723	Balance at 31 March	(354)

25. CASH FLOW STATEMENT – FINANCING ACTIVITIES

2022/23		2023/24
£'000		£'000
8	Car loan repayments and related interest together with finance lease interest	54
8	Balance at 31 March	54

26. MEMBERS ALLOWANCES

The Authority paid the following amounts to members of the Authority during the year.

The allowances paid to members were:-

2022/23		2023/24
£'000		£'000
107	Members Allowances	107
0	Travel & Subsistence	2
107		109

Further information is available on the Authority's website. See the following link :

[HTTPS://ERYRI.GOV.WALES/WP-CONTENT/UPLOADS/2024/07/APCE-DATGANIAD-O-DALIADAU-2023-2024-STATEMENT-OF-PAYMENTS-SNPA.PDF](https://eryri.gov.wales/wp-content/uploads/2024/07/APCE-DATGANIAD-O-DALIADAU-2023-2024-STATEMENT-OF-PAYMENTS-SNPA.PDF)

27. STAFF REMUNERATION

Regulation 7A of The Accounts and Audit (Wales) Regulations 2010 requires disclosures of employees' remuneration.

The Accounts and Audit (Wales) Regulations 2014 require the Authority to disclose a remuneration ratio between the median remuneration of all the authority's employees during the year and that of the authority's chief executive.

2022/23		2023/24
(£'000)		(£'000)
94	Chief Executive Officer	102
27	SNPA Median Salary	32
3.5	Ratio	3.17

The remuneration paid to the Authority's senior employees is as follows:

2022/23				2023/24		
Salary	Employer Pension Contribution	Total		Salary	Employer Pension Contribution	Total
£'000	£'000	£'000		£'000	£'000	£'000
94	19	112	Chief Executive Officer	102	19	112
8	1	9	Chief Finance Officer (Section 151)*	8	2	10
70	14	83	Director of Corporate Services	72	13	85
70	14	83	Director of Planning and Land Management Services	72	13	85

- * The Chief Finance Officer was also Gwynedd Council's Head of Finance during the year, this relationship has been disclosed under note 29 – Related Parties.

No officers received a sum of over £60k (excluding Pension and Employer National Insurance Contributions) including a redundancy payment in 2023/24.

Number of Officers that received over £60k including salary and redundancy benefits.							
2022/23				2023/24			
Planning and Land Management	Corporate	Total	Range	Planning and Land Management	Corporate	Total	
0	0	0	60,000-64,999	0	0	0	
0	0	0	65,000-69,999	0	0	0	

Termination Benefits

There were 5 redundancies/ other agreed departures were made during 2023/24 financial year end. There were no exit packages or redundancies made during the 2022/23:

Exit package cost band	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band		Total cost of exit packages in each band	
	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24	2022/23	2023/24
£'000							£'000	£'000
0-40	0	4	0	1	0	5	0	44
40-60	0	0	0	0	0	0	0	0
60-80	0	0	0	0	0	0	0	0
80-100	0	0	0	0	0	0	0	0
100-150	0	0	0	0	0	0	0	0
Total	0	4	0	1	0	5	0	44

28. EXTERNAL AUDIT COSTS

The Audit Wales audit plan stipulates the following costs in relation to the audit of the Statement of Accounts, certification of grant claims and statutory inspections and to non-audit services provided by the Authority's external auditors :-

2022/23 £'000	Regulatory area	2023/24 £'000
47	Fees payable to the auditor general for Wales with regard to external audit services carried out under the Code of Audit Practice prepared by the auditor general for Wales	57
18	Fees payable to the Auditor General for Wales in respect of statutory inspections and the LG Measure 2009	18
65	Total	75

29. GRANT INCOME

The Authority credited the following grants, contributions and donations to the Comprehensive Income and Expenditure Statement in 2023/24.

2022/23			2023/24
£'000			£'000
		REVENUE GRANTS	
		Credited to Services	
		Planning and Land Management	
358	Natural Resources Wales		305
10	National Trust		3
10	RSPB LIFE		10
632	EU LIFE		-
526	Welsh Government		131
38	Local Authorities		32
307	Heritage Lottery Fund		241
-	CADW		20
10	Woodland Trust		25
122	National Grid		222
36	WCVA		78
39	Other		87
2,088			1,154
		Corporate	
76	Welsh Government		-
5	Local Authorities		-
-	Heritage Lottery Fund		20
4	Other		-
85			20
2,173	Total Revenue Grants		1,174

2022/23		2023/24
£'000		£'000
	CAPITAL GRANTS	
	Credited to non-specific grant income	
	Planning and Land Management	
21	Welsh Government	917
21		917
	Corporate (including Communication)	
480	Welsh Government	372
4	Other	-
484		372
505	Sub-total	1,289
	Credited to Services	
	Planning and Land Management	
150	Welsh Government	461
153	Heritage Lottery Fund	90
-	WCVA	274
-	National Grid	42
197	Other	20
500		887
	Corporate	
527	Welsh Government	201
527		201
1,027	Sub-total	1,088
1,532	Total	2,377
	Capital Grants Received in Advance and utilised in the current year	
342	Welsh Government	534
25	Natrural Resources Wales	-
38	British Mountaineering Council	-
405	Sub-total	534
1,937	Total Capital Grants	2,911

2023/24	<u>Grants in Advance</u>	2023/24
£'000		£'000
	Amounts payable within one year :	
(734)	Grants received in advance	(1,215)
(734)		(1,215)
	Long Term payable (amounts falling due after one year)	
(702)	Grants received in advance	(33)
(702)		(33)

The Authority has received a number of grants, contributions and donations that have yet to be recognised as income as they have conditions attached to them that will require the monies or property to be returned to the giver. The balances at the year-end are as follows:

The £1,215k under Short Term grants represents:

- £253k Welsh Government grant for works on Hafod Eryri
- £1k relating to the Nant Peris TAIS scheme
- £415k LIFE Scheme
- £32k Nature Recovery Project – Welsh Government Grant

30. RELATED PARTIES

The Authority is required to disclose material transactions with related parties – bodies or individuals that have the potential to control or influence the Authority or to be controlled or influenced by the Authority. Disclosure of these transactions allows readers to assess the extent to which the Authority might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Authority.

Welsh Government

The Welsh Government exerts significant influence through legislation and grant funding. The relevant sums are disclosed in notes 12 ("non-specific grant income") and 29 ("grant income").

Members

Members of the Authority have direct control over the Authority's financial and operating policies. The total members allowances paid in 2023/24 is shown in Note 26. Details of members' interests are recorded in the Register of Members' interests, open to public inspection at the Authority's offices during working hours. Members have declared an interest or relationship (as defined) in companies, businesses and organisations, public bodies and authorities. A breakdown of

payments made to these bodies and companies under this heading during 2023/24 and balances at 31 March 2024 is as follows;

Expenditure	Amounts owed by the Authority	Income	Amounts owed to the Authority
£'000	£'000	£'000	£'000
451	80	1,439	11

Other Public Bodies

The Constituent Local Authorities within whose boundaries the Authority's own boundary runs, contribute to the finances of the Authority by means of a statutory levy, determined by the Welsh Assembly Government. Each of these authorities provides a number of councillors to serve as members of the National Park Authority, broadly in proportion to the size of the levy they contribute and their area within the National Park. The representation of the 18 members of Eryri National Park Authority is as follows - Gwynedd Council (9), Conwy Council (3) and Welsh Government (6). Further detail is available from the Authority agenda for the Annual General Meeting held in June each year.

Grants for specific purposes are also received from or via local authorities and the total of these is shown in note 29. Income is also received from Conwy County Council for searches relating to the Planning Service.

Officers

Officers have declared an interest or relationship (as defined) in companies, businesses and organisations, public bodies and authorities. A breakdown of payments made to these bodies and companies under this heading during 2023/24 and balances at 31 March 2024 is as follows;

Expenditure	Amounts owed by the Authority	Income	Amounts owed to the Authority
£	£	£	£
141	-	-	-

The Authority's Chief Finance Officer is also Gwynedd Council's Head of Finance.

Entities controlled or significantly influenced by the Authority

The Authority gives grants for specific purposes to organisations under the Eryri Partnerships Fund but it is not considered that the Authority has control, joint control or significant influence over the entities assisted.

The Authority had contracts with Gwynedd Council to provide the Authority with the following services during 2023/24:

- Pension Fund administration & Payroll Support Service (£6k)
- Internal audit Service (£8k)
- Temporary Support Service to the Finance Department (£62k)

The Authority has an interest in a Limited Liability Partnership (National Parks Partnership) together with 13 other UK National Park Authorities for the purpose of generating income mainly from sponsorship. A charitable body has been established which is ancillary to the National Parks Partnership for the purpose of raising monies for the national parks.

31. CAPITAL EXPENDITURE AND CAPITAL FINANCING

The total amount of capital expenditure incurred in the year is shown in the table below, together with the resources that have been used to finance it

2022/23		2023/24
£'000		£'000
-	Opening Capital Financing Requirement	-
	Capital Investment	
	Property, Plant & Equipment	
	Planning and Land Management	
10	Ysgwrn	-
	Built Environment schemes	2
3	Planning Service System	43
35	Vehicles	-
-	Tourism	74
4	Woodlands	1
52		120
	Corporate (including Communication)	
153	Car park upgrades	-
117	Upgrade public conveniences	4
-	HQ Improvements	4
10	I.T. General Replacement programme	-
17	New website	-
20	Betws y Coed Information Centre	3
34	I.T. (Welsh Gov. and SLSP Grants)	17
17	Morfa Mawddach	-
13	Decarbonisation (SLSP Grant)	-
7	Nature (SLSP Grant)	-
	Dol Idris	22
	Beddgelert	256
6	Electric Vehicle Charging Points (SLSP Grant)	5
21	Plas Tan y Bwlch improvements	230
12	Hafod Eryri	244
-	Water Stations	6
427		791
479		911

2022/23 £'000	Revenue expenditure funded from capital under Statute	2023/24 £'000
	Planning and Land Management	
129	Built Environment schemes	15
323	Dolgellau Townscape Heritage Scheme	252
84	Dark Skies Projects	-
1	Woodlands (SLSP grant)	1
3	Biodiversity (Welsh Govt. grant)	-
62	Agriculture and Conservation Projects	-
122	Traditional Boundaries (SLSP grant)	194
93	Eryri Nature (SLSP grant)	126
77	Ty Natur Project	27
33	Carneddau Path	33
-	Biodiversity (Welsh Govt. grant)	1
-	Harlech Restoration programme	54
-	MIND THE GAP	42
	Local Places for Nature	221
927		966
	Coporate	
74	Access Improvements	-
5	Nant Gwynant	-
1	Bwlch Mawr - Brithdir	-
17	Brithdir - Pen Ceunant	-
76	Cader Idris	80
11	Crafnant - Capel Currig (SLSP grant)	-
20	Eryri Community Fund	20
1	Eryri Community (SLSP grant)	85
50	Eryri Sustainable Tourism (SLSP grant)	41
255		226
1,181	REFCUS Total	1,192
1,659	Total Expenditure	2,102
	Sources of Finance	
	Capital Receipts	
(1,532)	Government Grants and other Contributions	(2,377)
(405)	Grant received in previous years and applied in 2023/24	(532)
95	SLSP grants Administration Fee	149
457	Grant received in advance in 2023/24	659
(274)	Sums set aside from revenue: Direct revenue contributions	(1)
(1,659)		(2,102)
	Closing capital financing requirement	
-	Increase/decrease in Capital Financing Requirement	-

From the total spend of £2,102k (£1,659k in 2022/23), £1,191k (£1,181k in 2022/23) relates to expenditure on fixed assets not owned by the Authority. The relevant grants and contributions finance amounts to £934k (£996k in 2022/23). The net revenue expenditure funded from capital under statute is therefore £257k (£185k in 2022/23).

32. LEASES

AUTHORITY AS LESSEE

Finance Leases The Authority as lessee has no finance leases.

Operating Leases The Authority has operating leases relating to vehicles, photocopiers and franking machines.

The future minimum lease payments under non-cancellable leases in future years are:

31 March 2023		31 March 2024
<u>£'000</u>		<u>£'000</u>
131	Not later than 1 year	135
281	Later than 1 year and not later than 5 years	231
11,631	Later than 5 years	13,055
12,043	Total	13,420

Lease costs of £55,069, (£63,164 in 2022/23) on **equipment** were charged to the Corporate Directorate within the Comprehensive Income and Expenditure Statement during the year.

No lease costs (£Nil in 2022/23) on **Authority vehicles** was charged to the Corporate Directorate in the Comprehensive Income and Expenditure Statement during the year.

Lease costs of £80,026 (£94,415 in 2022/23) on **properties** were charged to the Corporate Directorate in the Comprehensive Income and Expenditure Statement during the year.

AUTHORITY AS LESSOR**Finance Leases**

As at 31st March 2024 the Authority has no finance lease as lessor.

Operating Leases

The Authority leases out property under operating leases for the following purposes: commercial, ground rents on chalets at Plas Tan y Bwlch, office accommodation, grazing and recreational/access.

The income receivable for 2023/24 was £102,948 (£60,875 in 2022/23).

The estimated minimum lease payments receivable under non-cancellable leases in future years are :

31 March 2023		31 March 2024
<u>£'000</u>		<u>£'000</u>
128	Not later than 1 year	152
420	Later than 1 year and not later than 5 years	510
75,723	Later than 5 years	101,989
76,271	Total	102,652

Figures are subject to the effect of rent reviews, and income generated and also the number of visitors for Hafod Eryri.

The associated depreciation charge on the assets relevant to operating leases is £37,569 (2022/23 £37,569).

33. IMPAIRMENT LOSSES

There were impairment losses of £776k arising on property, plant and equipment during 2023/24. The impairment losses are mainly a result of non-enhancing capital expenditure.

34. CONTINGENT LIABILITIES

At 31st March 2024 the Authority had no contingent liabilities.

35. NATURE AND EXTENT OF RISKS ARISING FROM FINANCIAL INSTRUMENTS

The Authority's activities can expose it to a variety of financial risks:

- **Credit risk** – the possibility that other parties might fail to pay amounts due to the Authority,
- **Liquidity risk** – the possibility that the Authority might not have funds available to meet its commitments to make payments,
- **Market risk** – the possibility that financial loss might arise for the Authority as a result of changes in such measures as interest rates. Changes in the foreign exchange rate can constitute a significant risk within the Celtic Rainforest (LIFE) project.

The above risks were managed through the Authority's debt recovery arrangements and Annual Treasury Management Strategy, with no significant negative impacts in 2023/24. The value of the Authority's financial instruments is the same as their fair value.

36. PENSION FUND

PARTICIPATION IN PENSION SCHEMES

As part of the terms and conditions of employment of its officers, the Authority makes contributions towards the cost of post-employment benefits. Although these benefits will not actually be payable until employees retire, the Authority has a commitment to make the payments that needs to be disclosed at the time that employees earn their future entitlement.

The Authority participates in two post-employment schemes:

- The Local Government Pension Scheme, administered locally by Gwynedd Council – this is a funded defined benefit final salary scheme, meaning that the Authority and employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment assets.
- Discretionary post-retirement benefits upon early retirement. This is an unfunded defined benefit arrangement under which liabilities are recognised when awards have been made. No investment assets were built up to meet these pensions liabilities, and cash has to be generated to meet the actual pensions payments as they fall due. The Authority has an annual liability based on past awards made under these arrangements, but has not added to that liability in recent years. Rather, any extra pension liability ensuing from granting early retirement is recognised and paid off in that specific year.

TRANSACTIONS RELATING TO POST-EMPLOYMENT BENEFITS

We recognise the cost of retirement benefits in the reported cost of services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge we are required to make against the General Fund is based on cash payable in the year, so the real cost of post-employment/retirement benefits is reversed out of the General Fund via the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Fund Balance via the Movement in Reserves Statement during the year.

CHANGE IN THE FAIR VALUE OF PLAN ASSETS, DEFINED BENEFIT OBLIGATIONS AND NET LIABILITY FOR THE YEAR ENDED 31ST MARCH 2024.

Period ended 31 March 2024	Assets	Obligations	Net (liability) / asset
	£'000	£'000	£'000
Fair Value of employer assets	45,129	0	45,129
Present value of funded liabilities	0	32,356	(32,356)
Present value of unfunded liabilities	0	283	(283)
Opening position as at 31 March 2023	45,129	32,639	12,490
Service cost			
- Current service cost *	0	797	(797)
- Past Service Cost (including curtailments)	0	0	(0)
Total Service Cost		797	(797)
Net interest			
- Interest income on plan assets	2,141	0	2,141
- Interest cost on defined benefit obligation	0	1,548	(1,548)
Total Net Interest	2,141	1,548	593
Total defined benefit cost recognised in Profit or (Loss)	2,141	2,345	(204)
Cashflows			
- Plan participants' contributions	266	266	0
- Employer contributions	755	0	755
- Benefits paid	(1,139)	(1,139)	0
- Unfunded benefits paid	(28)	(28)	0

- Contributions in respect of unfunded benefits	28	0	28
Expected closing position	47,152	34,083	13,069
Remeasurements			
- Change in demographic assumptions	0	(2,040)	(2,040)
- Change in financial assumptions	0	(190)	(18,420)
- Other experience		988	(988)
- Return on assets excluding amounts included in net interest	2,720	0	2,720
Total remeasurements recognised in Other Comprehensive Income (OCI)	2,720	(1,242)	3,962
Fair value of employer assets	49,872	0	49,872
Present value of funded liabilities	0	32,563	(32,563)
Present value of unfunded liabilities	0	278	(278)
Closing position as at 31 March 2024	49,872	32,841	17,031

CHANGE IN THE FAIR VALUE OF PLAN ASSETS, DEFINED BENEFIT OBLIGATIONS AND NET LIABILITY FOR THE YEAR ENDED 31ST MARCH 2023.

Period ended 31 March 2023	Assets	Obligations	Net (liability) / asset
	£'000	£'000	£'000
Fair Value of employer assets	45,786	0	45,786
Present value of funded liabilities	0	46,306	(46,306)
Present value of unfunded liabilities	0	364	(364)
Opening position as at 31 March 2022	45,786	46,670	(884)
Service cost			
- Current service cost *	0	1,754	(1,754)
- Past Service Cost (including curtailments)	0	0	0
Total Service Cost	0	1,754	(1,754)
Net interest			
- Interest income on plan assets	1,236	0	1,236
- Interest cost on defined benefit obligation		1,272	(1,272)
Total Net Interest	1,236	1,272	(36)
Total defined benefit cost recognised in Profit or (Loss)	1,236	3,026	(1,790)
Cashflows			
- Plan participants' contributions	245	245	0
- Employer contributions	757	0	757
- Contributions in respect of unfunded benefits	(983)	(983)	0
- Benefits paid	(26)	(26)	0
- Unfunded benefits paid	26	0	26
Expected closing position	47,041	48,932	(1,891)
Remeasurements			
- Change in demographic assumptions	0	(18,420)	18,420
- Change in financial assumptions	0	(282)	282
- Other experience	0	2,409	(2,490)
- Return on assets excluding amounts included in net interest	(1,912)	0	(1,912)
Total remeasurements recognised in Other	(1,912)	(16,293)	14,381

Comprehensive Income (OCI)			
Fair value of employer assets	45,129	0	45,129
Present value of funded liabilities	0	32,356	(32,356)
Present value of unfunded liabilities	0	283	(283)
Closing position as at 31 March 2023	45,129	32,639	12,490

The current service cost includes an allowance for administration expenses of 0.5% of payroll

This liability comprises of approximately £278k in respect of LGPS unfunded pensions and £0 in respect of Teachers' unfunded pensions. For unfunded liabilities as at 31st March 2024, it is assumed that all unfunded pensions are payable for the remainder of the member's life. It is further assumed that 90% of pensioners are married (or cohabiting) at death and that their spouse (or cohabitee) will receive a pension of 50% of the member's pension as at the date of the member's death.

INFORMATION ABOUT THE DEFINED BENEFIT OBLIGATION

	Liability split		Weighted Average Duration at Previous Valuation
	£'000	Percentage (%)	
Active members	3,366	76	51
Deferred members	295	7	52
Pensioner members	773	17	68
Total	4,434	100	

(Figures are for funded obligations only and do not include the unfunded pensioner liabilities. The durations are effective as at the previous formal valuation as at 31st March 2022).

SCHEME HISTORY

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£'000	£'000	£'000	£'000	£,000	£,000
Present value of liabilities in the Local Government Pension Scheme	(43,173)	(36,804)	(48,952)	(46,670)	(32,639)	(32,841)
Fair Value of Assets in the Local Government Pension Scheme	35,421	32,215	41,635	45,786	45,129	49,872
Surplus / (deficit) in the scheme :	(7,752)	(4,589)	(7,317)	(884)	12,490	17,031
Effect of IAS19/ IFRIC 14					(12,427)	(17,031)
New Asset					63	0

The total contributions by the Authority, as estimated by the Actuary, for the year to 31st March 2024 is £783k. The Actuary estimates employers contributions for the period to 31st March 2024 at £783k.

The Discretionary Benefits arrangements have no assets to cover its liabilities. The Local Government Pension Scheme's assets consist of the following categories, by proportion of the total assets held :

31 March 2023		31 March 2024
(%)		(%)
68	Equity investments	62
23	Debt investments (bonds)	28
9	Property	7
0	Inflation	2
1	Cash	1
100		100

The Major Categories of Plan Assets as a Percentage of Total Plan Assets

The actuary has provided a detailed breakdown of Fund assets in accordance with the requirements of IAS19. This analysis distinguishes between the nature and risk of those assets and to further break them down between those with a quoted price in an active market and those that do not. The asset split for Eryri National Park Authority is assumed to be in the same proportion to the Fund's asset allocation as at 31st December 2022. The split is shown in the following table. The actuary estimates the bid value of the Fund's assets as at 31st March 2024 to be £49,873k based on information provided by the Administering Authority and allowing for index returns where necessary.

Fair Value of Employer Assets

The asset values below are at bid value as required under IAS19.

Asset category	31 Mar 2024				31 Mar 2023			
	Quoted prices in active markets	Prices not quoted in active markets	Total	%	Quoted prices in active markets	Prices not quoted in active markets	Total	%
	(£'000)	(£'000)	(£'000)		(£'000)	(£'000)	(£'000)	
Equity Securities :								
All	0	0	0	0	0	0	0	0
Debt Securities :								
Other	0	0	0	0	0	0	0	0
Private Equity :								
All	0	2,593.2	2,593.2	5	0	2,841.1	2,841.1	6
Real Estate :								
UK Property	0	3,473.5	3,473.5	9	0	3,719.3	3,719.3	9
Overseas Property	0	0	0	0	0			0
Investment Funds & Unit Trusts :								
Equities	0	27,753.5	27,753.5	62	0	28,094.3	28,094.3	64
Bonds	0	0	0	0	0	0	0	0
Infrastructure	0	0	0	0	0	1,281.3	1,281.3	2
Other	0	14,178.9	14,178.9	28	0	9,052.2	9,052.2	20
Cash & Cash Equivalents								
All	0	642.8	642.8	0	240.0	0	240.0	1
Totals	0	49,872	49,872	100	240.0	44,988	45,129	100

Basis for Estimating Assets and Liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels etc., Both the Local Government Pension Scheme and Discretionary Benefits liabilities have been assessed by Hymans Robertson, an independent firm of actuaries, estimates for the Authority Fund being based on the latest full valuation of the scheme as at 31st March 2022.

The principal assumptions used by the actuary have been :

	Local Government Pension Scheme	
	2023/24	2022/23
Long term expected rate of return on assets in the scheme :	4.75%	4.75%
Mortality Assumptions :		
Longevity at 65 for current pensioners :		
Men	21.4 years	21.5 years
Women	23.7 years	23.9 years
Longevity at 65 for future pensioners :		
Men	21.8 years	22.0 years
Women	25.6 years	25.9 25.8 years
- Rate of inflation (CPI)	2.75%	2.95%
- Rate of increase in salaries	3.25%	3.45%
- Rate of increase in pensions	2.75%	2.95%
- Rate for discounting scheme liabilities	4.85%	4.75%
Take up of option to convert annual pension into retirement lump sum	65% pre 1/4/2014 service and 65% post 1/4/2014 service.	65% pre 1/4/2014 service and 65% post 1/4/2014 service.

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. In order to quantify the impact of a change in the financial assumptions used, the actuary has calculated and compared the value of the scheme liabilities as at 31st March 2022 on varying bases. The approach taken is consistent with that adopted to derive the IAS19 figures provided in this note.

To quantify the uncertainty around life expectancy, the actuary has calculated the difference in cost to the Authority of a one year increase in life expectancy. For sensitivity purposes this is assumed to be an increase in the cost of benefits of broadly 2-4%. In practice the actual cost of one year increase in life expectancy will depend on the structure of the revised assumption (i.e. if improvements to survival rates predominantly apply at younger or older ages). The figures in the table below have been derived based on membership profile of the Authority as at 31st March 2022, the date of the most recent actuarial valuation. The approach taken in preparing the sensitivity analysis shown is consistent with that adopted in the previous year.

Impact on the Defined Benefit Obligation in the Scheme		
Change in assumption	Approximate increase to Employer 31 March 2024	Approximate monetary amount 31 March 2024
	(%)	(£'000)
0.1% decrease in real discount rate	2	629
1 year increase in member life expectancy	4	1,314
0.1% increase in salary increase rate	0	85
0.1% increase in the pension increase rate	2	555

Projected Defined Benefit Cost for the period to 31st March 2024

	Assets	Obligations	Net (liability) / asset	
	£'000	£'000	£'000	% of pay
Projected Current Service Cost*	0	696	(696)	(16.4)%
Past Service Cost including curtailments	0	0	0	0
Effect of settlements	0	0	0	0
Total Service Cost	0	696	(696)	(16.4)%
Interest income on plan assets	2,419	0	2,419	57.1%
Interest cost on defined benefit obligation	0	1,591	(1,591)	(37.5)%
Total Net Interest Cost	2,419	1,591	828	19.6%
Total Included in Profit and Loss	2,419	1,591	132	3.2%

* The current service cost includes an allowance for administration expenses of 0.6% of payroll. The monetary value is based on a projected payroll of £4,239k.

The contributions paid by the Employer are set by the Fund Actuary at each triennial actuarial valuation (the most recent being as at 31st March 2022), or at any other time as instructed to do so by the Administering Authority.

Eryri National Park Authority

Annual Governance Statement 2023-24



This statement meets the requirement to produce a Statement of Internal Control pursuant to Regulation 4 of the Accounts and Audit (Wales) Regulations 2005 (as amended in 2010)

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

Introduction

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

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

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

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

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

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

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

The Purpose of the Governance Framework

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

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

The Governance Framework

The Governance Framework comprises the seven principles of good governance:

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

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

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

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

Governance Structure

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

- Eryri National Park Authority has 18 appointed Members and during 2023/24 had 5 scheduled meetings.
- The Performance and Resources Committee was held 3 times during 2023/24. As part of its remit it undertakes audit committee functions in accordance with CIPFA requirements.
- The Planning and Access Committee was held 8 times during 2023/24. This committee is responsible for carrying out the Authority's statutory planning functions.
- The Authority's Standards Committee was held twice during 2023/24. Membership of the committee, whose remit it is to promote and maintain high standards of conduct by Members, comprises of 3 Authority Members and 3 independent members.

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

Management Team

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

Standards

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

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

- Complaints Procedure – based on the best practice model complaints procedure produced by the Public Service Ombudsman for Wales;
- Whistle Blowing Policy – to enable staff to raise serious concerns with the confidence in knowing that they will be thoroughly and fairly investigated, without fear of reprisals;
- Anti-Fraud and Corruption Strategy – contains measures designed to frustrate any attempted fraudulent or corrupt act, and the steps to be taken if such an act occurs; and a

- Scheme of Delegation – outlines how the full Authority's functions are carried out through delegation to its committees and sub-committees.

Risk Management

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

Internal Audit

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

External Audit

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

Monitoring Officer

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

Financial Management

The Authority's financial management arrangements conform to the governance requirement of the CIPFA Statement on the Role of the Chief Financial Officer in Local Government (2016). The Chief Finance Officer (who is Cyngor Gwynedd's Chief Finance Officer) is the officer responsible for the administration of financial affairs as required under Section 151 of the Local Government Act 1972. During the year a new appointment for the Section 151 Officer was formalised by the Authority following a change of personnel at Cyngor Gwynedd due to the retirement of the previous incumbent.

Significant Governance Issues and Actions Undertaken During the Year

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

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

The Well-being Objectives concentrate on three key areas of work - Resilient Environments, Resilient Communities and Resilient Ways of Working - and have been aligned with five sub themes to provide focus, as set out below.

Resilient Environments

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

Resilient Communities

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

Resilient Ways of Working

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

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

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

5. Prevention – to take account of how deploying resources to prevent problems occurring, or getting worse may contribute to meeting the Authority's well-being objectives, or another body's objectives.

The Corporate Work Programme for 2023/24 was presented for approval as a working document by the Members at the Authority Annual General Meeting on the 14th of June 2023. The Programme sets out the projects, initiatives and specific actions that will fulfil the Authority's Well-being Objectives and Service Priorities.

Progress against the Programme has been reported to the Performance and Resources Committee on the 29th of November 2023 and on the 20th of March 2024.

Effectiveness of the Governance Framework

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

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

Code of Corporate Governance	<p>Governance was scrutinised in depth during 2021/22 by a Task and Finish Group of Officers and Members which was established especially for this purpose.</p> <p>The Code of Corporate Governance was reviewed in depth and redrafted by the Group, to ensure that it remains a cornerstone of effective governance for the future.</p> <p>The revised Code of Governance was formally adopted by the Authority in its meeting on the 27th of April 2022.</p>
Standards Committee	<p>The Standards Committee met twice during the year.</p> <p>The first meeting held on the 28th of April 2023 considered and agreed the statutory annual report to be presented to the Authority AGM, on how the committee's functions have been discharged, which included an overview of conduct matters generally within the Authority.</p>

	<p>The meeting also considered a report from the Monitoring Officer regarding the monitoring that had taken place on the operation of the code of conduct and specifically Declarations of Members' Interests. The meeting also considered and agreed upon a consultation response for Welsh Government on the Recommendations of the Independent Review of the Ethical Standards Framework.</p> <p>The second meeting of Standards Committee which was held on the 1st of September 2023, considered the Committee's usual business, which included the nomination of Members for the Single Status Grading Appeals Panel, Grant of Dispensations and the consideration of the Authority's Annual Complaints Monitoring Report as well as the Public Service Ombudsman for Wales Annual Report.</p> <p>At the same meeting the Chair of the Committee reported on her observations following attendance as an observer of the Authority's Committees to evaluate their effectiveness and governance arrangements. The Chair was encouraged to note that the committees functioned well, with firm leadership, members had prepared thoroughly, and respect was shown for fellow members.</p>

Whistle Blowing Policy	During 2023/24, no reports or concerns were raised in relation to any Member or Officer of the Authority under the Whistle Blowing Policy.
Anti-Fraud and Corruption Strategy	During 2023/24, no complaints of alleged fraud or corruption were made regarding any Member or Officer of the Authority, and Internal Auditors did not identify any areas of concern through their auditing work.
Model Code of Conduct	During 2023/24, no amendments or revisions were made to the Model Code of Conduct.
Complaints – Officers	During 2023/24, the Authority received a total of 12 formal complaints.

	<p>One of these complaints was later referred to the Public Service Ombudsman for Wales, who declined to investigate further.</p> <p>The Authority was therefore not subject to a formal investigation of alleged maladministration by the Public Service Ombudsman for Wales during 2023/24.</p>
Complaints - Members	<p>During 2023/24, the Authority's Monitoring Officer did not receive any formal complaints relating to the Members, and no complaints were submitted directly to the Public Service Ombudsman for Wales.</p>
Standing Orders	<p>The Authority's Standing Orders were reviewed as part of the remit of the Reviewing Governance Task and Finish Group during 2021/22.</p> <p>The review concluded that the Authority continues with its current committee structure but that the Authority should in future consider an amendment giving the Performance and Resources committee the right to make final decisions on financial and other reports (unless Authority approval is specifically required).</p>

Standing Orders relating to Contracts	<p>A new revised version of the Standing Orders relating to Contracts was presented to the Authority for adoption in its meeting on the 16th of November 2022.</p> <p>The revision incorporates the previously accepted recommendations given by Welsh Government and ensures compliance with all new regulations relating to the withdrawal from the European Union. It also provides a foundation for the Authority to incorporate environmental considerations into its green procurement policy.</p>
Scheme of Delegation	<p>The Scheme of Delegation was reviewed as part of the remit of the Reviewing Governance Task and Finish Group during 2021/22.</p>

	The Group concluded that the current Officer Scheme of Delegation continued to be fit for purpose, and therefore no recommendation for changes were given.
Members' Register of Interests	<p>The Local Government (Democracy) (Wales) Act 2013 places a requirement on the Authority to publish the current Members' Register of Interests on the Authority's website.</p> <p>It is the responsibility of each Authority Member to keep their record of personal interests up to date and to report on any changes in a timely manner. Nonetheless, the Member Services Officer sends each Member a copy of their current record after each AGM of the Authority, and requests that they be reviewed and updated if required.</p> <p>In its meeting on the 28th of April 2023, the Standards Committee reviewed Members' individual declarations of interest forms completed at Committee meetings for the previous financial year, as part of their work in monitoring the operation of the Code of Conduct. The General Members' Register of Interests was also reviewed. No issues of concern were identified.</p>

Principle 2: Ensuring openness and comprehensive stakeholder engagement

Strategic Equality Plan	<p>The Annual Report on the Strategic Equality Plan was presented to the Performance and Resources Committee on the 29th of November 2023.</p> <p>The Authority's progress on its action plan for reaching its Equality Objectives was reported, along with the Equality Impact Assessments undertaken during the year, equal pay monitoring data and staff equality data.</p> <p>A new Strategic Equality Plan for the period 2024 – 28 was adopted by the Performance and Resources Committee on the 20th of March 2023, following a comprehensive review and consultation undertaken in partnership with other public bodies across North Wales, as part of the North Wales Public Sector Equality Network.</p>
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Direct Consultation	<p>During 2023/24 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars, online meetings as well as face-to-face meetings, workshops and consultation surgeries.</p> <p>Consultation is inbuilt into the wide range of workflows and projects we undertake as an Authority, be that through a formal statutory process, informally with communities and stakeholders or jointly with other public bodies. As a small Authority, it is important that we involve communities and stakeholders and consider their views from the outset, if we are to be successful with our projects.</p> <p>During the year, consultations took place around the review of our Equality Objectives with the North Wales Public Sector Equality Network, the introduction and community sessions for Plastic-Free Yr Wyddfa project, workshops and community sessions for the Conservation Areas Project, followed up by training, and at the end of the year, the start of the Article 4 Directive public consultation, amongst other things.</p> <p>In addition, a trial was established on a different approach to consult with Community and Town Councils on the process of reviewing the Eryri Local Development Plan over the next few years. Community and Town Councils agreed that the best approach was a virtual session to be ran before each stage of the consultation process. In the meantime, this agreed process can be used on the various stages of implementation required with Article 4 Directive over the coming year.</p>
Communication and Engagement Strategy	<p>Communication and engagement is an essential element in everything the Authority does. It is also something that can always be improved upon, and the Authority's Strategy reflects this.</p> <p>Fast paced technological advancements and the continuing growth in social media platforms and participation levels, means that the Authority needs to be fully focused on engaging effectively through the correct channels at the correct time with a wide range of audiences.</p>

	<p>Following the departure of the Head of Service during the year, the Communication and Engagement Service was reorganised and split into two separate services. The new Head of Communication role was created, and an internal appointment made in the Autumn of 2023. However, this role amalgamates one of the Media Officer roles, which results in no additional staffing resources for the service.</p> <p>Due to this reorganisation, the annual report for 2023, which includes performance indicator results, was not presented to the Performance and Resources Committee in March 2024 as scheduled. However, it is expected that this will now be presented to Members in July 2024.</p>
Freedom of Information and Environmental Information Regulations Requests	<p>The Authority has adopted the Information Commissioner's Model Publication Scheme and has published a guide to information, both of which are available on the website.</p> <p>During 2023, 28 requests were received of which 15 received all the information requested (54%). Of the other 13 requests, 5 were refused or partially refused as the information requested did not exist or the authority did not hold the information, 2 requests were partially refused as the information would have identified members of the public who reported possible breaches of planning control, 2 requests were partially refused as it contained third party personal data, 1 request was refused as its disclosure would have adversely affected the course of justice, 1 request was refused as the information was intended for future publication, 1 request was refused as the information held was for the purpose of criminal proceedings which if released would have been prejudicial, and 1 request was partially refused as it was for the Authority's response to a pre-planning application advice request, which had not resulted in a planning application. It is the Authority's policy to keep these confidential until such time as a planning application is submitted, and accordingly is classed as exempt under Regulation 12(5)(f) of the Environment Information Regulations 2004.</p> <p>Of the 28 requests, 1 was not answered within the 20 working day time limit.</p>

	No complaints were submitted during the year to the Information Commissioner with regard to any information request.
Committee Agendas and Associated Reports	<p>The Authority's Committee agendas and associated reports are published on the website at least 3 clear working days before each meeting, to satisfy the statutory time limit.</p> <p>An archive of past Committee meetings agendas and associated papers is also available on the website for the last 3 years, and older agendas are available on request. Minute Books are also published annually on the website.</p>

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

Cynllun Yr Wyddfa Partnership Plan	<p>The process of reviewing Yr Wyddfa Partnership Plan has begun, and it is anticipated that the process will take around a year, with the intention of launching a revised plan before the summer of 2025.</p> <p>One of the priorities of Cynllun Yr Wyddfa is to deal with challenges related to parking and transport in the Wyddfa and Ogwen area. The type of improvements that have been implemented so far is the parking and travel system in Ogwen, better parking management on the A5 in Ogwen and in Nant Gwynant, the introduction of the regular T10 service through the Ogwen Valley, improvements to the Sherpa service, and sustainable travel messages on the National Park Authority's social media websites.</p> <p>In addition to the above, an Action Group was established to deal with strategic issues relating to parking and transport which includes the key partners (Cyngor Gwynedd, Conwy County Borough Council and the National Park Authority). This group has met regularly since its establishment during 2022.</p> <p>Leading up to Wales Ambassador Week 2023, the special milestone of having 1000 Eryri Ambassadors was reached. During the week, activities were held throughout Wales to celebrate the work of the Ambassadors.</p>
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	<p>A Plastic Free Zone was defined for Yr Wyddfa project in January 2023, and covers the mountain and its gateway villages (Llanberis, Waunfawr, Beddgelert).</p> <p>The Yr Wyddfa Non-Plastic project is a 'working towards' commitment and the brevity and unique challenges of the project mean that it will include several test campaigns, allowing the Authority to measure the effectiveness of different ideas and new methods. The guiding principles behind the campaigns align with the general principles of the project: maintaining and respecting our environment, sustainable communities, and future generations.</p>
Cynllun Eryri (Eryri National Park Partnership Plan)	<p>Cynllun Eryri was adopted by the National Park Authority as its statutory (Partnership) Management Plan in October 2020 and officially launched in November 2020. The third annual report of progress capturing input from all Partners during 2023 is currently in draft form.</p> <p>Whilst 2023 continued to be challenging for all Partners, in gathering information for this report it is clear that outstanding examples of Cynllun Eryri's goals being progressed continue to develop at apace across the region.</p> <p>In its third year of implementation, significant progress has been made on the Action Plan of Cynllun Eryri. There are currently no Outcomes which have been assessed as <i>Not progressed and/or at risk</i>. It is therefore fair to conclude that progress has been achieved in all areas of the Action Plan of Cynllun Eryri in the year 2023.</p> <p>The draft Annual Report for 2023 will be discussed at the Fforwm Eryri meeting on 7th May 2024 and it is hoped that it will be presented to Authority members in the AGM on 12th June 2024 for adoption.</p>

Eryri Local Development Plan 2016-2031	<p>The revised Eryri Local Development Plan 2016-2031 (LDP) was adopted on the 6th of February 2019.</p> <p>The Annual Monitoring Report for 2022-23 was approved by the Planning and Access Committee on the 18th of October 2023, and subsequently presented to the Welsh Government.</p> <p>Prior to this, a Review Report was approved by the Planning and Access Committee on the 28th of June 2023, following a stakeholder consultation period which ran between the 7th of April and 12th of May 2023. The Report was then presented to the Welsh Government.</p> <p>The review highlighted that significant national and local contextual changes had taken place, which now need to be taken into consideration. The LDP's Sustainability Appraisal, including Strategic Environmental Assessment, and Habitat Regulations Assessment, together with other impact assessments, also needed to be reviewed. In addition, housing requirement figures were not being met. The housing requirement will need to be reconsidered to reflect the future needs of the Plan area. The distribution of the housing requirement through the Spatial Development Strategy will, therefore, also need to be reconsidered.</p> <p>The review concluded that the Full Revision procedure is the most appropriate form of revision for the Eryri LDP. However, the Authority's subsequent decision to Introduce the Article 4 Direction (see below), and the associated resource requirements that this would entail, led to Members agreeing to defer the review of the Eryri Local Development Plan for the time being, at the Planning and Access Committee meeting on the 6th of December 2023.</p>
Article 4 Direction	<p>Following previous discussions and consideration by Members, a report was presented to the Planning and Access Committee seeking formal approval for the Introduction of the Article 4 Direction.</p> <p>Following the publication of planning secondary legislation in the Autumn 2022, 3 new Planning Use Classes were introduced (Dwelling House, Dwelling House not used as a</p>

	<p>sole or principal residence, and Short-Term Let Accommodation), and changes between these classes would now be considered 'development'. However, at the same time, the General Permitted Development Order was amended to allow permissible changes between the new use classes i.e. planning permission would not be required.</p> <p>These permitted development rights may be withdrawn within a particular area by an Article 4 Direction made by a local planning authority on the basis of sound local evidence. The removal of the development rights granted by Article 4 Direction would then make it necessary to submit a planning application for changes between the 3 new Use Classes.</p> <p>Most community councils within the National Park have over 10% holiday lets and second homes, with almost half having 15%. 12 communities have over 20%. Due to this, there is an increasing significant concern regarding the accessibility of homes for local people, and the associated issues regarding viability of local communities this can lead to.</p> <p>The committee therefore approved the report justifying the Introduction of the Article 4 Direction and also approved engagement on the proposed introduction, in its meeting on the 6th of March 2024. The Article 4 Direction will not come into force until 12 months later i.e. the Spring of 2025.</p>
Strategic Plan for a Sustainable Visitor Economy	<p>Since the adoption of the Strategic Plan for a Sustainable Visitor Economy in Gwynedd and Eryri (2035) by the National Park Authority on the 8th of February 2023, officers from the NPA and Cyngor Gwynedd have been formalising operating structures.</p> <p>On the 17th of April 2024, the first meeting of the Gwynedd and Eryri Sustainable Visitor Economy Partnership was held, which for the first time brought together representatives from the tourism sector and community to formally discuss the visitor economy in the area for the forthcoming year. An Action Plan has been drafted, and is aimed to be adopted in the next month. The Partnership have elected Co-Chairs to represent both the business and community sectors, and Vice-Chairs in the same model.</p>

	<p>There is furthermore a Strategic Board which meets twice a year and a Partnership Delivery group as well as Task and Finish groups which will be established to lead on specific projects.</p> <p>At present Conwy County Borough Council have not formally adopted the Plan, but are taking it through their democratic processes with the intention of signing an MoU during 2024.</p>

Corporate Work Programme	<p>As the Authority now has an adopted Well-being Statement which includes its Well-being Objectives for a five-year period from 2021-26; there will therefore be no need for an annual review.</p> <p>The agreed actions in the Corporate Work Programme will now be sufficient to enable the Authority to assess its progress in attaining the Well-being Objectives and there will accordingly be no need for a separate report on Performance Indicators. The final report on the Corporate Work Programme for 2022/23 was considered by the Performance and Resources Committee on the 12th of July 2023.</p> <p>The Corporate Work Programme for 2023/24 was formally adopted by the Authority on the 14th of June 2023.</p> <p>Members were provided with updates on the progress made in meeting the Well-being Objectives, outlined in the Corporate Work Programme for 2023/24.</p> <p>Progress on the first two quarters of the financial year was reported to the Performance and Resources Committee on the 29th of November 2023. The third and (where available) fourth quarter progress report was reported to the same committee on the 20th of March 2024. A final report is expected to be presented to the Performance and Resources Committee in its meeting in July 2024.</p>
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Principle 4: Determining the interventions necessary to optimise the achievement of the intended outcomes

<p>Budget Strategy 2023-24</p>	<p>The Authority's revenue budget for 2023/24 was confirmed in the Chief Finance Officer's report to the Authority on the 8th of February 2023. The report also confirmed the levy on constituent authorities.</p> <p>An update on the Budget was presented to the Authority on the 13^h of September 2023 and to the Performance and Resources Committee on the 29th of November 2023 and the 20th of March 2024.</p> <p>The Base Revenue Budget for 2024/25 which was presented to Members in the November meeting, confirmed that the budget deficit represented was projected to be approximately 10% of the Authority's total budget.</p> <p>The March report outlined the projected year-end revenue and capital position. The report also confirmed the additional £2 million revenue and capital grant allocation by Welsh Government to meet the challenges faced by the Authority's current budgetary pressures. This allows the Authority to both reduce the operating deficit in the budget as well as to ease existing capital pressures.</p> <p>The report confirmed that the situation in terms of net spending on services continued to compare favourably with net spending from the same period in 2022/23, however inflationary pressures continued to be challenging.</p> <p>Expenditure remains higher on elements affected by inflation, particularly on energy, however confirmation was received that the budget for 2023/24 was sufficient. As the inflation level had not fallen as sharply as predicted, interest rates remained high. This continues to lead to significant interest income for the Authority. The interest income budget/target was increased to £120k to reflect this and this target had already been exceeded with over £190k of income received to date in 2023/24.</p>
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Mid Term Financial Plan 2024/25 – 2027/28	<p>It was reported in last year's Statement that in its meeting on the 26th of April 2023, the Chief Executive and the Head of Finance presented the revised Medium Term Financial Plan for 2023/24 – 2026/27 to the Authority, which outlines a range of financial situations that could face the Authority over the next four years. The Plan outlines a model of the financial resources required by the Authority for the service levels it hopes to provide in the mid term.</p> <p>Further to this, the Chief Executive presented an overview of the Authority's financial challenges for the next 2 financial years (2025 – 2027) at a Members' Working Group meeting on the 17th of April 2024.</p> <p>The report outlined the anticipated inflationary pressures (based on Bank of England assumptions) on the Authority over the next 3 financial years to be £903,000.</p> <p>Wage inflation was also identified as an unknown. It may reduce the challenge or increase the financial pressure on the Authority, which needs to be assessed as and when such is known. The Chief Executive concluded that no significant adjustments (except for Plas Tan Y Bwlch) need to be considered in this financial year, but preparatory work needs to be undertaken for future consideration.</p> <p>Members requested officers to undertake further work on income generation, capital and revenue spend including staff retention and recruitment in key areas; and to consider further the financial position of the Authority before the end of this financial year and consider potential actions to be implemented during 2025/26 and 2026/27.</p> <p>Due to the above report and the actions approved, the Mid Term Financial Plan for 2024/25 – 2027/28 was not required to be presented formally to the Authority in April 2024, as in previous years. This will now be presented to the Performance and Resources Committee in July 2024.</p>

Performance Management	<p>The mechanism for reviewing performance in relation to the Authority's Well-being Statement and the Corporate Work Programme was set out formally in 2021/22.</p> <p>The Performance and Resources Committee will scrutinise performance on the actions contained in the Corporate Work Programme which gives an insight into progress on a quarterly basis.</p> <p>The Annual Report for 2022/23 which was approved for adoption and publication by the Authority in its meeting on the 13th of September 2023, reported on Year 2 progress in achieving the Authority's Well-being Objectives.</p>

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

Members' Role Descriptions	<p>Revised role descriptions for Members and for the Chair and Vice Chair were adopted by the Authority on the 27th of April 2022.</p> <p>Changes were made to strengthen the emphasis of the role of members in setting a strategic direction and ambition for the Authority, providing an overarching introduction including the purpose of National Parks and the role of the Authority in delivering on these purposes, and strengthening the section on personal and role development.</p>
Members' Attendance	<p>The online platform Zoom for holding committee and other meetings is now going into its fourth year of operation. The new technological investment for conducting hybrid meetings has embedded well, and is now well established.</p> <p>Members of the public can observe the committees in person at Plas Tan y Bwlch or can register in advance for access via Zoom. Recordings of committees can also be</p>

	<p>accessed at a later date through the Authority's YouTube channel.</p> <p>Members' attendance at meetings during 2023/24 was 85%, compared to 81 and 82% in the two preceding years of 2022/23 and 2021/22.</p>
Member Training	<p>In 2023/24, member attendance at training events was 53.5% (70% in 2022/23).</p> <p>In addition to the Authority's Member training programme, this year Welsh Government provided funding for Members training sessions on the following:</p> <ul style="list-style-type: none"> ➤ Governance; ➤ Landscapes for Everyone (Introduction to Diversity and Inclusion; and ➤ Nature and Climate Emergencies. <p>Course materials have been made available on the Landscapes Wales website, which allows Members who were unable to attend to access the information.</p> <p>Further governance related training will be provided in 2024-25 following confirmation that funding has been made available by Welsh Government for this. Scheduled for June 2024 are sessions on:</p> <ul style="list-style-type: none"> ➤ The NPA governance system – differences and similarities with other local government bodies; ➤ An introduction to good governance; and ➤ Practicing good governance.
Staff Performance Appraisals and Training	<p>Learning and development needs are identified in annual performance appraisal reviews, which outlines training priorities for the year ahead.</p> <p>Although not all staff received an appraisal during the period, as a result of a directive brought about by both Directors to encourage managers to appraise their staff there was a 32% increase in staff being appraised during 2023/24.</p> <p>Further focus will continue to be applied to ensure that as many staff as possible are annually appraised.</p>

Human Resources Strategy	<p>In 2022/23 average staff sickness absence was 6.95 days. During 2023/24 the average staff sickness absence was 9.1 days.</p> <p>This increase has prompted a review to be undertaken by the HR team in relation to how the Authority manages absence in general. The review will look at reasons for absence, length of absences, recurring absences and the overall financial impact of absence on the Authority.</p> <p>In the continued absence of a House Manager at Plas Tan Y Bwlch, the head of HR has continued to oversee staff there daily, impacting her ability to fully focus on HR functions.</p> <p>Further, the H.R. Team experienced significant changes during this reporting period due to the retirement of an experienced HR officer and the maternity leave absence of the HR Administrator. During January 2024 a review of the HR Team structure and amendments put forward were approved by the management team.</p> <p>One of the key changes was the decision to replace the previous HR Administrator role with a HR Advisor traineeship position spanning two years. The revised structure with all positions filled will increase efficiencies within the team and allow more focus on revising policies and procedures, staff wellbeing, and updating the HR strategy.</p> <p>Despite the temporary reduction in team members, significant progress was still made in relation to the creation of several new policies, including 'Menopause,' 'Hybrid Working,' and 'Super-Flexi,'.</p> <p>Furthermore, the team implemented a new Employee Assistance Programme and launched the Staff Engagement and Wellbeing Forum.</p>

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

Financial Statements	<p>It was reported in last year's Governance Statement that the Statement of Accounts for 2021/22 had yet to be formally certified and approved. This was due to difficulties that had arisen because of the need to re-evaluate the Authority's assets every 5 years.</p> <p>The Final Statement of Accounts for both 2021/22 and 2022/23 have yet to be formally presented and approved; and therefore the Final Letter of Representation by the Appointed Auditor from Audit Wales in accordance with The Accounts and Audit (Wales) (Amendment) Regulations 2018 is yet to be received.</p> <p>At the time of reporting, it is anticipated that the Final Statement of Accounts for 2021/22 will be presented to the Authority AGM on the 12th of June 2024.</p> <p>Following this, the presentation of the Final Accounts for 2022/23 and 2023/24 will be dependent on the audit timetable set out by Audit Wales.</p>
Risk Management	<p>The Risk Register is reviewed and updated quarterly by the Heads of Service and Management Team.</p> <p>Identified risks as noted in the Risk Register are allocated as a responsibility to named officers and target dates are set for mitigation. The Risk Register is reviewed by Members at each Performance and Resources Committee and any removal of risks from the Register is ratified annually at an Authority meeting.</p>
External Audit	<p>It is usual for Audit Wales to present an Audit Plan to the Authority every year. The report sets out the audit risks and proposed audit response to be undertake during the year, along with confirmation of performance audit areas and the audit fees payable. An Audit Plan has not been received by Audit Wales for 2023.</p> <p>At the start of 2023, Audit Wales commenced a review on governance within National Park Authorities in Wales,</p>

	<p>which included effective scrutiny, partnerships, supporting recovery and resilience, the appointment of members and maximising their contribution through balancing national and local issues. The report was published on the 25th of April 2024, and will be formally presented to Members and Officers at the Authority AGM on the 12th of June 2024.</p> <p>In the summer of 2023 Audit Wales issued a brief on their proposed forthcoming audit on 'Promoting Equality and Diversity of Access', and Officers duly submitted the evidence requested. To date, further progress on the audit is unknown.</p> <p>Following a study undertaken on Income Diversification across the three Welsh National Park Authorities, Audit Wales presented their findings to Members at the Performance and Resources Committee on the 12th of July 2023. Audit Wales followed the individual reports with a joint three National Park report which was published in September 2023.</p> <p>The Chief Executive reported progress to Members on the report's recommendations at the Performance and Resources Committee on the 29th of November 2023, and also in a report to the Members Working Group on the 17th of April 2024, as part of the overview given on the Authority's Financial Challenge for the next two financial years. Full details of the findings and recommendations are set out under Section 6 (Significant Governance Issues) in this Statement.</p>

Internal Audit	<p>The Internal Audit Manager reports on the previous financial year's work to the Performance and Resources Committee. This year, this was reported on the 29th of November 2023.</p> <p>There were three internal audits scheduled to be undertaken during 2023/24, namely Planning Service Operational Arrangements, The Carneddau Landscapes Partnership, and Support for Members.</p>
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	<p>The Carneddau Landscapes Partnership audit did not take place, and instead an audit on the LIFE Celtic Rainforest Project was undertaken.</p> <p>Both audits on Planning Service Operational Arrangements and the LIFE Celtic Rainforest Project were given a “Satisfactory” rating – there are controls in place to achieve the objectives but there are aspects where the arrangements can be tightened to further mitigate the risks.</p> <p>As a result of this, recommendations for improvement were given as part of the reports. Internal Audit will request an update on the progress of implementing these recommendations in due course.</p> <p>The Support for Members audit was rated as “High” - assurance of propriety can be expressed as the internal controls in place can be relied upon to achieve objectives.</p>
Health and Safety	<p>The Annual Health and Safety Report was presented to the Performance and Resources Committee on the 29th of November 2023 by the Head of HR, detailing incidents / accidents that were recorded including reportable incidents to the Health and Safety Executive under the ‘Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)’.</p> <p>On the 23rd of January 2024 the Authority appointed a full-time Health and Safety Officer who will be the competent person for all matters relating to Health and Safety moving forward.</p>
Information Centres	<p>The Authority has 3 Information Centres in Betws y Coed, Beddgelert and Aberdyfi, which are managed by the Sustainable Tourism Manager, whose main objective is to ensure that the Centres are commercially viable / self-financing.</p> <p>The Information Centres Annual Report was presented to the Performance and Resources Committee on the 29th of November 2023. The report provided an overview of</p>

	<p>the 2023/24 year to date, and concluded that the Centres would end the financial year within their set operating budget.</p> <p>The main issues of note was the increased turnover seen in all 3 Centres, which was due to amongst other things better recruitment and retention, expansion of suppliers, and a favourable exchange rate for overseas visitors. It was also reported that higher than average incidents of shoplifting had taken place during the main season, but that upgraded and new CCTV systems installed had been valuable in aiding reporting.</p>
Borrowing and Investment Strategies / Treasury Management	<p>The Annual Report providing the actual Treasury Management (borrowing and investment) of the Authority during 2022/23, was presented to the Authority meeting on the 13th of September 2023.</p> <p>During 2022/23, the Authority's activity remained within the limits that were originally set. There has been no borrowing.</p> <p>In 2022/23, the total interest received from investments was £135,616. Interest received from car loans of £331 increases the total to £135,947 against a budget of £8,000.</p> <p>The bank and building society interest sum of £135,616 for 2022/23 is a significant increase on the amount of £10,902 received in 2021/22. The increase is a direct result of inflation and the effect on interest rates which have increased several times during the year and continue to increase.</p> <p>The Chief Finance Officer presented the Capital Strategy for 2024/25 at the Authority meeting on the 7th of February 2024.</p> <p>The report gives a high-level overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of National Park services along with an overview of how associated risk is</p>

	<p>managed and the implications for future financial sustainability.</p> <p>The report confirms that the Authority commences 2024/25 debt free. Members approved no change in the authorised borrowing limit and the operational boundary, and approved both the Capital Borrowing Strategy and Investment Strategy for 2024/25, and noted the content with regard to the Prudential Code.</p> <p>Furthermore, the Chief Finance Officer advised that in future, the Authority may have to borrow in the short-term to deliver the LIFE Project due to possible cash flow demands. This was due to an 18-month extension to the project which may need funding in the short-term.</p>
Plas Tan y Bwlch Study Centre	<p>In his report to the Authority on the 7th of February 2024, the Chief Executive reported that the Plas Tan y Bwlch Board had come to the conclusion that a viable business linked to delivery of the Authority's statutory purposes cannot be developed within the current resources available.</p> <p>In addition, the Audit Wales report on Income Diversification had recommended that within 12 months, the Authority review its operating model at Plas Tan y Bwlch to undertake a cost benefit appraisal of the facility to determine its future strategy for the site.</p> <p>The report outlined in detail the Authority's financial position and the accompanying resource implications. The report concluded that the Authority needs to reduce the revenue and capital costs resulting from operational management of Plas Tan Y Bwlch and the Authority needs to consider alternative models which includes forming partnerships or open market disposal, preferably as a going concern.</p>
Yr Ysgwrn	<p>Yr Ysgwrn's Annual Report for 2022/23 was presented to the Authority on the 14th of June 2023.</p>

	<p>The report advised that Yr Ysgwrn managed to attract financial support for a programme of activities and events from the Welsh Federation of Museums and Galleries and the Welsh Government via the Summer of Fun programme. Income data shows that the income is higher on the days when activities and events are held and maintaining a quality programme is essential in order to maintain this level of activity. Grants were also received from other sources.</p> <p>The increase in running cost at Yr Ysgwrn during the year was a challenge, reflecting the wider cost of living crisis. The increase in costs has affected all aspects of the business and in particular, heating costs. The problem was more evident in 2022/23 due to the effect of increased cost of wood pellets and gas prices and a higher dependence on gas when completing maintenance work on the biomass boiler.</p> <p>This combination of factors led to a gap of approximately £50,000 in the budget. Yr Ysgwrn's reserve fund was established in order to meet such a gap.</p>
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Principle 7: Implementing good practices in transparency, reporting, and audit to deliver effective accountability

Pay Policy Statement	<p>Section 38 (1) of the Localism Act 2011 places a requirement on Local Authorities to prepare pay policy statements. Whilst National Park Authorities are exempt from this requirement, it has been considered good practice to adopt such a statement, and accordingly this is done annually by the Head of Human Resources.</p> <p>The Authority's Pay Policy Annual Report for 2022/23 and Pay Policy Statement for 2023/24 was presented to the Performance and Resources Committee on the 12th of July 2023, ensuring transparency in staff remuneration at the Authority.</p>
Annual Report 2022/23	<p>The Annual Report for 2022/23 was presented to the Authority meeting on the 13th of September 2023, before being published on the website and distributed to the Authority's main centres, public libraries etc., within the National Park.</p>

	<p>It contains the Chairman's Annual Report for the year, which sets out what was achieved, not achieved and any problems that were encountered.</p> <p>It also contains details of the Authority's Service Priorities and the Authority's Objectives set on an annual basis that feed into and show how it is intended to take the National Park forward in order to attain the Authority's vision; a summary evaluation of progress made in attaining the Authority's Objectives, the key work activities for 2022/23, and performance management.</p>
Hybrid Committees and Broadcasting	<p>Hybrid meetings are now well established in the Authority following investment in the technology needed to facilitate the meetings. Members and Officers have the choice to attend in-person at Plas Tan y Bwlch or join online through Zoom.</p> <p>The Authority meetings and the Planning and Access Committee are also webcast live on to the Authority's YouTube channel, as well as a recording of the meeting being able to be viewed at any time. Members of the public therefore can either attend the Committee meetings in-person or can access remotely.</p> <p>This not only improves access for Members and Officers but also access, transparency and reporting of the Authority's business for members of the public.</p>
Grant Funding	<p>Most project based work in the Authority is funded through external grant funding.</p> <p>Grant Funding updates, including any reprofiling and amendments to end dates where relevant, are given to Members through the Performance and Resources Committee every six months. Detailed information is given on capital funded projects as well as live projects.</p> <p>The Authority reviews its priorities annually, ensuring consideration is given to the timescales involved with some grant obligations, and as a result confirms the priority areas for future bids.</p>

	<p>Members have previously confirmed that their approval is required for projects under the following situations:</p> <ul style="list-style-type: none"> • Any multi-year projects. • Any proposal that does not fit within agreed strategic priorities. • Any proposal referred to members by the Chair or CEO. • Any in-year proposal above an agreed financial limit (agreed at £150,000). <p>During the year updates were given to the Performance and Resources Committee on the 12th of July 2023 and on the 20th of March 2024.</p>

Significant Governance Issues and Actions Proposed for 2024/25

Audit Wales: Income Diversification

During the period between November 2022 and March 2023, Audit Wales conducted a review which sought to assess whether the Authority has the right vision and systems in place to diversify its income streams, ensuring decisions are planned, managed and delivered effectively without compromising its ability to fulfil its statutory purposes and duties. The review was carried out in all three of the Welsh National Park Authorities.

Reporting on the outcome specifically for this Authority in July 2023, Audit Wales noted in its report that “National Park Authorities need greater financial resilience to effectively deliver against the ambitious agenda set out by the Welsh Government’s Minister for Climate Change. Doing this requires Authority Members and officers to have the right vision, skills and expertise to set out a strategy for income diversification. In parallel, robust governance arrangements must provide appropriate and effective scrutiny to help appraise the risks and rewards of any proposed new activity”.

The review concluded that “In Eryri, we found that the Authority has a strong track record in raising funding and managing resources. Addressing future budget shortfalls to ensure the continued delivery of its statutory purposes and management of key assets requires the Authority to set a clear vision”.

A follow up report ‘Income Diversification for National Park Authorities in Wales’ published in September 2023, was considered in detail by the Performance and Resources Committee on the 29th of November 2023. The report identified 6 key building blocks, each of which is essential for National Park Authorities when they are diversifying their income streams. The report concluded with recommendations for the Welsh Government:

“It is also clear that there are common and important issues that need to be addressed if National Park Authorities are to successfully deliver new income. With this in mind, we believe that the Welsh Government should use this report to understand the current challenges and barriers facing National Park Authorities seeking to diversify their income streams. Based on these findings, the Welsh Government should consider and clearly define:

- its vision and ambition for income generation by National Park Authorities in Wales at a national level;
- the level of risk it is comfortable with National Park Authorities in Wales taking on, and other parameters for pursuing new income streams;
- the support it will provide to National Park Authorities with respect to the skills required to pursue, and provide scrutiny of, income diversification; and
- how it will facilitate collaboration between National Park Authorities in Wales to be able to pursue joint income generation initiatives.”

Proposals for Improvement

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

Recommendation	
R1	<p>A strategic approach to income diversification</p> <p>Undertaking income diversification requires National Park Authorities to have enough capacity, the right skills and robust but agile systems to be in place. We recommend that the Authority:</p> <ul style="list-style-type: none"> ➤ use our self-evaluation tools to identify its existing strengths and weaknesses, and develop a strategy for income diversification; and ➤ as part of its strategy for income diversification set SMART performance measures and appropriate governance systems to ensure adequate monitoring and scrutiny of delivery of the agreed action plan resulting from its self-evaluation.
Response 12.07.23	
	<p>The Authority agrees to use the self-evaluation tool to develop a strategy for income diversification.</p> <p>Income diversification can be resource intensive with limited opportunities, and any strategy will need to ensure that our scarce resources are utilised in the most effective way possible.</p> <p>With the caveat as set out above, it is agreed that the strategy will measure performance and assess whether changes are required to our governance model.</p>
Updated Response 29.11.23	
	<p>The follow-up report itself highlights the six building blocks for diversifying income generation along with the self-evaluation tool. Officers have considered these but progress on further work is restricted</p>

	<p>due to the recommendations made in the joint report which challenged Welsh Government to understand and consider the specific matters facing National Park Authorities in terms of income diversification and for Welsh Government to provide guidance on such matters.</p> <p>Audit Wales report also identified the need for a single corporate strategy on income diversification, the Authority does not produce such a single document but rather provides more detail in areas of delivery which provide commercial opportunities e.g., business plans and income targets for areas such as Plas Tan y Bwlch, Yr Ysgwrn, Car Parks and Information Centres. Performance of activity with commercial opportunities are monitored at an officer level, specific officer/member boards and periodic reporting to either the Authority or the Performance and Resource Committee.</p>
Updated Response 17.04.24	
	<p>The Chief Executive gave an overview of the financial challenge that faces the Authority over the next two financial years, in his report to the Members Working Group on the 17th of April 2024.</p> <p>The report noted that further input is awaited from Welsh Government regarding income diversification. Notwithstanding this, confirmation was given that Officers can progress on the following areas in preparation, to advise and provide options to Members on any course of action that may be required for the 2025/26 and 2026/27 financial years:</p> <ul style="list-style-type: none"> ➤ Car park income ➤ Planning fees ➤ Information Centres ➤ Yr Ysgwrn ➤ Commercial sponsorship

Recommendation	
R2	<p>Plas Tan y Bwlch</p> <p>We recommend that, within the next 12 months, the Authority review its operating model at Plas Tan y Bwlch to undertake a cost benefit appraisal of the facility to determine its future strategy for the site.</p>
Response 12.07.23	
	<p>This review has already commenced, and we are in the process of collating the information.</p>

Updated Response 07.02.24

The Board had considered the operational rationale for Plas Tan y Bwlch, scoping of potential business models and how such supports the delivery of National Park purposes, and concluded that the Authority needs to reduce the revenue and capital costs resulting from operational management of Plas Tan Y Bwlch and the Authority needs to consider alternative models for Plas Tan Y Bwlch which includes forming partnerships or open market disposal, preferably as a going concern.

The Authority resolved:

1. To continue with the current business model for a period until the Authority can formally consider its options on future management of Plas Tan Y Bwlch.
2. To invite interest from potential partners for the operational management/development of Plas Tan Y Bwlch.
3. To offer Plas Tan Y Bwlch on the open market to prospective buyers.
4. To actively promote Plas Tan Y Bwlch as a going concern to any prospective partner/buyer.
5. To allow a period of up to 6 months for seeking partner or open market disposal.
6. The Management Team and Plas Board to monitor progress and report back to members as required but no later than September 2024 with long term recommendations based on outcome of any negotiations.
7. To utilise the identified reserve to bridge any financial pressures/needs.

The Authority's Risk Profile

The two highest risks to the Authority as reported formally in March 2024, is as follows:

Risk	Result	Action Identified / Progress to date
Insufficient core budget funding.	Cut in Services.	The Budget for 2024/25 was approved by the Authority in its meeting on 7 February 2024, and was established on the basis of no change to the Welsh Government Grant for 2024/25. This continued zero increases in the level of Welsh Government funding for the National Park Grant, despite the Authority experiencing levels of inflation not seen since the 1980s.

		<p>At the time of setting the budget it was anticipated that the 2024/25 budget will include a net contribution of £1,061,760 from the Authority's reserves, comprising of £731,330 of Revenue funding and £330,430 of Capital. This is an unprecedented level of reserve use, and whilst some of this is directly related to the use of grant received in previous years, the use of other funds is not sustainable in the long term.</p> <p>In previous years, SNPA has been able to retain reserve flexibility and has kept a prudent level of funds to be able to balance the budget without implementing emergency cuts. However, savings have been considered for 2024/25 and this will have to continue in future years, with a detrimental effect on services, unless the Government increases the grant.</p> <p>Following an Audit Wales report, a number of recommendations have been presented to Welsh Government to identify options for raising income – and explaining the related risks – but this work has been put on hold until guidance has been received from WG.</p> <p>Risk Rating: Effect 4 x Likelihood 4 = 16 (High)</p>
Income Generating Target (Plas Tan y Bwlch).	Failure to keep within the Authority's budget.	<p>Following the pandemic and the numerous lockdowns Plas Tan y Bwlch has been operating a hybrid business model that consists of attempting to make the most of the tourist trade by offering a B&B package to visitors, undertaking special events such as conferences and weddings whilst welcoming back some of what could be described as the previous core users of Plas Tan y Bwlch.</p> <p>Overall, this has met with mixed results. Whilst income has increased from year</p>

		<p>to year so unfortunately has the overall costs, particularly when one considers the inflationary pressures facing Plas Tan y Bwlch. With the financial pressures facing the Authority in general there is a growing need to address the deficit. The Plas Tan y Bwlch Board undertakes regular meetings to discuss the deficit and consider future options.</p> <p>Audit Wales have recommended that a Business Plan be presented to the Authority within 12 months. The Plas Tan y Bwlch Board have been tasked with formulating options on the future direction of Plas Tan y Bwlch. The Chief Executive presented a paper to the Members Working Group in January 2024 and the Authority considered the matter formally at its meeting in February 2024, when it agreed to adopt a twin track approach so as to minimize future risk to the Authority. The Authority will consider the matter next in September 2024.</p> <p>Risk Rating: Effect 4 x Likelihood 5 = 20 (High)</p>
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In addition, the second risk regarding Plas Tan y Bwlch was updated in March as outlined in the table below. Members requested and agreed in the Performance and Resources Committee meeting dated 20th of March 2024, that both risks be combined to reflect the current situation, and to include more detail with regard to the reputational risk to the Authority, the financial risks, risks to the building itself etc.

Risk	Result	Action Identified / Progress to date
Securing the long-term future of Plas Tan y Bwlch.	Reputational risk to the Authority in managing Plas Tan y Bwlch. The Plas having to close with staff losing their livelihoods. An	<p>As reported previously although income is increasing year on year there is a substantial deficit that needs addressing.</p> <p>Audit Wales have recommended that a Business Plan be presented to the Authority within 12 months. The Plas Tan y Bwlch Board have been tasked</p>

	<p>adverse effect on the local economy with the Authority's good name suffering.</p>	<p>with formulating options on the future direction of Plas Tan y Bwlch. The Chief Executive presented a paper to the Members Working Group in January 2024 and the Authority considered the matter formally at its meeting in February 2024, when it agreed to adopt a twin track approach so as to minimize future risk to the Authority. The Authority will consider the matter next in September 2024.</p> <p>It has also become clear that there are a number of issues with the building itself resulting in excessive damp penetration and the loss of letting rooms. We are currently investigating the situation and have a Condition Survey of the building. This report has been discussed at the Board and we have asked for details on what requires urgent work, with a view to researching the possibility of submitting an application for grant funding for the remainder of the work. A decision can then be made on if and how to invest further in the Plas with the money already to hand. In the meantime listed building consent has been obtained to undertake urgent works and works that can be implemented in conjunction with other works that will alleviate the problem of water ingress causing damp penetration.</p> <p>Risk Rating: Effect 3 x Likelihood 4 = 12 (Medium)</p>
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In view of the above requests, the Risk Register will be formally reviewed and presented for approval at the next Performance & Resources Committee in July 2024.

Opinion

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



EMYR WILLIAMS

**CHIEF EXECUTIVE
ERYRI NATIONAL
PARK AUTHORITY**

DATE: 12.06.2024



EDGAR WYN OWEN

**CHAIR
ERYRI NATIONAL
PARK AUTHORITY**

DATE : 12.06.2024

GLOSSARY OF TERMS

ACCRUALS

The concept that income and expenditure are recognised as they are earned or incurred, not as money is received or paid.

CAPITAL CHARGE

A charge to service revenue accounts to reflect the cost of fixed assets used in the provision of service.

CAPITAL EXPENDITURE

Expenditure on the acquisition of a fixed asset or expenditure which adds to and not merely maintains the value of an existing fixed asset.

CAPITAL RECEIPTS

Proceeds of not less £10k from the sale of fixed assets. They may be used to finance new capital expenditure or repay debt. They cannot be used to finance normal day to day revenue spending.

COMMUNITY ASSETS

Assets that the authority intends to hold in perpetuity, that have no determinable useful life, and that may have restrictions on their disposal.

CONTINGENT LIABILITIES/ASSETS

These arise from a past event which is dependent upon future uncertain events and timing prior to being recognised in the accounts.

REVENUE EXPENDITURE FUNDED FROM CAPITAL UNDER STATUTE

Expenditure classified as capital for funding purposes but which does not result in the expenditure being carried on the balance sheet as a fixed asset. These items are generally grants and expenditure on property not owned by the Authority.

DEFINED BENEFIT SCHEME

A pension scheme where the scheme rules define the benefits independently of the contributions payable, and the benefits are not directly related to the investments of the scheme.

FINANCE LEASE

A lease that transfers all of the risk and rewards of ownership of a fixed asset to the lessee.

OPERATING LEASE

A lease other than a finance lease.

FIXED ASSETS

Tangible assets that yield benefits to the authority and the services it provides for a period of more than one year.

USEFUL LIFE

The period over which the authority will derive benefits from the use of a fixed asset.

ABBREVIATIONS

CIPFA	Chartered Institute of Public Finance and Accountancy
LASAAC	Local Authority (Scotland) Accounts Advisory Committee
IFRS	International Financial Reporting Standard
IAS	International Accounting Standard
ERAMMP	Environment and Rural Affairs Monitoring& Modelling Programme
TAIS	Tourism Amenity Investment Support

MEETING	Authority
DATE	10 December 2025
TITLE	2025/26 Budget Update
REPORT BY	Head of Finance
PURPOSE	<p>To inform Members:</p> <ul style="list-style-type: none"> • of significant virements. • of the expenditure to date against the revenue and capital budgets and present any projections for the financial year

1. BACKGROUND

- 1.1 This report provides a review of the 2025/26 budget including a summary of the revised revenue and capital budgets to reflect the period from the start of the financial year i.e., 1st of April 2025 to 31st October 2025.
- 1.2 Part 4 of the report indicates the progress made to date against the net revenue budget as well as a comparison with the situation from the same period in 2024/25.
- 1.3 As previously noted, an agreement on pay scales backdated to April 1st, 2025, has been accepted and these changes have been added to the budget.
- 1.4 The Sustainable Landscapes, Sustainable Places (S.L.S.P) grant has been extended for a further 2 years for 2025/26 – 2026/27 and is worth £500,000 for 2025/26, as well as £330,000 general capital budget.
- 1.5 The Local Places for Nature Capital grant scheme has been extended to March 2027 with the expenditure continuing to being claimed back from Welsh Council for Voluntary Action (WCVA). The Carneddau Heritage Lottery scheme will continue until March 2026 and the LIFE Celtic Rainforest project which is the largest grant project currently running, is expected to continue until 2027. Ffermio Bro started in April 2025 and is expected to cover a three year period with both capital and revenue elements and funding has been confirmed for the Peatland Restoration Project at £400k for the next three years.

2. 2025/26 REVISED REVENUE BUDGET

2.1 The Original Net Budget was approved by the Authority on 5th February 2025.

Service Areas	Original Budget	Virements (previous)	Virements	Revised Net Budget
	£	£	£	£
Land Management	2,533,250	58,600	-	2,591,850
Planning	1,400,100	109,890		1,509,990
Corporate	3,387,960	11,667	-	3,399,627
Balances, reserves and provisions	150,000			150,000
Total Expenditure to Services	7,471,310	180,157	-	7,651,467
Interest Earned on Surplus Funds	- 100,000			- 100,000
Revenue Financing of Capital Expenditure	1,443,110			1,443,110
Capital Charges Adjustment	- 591,050			- 591,050
Net Budget	8,223,370	180,157	-	8,403,527
Financed from				
National Park Grant	4,325,806			4,325,806
Additional National Park Grant				-
Constituent Authority Levy	1,441,935			1,441,935
	5,767,741			5,767,741
Contributions from reserve	2,455,629	180,157		2,635,786
Revised Net Budget	8,223,370			8,403,527

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

2.3 The budget has been adjusted from £8,223,370 (as approved in February 2025) to £8,403,527. There have been no additional virements since our last report on the budget update.

2.4 The expected deficit at the end of the financial year is an estimated £635,000. As noted in previous reports, this sum will be funded from the hardship reserve.

3. REVISED CAPITAL BUDGET

- 3.1 A summary of the revised net budget for capital expenditure for 2025/26 is shown in the following table, with additional detail in appendix 2.

Capital Budget 2025/26						
Service Areas		Grant Incwm	Net Original Budget	Virements	Virements (new)	Revised Net Budget
	(£)	(£)	(£)	(£)	(£)	(£)
Land Management	596,790	-	596,790	-	-	596,790
Planning	-	-	-	-	-	-
Corporate	846,340	0	846,340	0	0	846,340
Total	1,443,130	0	1,443,130	0	0	1,443,130

There have been no changes to the capital budget.

4. FORECASTED POSITION FOR 2025/26

- 4.1 The following table summarises the progress against the budget to October 31st, and a comparison with the same period in 2024/25.

Services	Revised Net Budget	Net Expenditure to date	2024/25 Comparison	Variance
	(£)	(£)	(£)	(£)
Land Management	2,591,850	1,621,983	1,412,995	208,988
Planning	1,509,990	768,407	-	768,407
Corporate	3,399,627	1,489,657	2,701,772	- 1,212,115
Balances, reserves, and provisions	150,000	-	-	-
Total Services Expenditure	7,651,467	3,880,047	4,114,767	- 234,720
				-
Interest Earned on Surplus Funds	- 100,000	- 128,252	- 145,011	16,759
Revenue Contribution Towards Capital	1,443,110	302,452	688,769	- 386,317
Capital Charges adjustment	- 591,050	-	-	-
Net Revenue Budget	8,403,527	4,054,247	4,658,525	- 604,278
<u>FUNDED FROM</u>				
National Park Grant	4,325,806			
Constituent Authority Levy	1,441,935			
Contributions from reserve	2,455,629			
Original Net Budget	8,223,370			
Additional Welsh Government Grant				
Contributions from reserve	180,157			
Revised Net Budget	8,403,527			

- 4.2 To summarise, services are on target to keep within their budget for the year, and so far, the budget for 2025/26 seems sufficient.

No further cuts were made to the interest rate by the Bank of England at the beginning of November, with the rate of 4% being maintained. The authority has already surpassed its target with £128k in interest being received to the end of October.

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

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

4.3 **Corporate:**

Plas Tan y Bwlch – The budget for Plas Tan y Bwlch continues to be funded from the reserves for 2025/26, and therefore the current expenditure within the service has no effect on the baseline budget. The amount ear-marked in the reserves is expected to be sufficient. The property is currently let out on a long-term basis and is expected to exceed its income generation target by around £120,000, bringing the cost of running down to around £150,000.

Car Parks – The target income from car parking fees has already been surpassed. Any surplus income will be used to address the ongoing financial challenges that face the Authority during 2025/26 after meeting the unexpected costs as stated below.

Visitor Facilities – As stated previously, the Authority is facing unexpected costs pertaining to the upgrade of the Ogwen treatment plant and Pen y Pass water and waste systems. In addition, costs on designing improvements to Pont Bethania have materialised as the delay with the licence application means that the Brilliant Basics grant claim deadline has been missed. These costs are expected to be between £90-£110k.

Reservoirs – Some of the costs of designing work at Llyn Mair and Llyn Dywarchen to satisfy safety measures have recently been received, with £52k in professional fees expected within the current financial year. Due to the additional requirements by Natural Resources Wales the asset reserve will need to be utilised to fund the work.

Translating service – It is expected that there will be an underspend of around £20k by the end of March which has been earmarked to cover some of the upcoming costs of the Local Development Plan and the Eryri project.

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

Conservation, Trees, and Agriculture – Several projects tied to this service are grant funded including Ffermio Bro, Eryri Fringes and Peatlands projects. It is anticipated that the expenditure will be claimed back via grants within the year. When setting the original budget there was no assurance of these grants and the budget for salaries on some of these schemes were set against the baseline as a precaution. Current projections do not suggest a situation where the grants will not be available and unless this scenario changes during the year, an underspend on salaries within this service is expected.

4.5 **Planning**

Development Management and Compliance – Whilst there is a current overspend on external consultants' fees, the situation is much improved compared with 24/25. Previous staffing issues have been partly addressed and thus, the reliance on external consultants is reducing. The current budget however may need to be reviewed for subscriptions and external consultants to bring them in line with the current needs of the department.

Planning and Policy – The costs associated with the Local Development Plan are expected to be around £308k over the next three years. This will be partly funded by the £42k underspend from 24-25, possible 25-26 underspend as well as a contribution from reserves, specifically ear-marked for Planning purposes.

- 4.6 **Balances, Reserves and Provisions** - The original baseline balance of £30,000 for inflation is yet to be allocated. We will monitor which budget lines are particularly affected by inflationary pressures and allocate accordingly. A total of £166,000 of the salary increase provision of £220,000 has been allocated, and the remainder will go towards bridging the deficit in the budget.

- 4.7 **Interest** – The target for interest income was set at £100,000 for the 2025/26 budget which has already been surpassed at £128k.

- 4.8 **Capital**: The main net spends to the end of October are on -

Warden Vehicles	£31,457
Agri Vehicles	£35,140
Cadair Idris (Welsh Government Grant)	£39,730
Toilets upgrade	£35,839
Supporting Communities (S.L.S.P)	£38,197
Eryri Nature (S.L.S.P)	£32,711
Sustainable Tourism (S.L.S.P)	£96,176
Traditional Boundaries (S.L.S.P)	£102,589
Capital expenditure – Chalet 12 PTYB	£78,750

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

- 5.1 Part 3 of the Authority's Financial Regulations state the need to report to the Authority or the Performance & Resources Committee regarding virements worth between £30,000 and £100,000 between budgets, where they have not been previously approved by the Authority. In addition, the Authority's approval is required for any virement worth £100,000 or more.
- 5.2 No such virements have been approved during the first four months of this financial year.

6. RECOMMENDATION

Approve the report and note the current financial situation for 2025/26

			Appendix 1	
Eryri National Park Authority				
Revised Budget for 2025/26 on 31 October 2025				
	Original Budget	Virements	Virements (new)	Revised Net Budget
	£	£	£	£
LAND MANAGEMENT				
Conservation, Trees and Agriculture	524,830	12,690	-	537,520
Dark Skies	60,800	-	-	60,800
Celtic Rainforests (LIFE)	74,790	-	-	74,790
Carneddau Partnership	25,000	-	-	25,000
Archaeology	70,210	1,640	-	71,850
Cultural Heritage	83,530	1,940	-	85,470
Ysgwrn	124,050	2,000	-	126,050
Public Access	122,530	2,300	-	124,830
Wardens, Estate Workers & Volunteers	1,240,670	30,010	-	1,270,680
Information Centres	206,840	8,020	-	214,860
Sub-total carried forward	2,533,250	58,600	-	2,591,850
PLANNING				
Development Control	519,000	21,640	-	540,640
Planning & Policy	282,700	50,640	-	333,340
Management Plan and Partnerships	516,500	37,610	-	554,110
Engagement with Young People (W.G. Grant)	41,900	-	-	41,900
Well-being Paths (W.G. Grant)	40,000	-	-	40,000
	1,400,100	109,890	-	1,509,990
CORPORATE				
Members Costs	136,570	-	-	136,570
Authority Support	97,570	1,980	-	99,550
Corporate Management	773,500	32,960	-	806,460
Property	254,720	4,490	-	259,210
Legal	60,710	1,580	-	62,290
Administration and Customer Care	210,610	5,260	-	215,870
Translation	95,990	13,760	-	109,750
Personnel and Training	217,530	5,840	-	223,370
Head Office	263,870	560	-	264,430
Information Technology	390,960	8,740	-	399,700
Finance	242,970	7,100	-	250,070
Plas Tan y Bwlch	530,230	4,100	-	534,330
Sub-total carried forward	3,275,230	86,370	-	3,361,600

			Appendix 1 con.	
Eryri National Park Authority				
Revised Budget for 2025/26 on 31 October 2025				
	Original Budget	Virements	Virements (new)	Revised Net Budget
	£	£	£	£
Subtotals Brought Forward				
LAND MANAGEMENT	2,533,250	58,600	-	2,591,850
PLANNING	1,400,100	109,890	-	1,509,990
CORPORATE	3,275,230	86,370	-	3,361,600
Engagement	310,360	7,870	-	318,230
Llyn Tegid	- 20,180	-	- -	20,180
Car Parks	- 463,270	3,450	- -	459,820
Litter Clearance	19,510	-	-	19,510
Traffic and Transport	5,000	-	-	5,000
Visitor Facilities	261,310	-	-	261,310
	3,387,960	97,690	-	3,485,650
BALANCES				
General Inflation Provision	30,000	- 30,000	-	-
Payroll Inflation provision	120,000	- 56,023	-	63,977
	150,000	- 86,023	-	63,977
	7,471,310	180,157	-	7,651,467
TOTAL				
Interest Earned	- 100,000	-	- -	100,000
Revenue Financing of Capital Expenditure	1,443,110	-	-	1,443,110
Capital Charges Adjustment	- 591,050	-	- -	591,050
	8,223,370	180,157	-	8,403,527
FUNDED FROM				
National Park Grant	4,325,806	-	-	4,325,806
Constituent Authority Levy	1,441,935	-	-	1,441,935
Additional National Park Grant	-	-	-	-
Tfrs from reserves	2,455,629	180,157	-	2,635,786
Net Budget	8,223,370	180,157	-	8,403,527

						Appendix 2
Capital Budget 2025/26						
Service Areas	Gross Original Budget	Grant Income	Net Original Budget	Virements	Virements (new)	Revised Net Budget
	(£)	(£)	(£)	(£)	(£)	(£)
Planning and Land Management						
Cultural Heritage Schemes	149,490	-	149,490	-	-	149,490
Carneddau - Data LiDAR (W.G. Grant)	28,400	-	28,400	-	-	28,400
Carneddau - Paths (W.G. Grant)	18,900	-	18,900	-	-	18,900
Peatlands	400,000		400,000			400,000
Sub-total	596,790	-	596,790	-	-	596,790
Planning						
	-	-	-	-	-	-
Corporate						
Information Systems - Replacement Prog.	22,340	-	22,340	-	-	22,340
Public Access	10,000	-	10,000			10,000
Wardens - Vehicles	14,000	-	14,000			14,000
S.L.S.P Nature & Carbon (W.G. Grant)	500,000	-	500,000			500,000
Cyffredinol (W.G. Grant)	300,000	-	300,000			300,000
Sub-total	846,340	-	846,340	-	-	846,340
Total	1,443,130	-	1,443,130	-	-	1,443,130



MEETING	Authority
DATE	10 December 2025
TITLE	Base Revenue Budget 2026/27
REPORT BY	Chief Finance Officer
PURPOSE	To note the Base Budget as estimated for 2026/27 and projected funding position

1. BACKGROUND

- 1.1 This report provides details the Authority's draft revenue budget for 2026/27 showing the estimated cost of continuing current services, and meeting costs approved for the future.
- 1.2 The budgets presented in this report are based on a standstill budget. That is, an unavoidable level of expenditure to continue with the current level of services in 2026/27 with no developmental additions.

2 BUDGET SUMMARY 2026/27

- 2.1 The table shown in Appendix 1 contains an analysis of the movements in the base budget from 2025/26 final prices to the expected final prices in 2026/27.

A summary is shown below:

SUMMARY OF ENPA BUDGET 2026/27				(£)	(£)
ENPA Base Budget 2025/26					8,223,370
Changes					
	Change in staff costs	-	50,227		
	Change in expenditure		114,815		
	Change in income	-	540,000		
	Changes to Capital Projects	-	1,247,300		
	Total change			-	1,722,712
Base budget 2026/27					6,500,658
Grant & Levy 2026/27				-	5,883,096
Net contributions from reserves				-	567,821
Deficit					49,741
See appendix 1 for further detail					

- 2.2 I have included a contingency for a 3% pay-award in 2026/27 as it is expected that the rate of inflation will remain at this level for the coming months.
- 2.3 The Authority has faced a challenging period financially over the past two years, as a result of inflationary pressures and the cost of living crisis. By quickly putting measures in place, the Authority will be in a position to answer a significant part of the challenge by reducing the deficit from around £800k, to £49k and this is mainly due to the income generating strategy proposed for 2026/27.
- 2.4 Further to the Authority's financial strategy, the Financial Challenge Reserve will be available to meet the deficit in 2026/27.
- 2.5 Full consideration will be given to capital projects in the February report to the Authority.
- 2.6 **Welsh Government Grant (estimated £4,412,322)**
- We hope that there will be an increase of 2% to the grant settlement for 2026/27, which has been reflected in the draft budget. This will be tantamount to around £86,000 additional income, as well as any increase in the Levy on the Constituent Authorities as a result. This amount will assist in eliminating the deficit in the Authority's budget, and we expect the situation be clearer once the Welsh Government publishes it's draft budget in December.
- 2.7 The full effect of additional expenditure fully funded from grants is not included here but will be included in the report to the February Authority.

2.8 **Change in staff costs (decrease of £50,227) :**

The main changes are:

- | | |
|---|-----------|
| • Effect of salary increase 2026.27 | £45,000 |
| • 3% Decrease in employer contributions to the Pension Fund | -£127,614 |
| • Minor structure changes | £32,387 |

2.6 **Increase in expenditure (£114,815) :**

The increase relates to an increase in insurance costs, increase in the health & safety budget, increase in audit fees, as well as a minor increase in the protective clothing budget. See full details in appendix 1.

There may be additional costs as a result of the Park's contribution to the Corporate Joint Committees, but we do not have an estimate of the increase to hand as of yet.

2.7 **Increase in Income (£540,000):** This increase relates to an increase in car parking fees target as well as an increase in the target for income generation at our Tourist Information Centres.

2.8 **Net contribution from reserves (£567,821) :** These contributions relate to expenditures on specific schemes where the finance has already been earmarked from historic Authority underspends or grants received in advance. As noted above this will be revised further for the February Authority. There is no net effect on the Authority base budget.

2.9 Paragraph 3.3 of the Financial Regulations notes that the Authority's approval is required for any permanent virements worth more than £10,000 each in the draft budget.

The relevant virements to note are

- | | |
|---|----------|
| • Increase in Insurance Costs | £45,000 |
| • Health & Safety budget | £10,000 |
| • Tourist Information Centres Income Target | £40,000 |
| • Car Parks Income Target | £500,000 |

3. **RECOMMENDATION**

3.1 To note the planned base budget for 2026/27 as outlined.

			Appendix 1	
			(£)	(£)
1	Baseline budget 2025/26			8,223,370
2	Chages in staff costs			
	Additional provision for salaries 26.27	45,000		
	Reduction of 3% in employer pension contributions	- 127,614		
	Minor changes to staffing structures	32,387		
			- 50,227	
3	Changes in expenditure			
	Increase protective clothing budget	2,200		
	Increase insurance budget	45,000		
	Inrease in audit fees	9,000		
	Increase in PTYB running costs	48,615		
	Increase in Health & Safety budget	10,000		
			114,815	
4	Change in income			
		Increase		
	Inreased income target TICs	- 40,000		
	Increase car park income target	- 500,000		
			- 540,000	
				- 475,412
5	Change to Capital Projects directly funded from revenue			- 1,247,300
5	Baseline budget 2026/27			6,500,658
6	National Park grant & levy 2026/27			- 5,883,096
7	Contributions from reserves			
Revenue grants reserve	Wellbeing paths	- 40,000		
Projects reserve	Young People	- 42,270		
Projects reserve	Property	- 50,545		
Projects reserve	Finance	- 20,141		
Specific risk reserve	Plas Tan y Bw lch	- 323,824		
Grant	Peatlands	- 91,041		
	Net contributions			- 567,821
8	Deficit			49,741

MEETING	Authority
DATE	10 December 2025
TITLE	Addressing the Financial Challenge
REPORT BY	Chief Executive Officer
PURPOSE	To agree on the Strategy to address the Authority's existing financial deficit

1. Introduction

- The basis for this report was discussed with Members at the October Working Group.
- Members will be aware of the challenging financial situation within which the Authority is operating. As a result of several years of flat budgetary settlements and high inflation, the Authority is operating with a significant deficit in the baseline budget. This deficit was £635,850 at the start of this financial year (2025-26).
- If an assumption of a flat budgetary settlement is made for future budgetary allocations by the Welsh Government, this deficit would grow under existing inflationary trends to about £763K by the start of the next financial year (2026/27), and this trajectory would continue to £894K in 2027/28 and £1,027K by 2028/29. Financial reserves are currently being used to address the deficit, but this situation is obviously unsustainable – and under current conditions would last about 4 years before they were depleted.
- It should, however, be noted that the Authority did receive an increase of 5% in funding from the Welsh Government this financial year, and this increase was obviously very welcome and indeed essential in order to avoid more significant consequences. This more positive settlement than previous years, allowed the time to assess our budgetary options for the future – and this is broadly set out in this report.
- By way of context, it should be noted that the Authority's situation is not unique, and many public sector organisations are facing similar challenges, including other National Park Authorities in Wales and elsewhere in the UK.

7. Purpose of this Report

- The main purpose of this report is to set out the Authority's financial strategy to address the significant financial deficit highlighted above. This strategy will primarily focus on the next 12 months, although there will also be elements that look beyond this into the medium term (>5 years). This document will also be subject to full review in 12 months' time. The main focus will be on income generation opportunities and where there is potential to make savings to the baseline budget.
- Critically, it should be noted, at the time of writing this report it is not known what the Welsh Government's Core Grant settlement for 2026/27 will be – although we may

have a draft or verbal indication by the time of the committee meeting. Therefore, this Strategy is based on assumptions based on past trends, along with more recent informal discussions with Welsh Government officials. Should any significant deviation to these assumptions be made in the actual budget settlement, I can make any necessary amendments and re-present this Strategy to the Authority meeting on the 4th February 2026 for final approval.

10. The extent of the financial challenge for Eryri

11. The introduction to this report sets out the significant deficit budget within which the Authority are currently operating. This is a £635K deficit this year but increasing rapidly if we only receive a flat budgetary settlement under current inflationary pressures, and no pro-active action is taken by the Authority. Taking action by the start of the next financial year and subsequent years is therefore critically important and this will be addressed in this report.
12. The above figures exclude the operational cost of Plas Tan-y-Bwlch which was not initially budgeted for due to its proposed disposal during the Summer of 2024. The Authority have now committed to retain Plas (pending a successful National Lottery Heritage Fund bid, which is currently being prepared).
13. The running costs for Plas will continue to be taken from either the Specific Risk Reserve or the General Reserves – working out an accurate figure for Plas is challenging. The gross running costs are £400K, but the Authority are still looking for ways to reduce these and bring in additional income streams in the short term. The positive news is that Plas is currently bringing in a substantial rental income with the Tanygrisiau Power Station contract workers who have been staying there since the start of the year (and are likely to stay there until at least the end of the calendar year). This has offset much of the running costs this year. However, this income cannot be guaranteed for future years, and we will continue to look for similar opportunities whilst the lottery application is being prepared. We will also look at ways of reducing the overall running costs of Plas whilst the Lottery application is being prepared.
14. Members will be aware that should Plas Tan y Bwlch's National Lottery Heritage Fund (NLHF) application be unsuccessful, the Authority may permanently dispose of the property. This of course would need to be subject to further and separate discussions, and all options would of course be explored before reaching any conclusion. If the NLHF grant bid is successful, then the core running costs would not be included in our baseline budget during the delivery phase (up to 5 years), as the overall running costs would be included in the grant funding from the successful bid. Looking even further into the future, should the NLHF Plas application be successful, then there would come a time in the long term (likely over 5 years) that our current headquarters would be sold (or retained with a rental income generated). It is important that Members understand this financial context for Plas Tan y Bwlch as part of the wider financial strategy. We are currently funding the Authority's deficit budget through our reserves, and by 2028/29 our reserves would be in a perilously low state should no action be taken. Therefore, we must prioritise significantly reducing the operational deficit in the baseline budget over the next 1-3 years. I hope this report demonstrates that this is possible, and should this be successfully implemented significant pressure will be taken off the Authority's reserves next year.

15. In-year Welsh Government Underspends

16. Members will be aware that the Authority have received in-year Welsh Government capital under-spends over the last few years, which can be a significant help in contributing to individual projects. This income releases some pressure from our own baseline budgets, thereby relieving pressure on the Authority's financial reserves. An

opportunity arose for the Authority to apply for these under-spends again this year, and a significant application for capital was made. Unfortunately, this was not successful, although officers will continue to look for new opportunities.

17. Overall Approach to Addressing the Financial Challenge

18. It is proposed that the financial challenge to reduce the deficit in the baseline budget is addressed in the following order of priority, and I will address each point in further detail below:
- a. Increasing income
 - b. Non-staff efficiencies (reducing non-staff costs within the Authority); and
 - c. Staffing efficiencies (reducing the number of staff);
19. Reducing the number of staff is regarded as a last resort. The Authority's main strength is of course its staff, and we are fortunate to have a pool of very talented and committed staff throughout the Authority. Therefore, whilst the perilous nature of the financial situation and its implications are fully understood, we will do our utmost to avoid compulsory redundancies.

20. Increasing Income:

21. The Authority should prioritise income generation when it comes to addressing the financial challenge. This is primarily as it's a strategy that will have the least impact on our operational effectiveness (and indeed will likely have a positive impact), whilst also mitigating potential job losses. I have broken this down into short term opportunities (1-2 years) and longer-term opportunities (2-5 years) in this report.
22. Something to consider as part of the income strategy is the risk-reward element. Existing Authority staff in general do not have the experience or expertise to prioritise income generation – for capacity reasons as much as experience / expertise. Therefore, an option to be explored as part of this strategy would be to build in capacity – this would likely be in the form of a Commercial Manager or similar. This option is of course not without risk at a time when we are potentially trying to reduce our costs. This is discussed in more detail below.

23. Increasing Income – Risk

24. It should be noted here too that increasing income carries an additional risk for the Authority. Becoming dependent on income to balance the books exposes the Authority to greater risk – which can be impacted by several factors outside our control including macro-economic conditions, weather conditions and tourist trends. It is not considered that these are sufficient reasons in themselves to avoid pursuing greater income generation, but Members should be aware of the increased risks involved – and mitigations put in place to control this where possible.

25. Increasing Income – Short Term (1-2 years)

26. Authority's Car Park Income

27. In the short term (1-2 years) I believe our range of options relating to income are limited – and car parking income has by far the biggest potential in this category. The Strategy should therefore focus on this as a top priority, and this will look at:

- a. Increased tariffs
 - b. Different tariff regimes
 - c. Use of Automatic Number Plate Recognition (ANPR) to discourage unauthorised car parking
 - d. Assess any need for new or extended car parking (including investment in new car parks)
28. It is forecast that the Authority can generate an additional car parking income of 500K per annum from 2026/27. Whilst car parking income comes with a degree of risk (due to several external variables, including visitor numbers, weather, economy etc), it is considered that this could make a significant contribution (about 63%) to addressing the financial challenges that the Authority faces. Despite some risks in forecasting this income, the Authority is reasonably confident in this figure based on past trends.
29. Member approval will be required on applying the £500K additional income target through the Authority owned car parks.

30. Authority's Retail Income

31. In the short term (1-2 years) it is considered there is some limited potential for increased income generation at the Authority's Information Centre in Betws-y-coed and the 'hwb' at Pen-y-pass – with the latter potentially providing the greater income uplift opportunity. This increase could be achieved by reviewing internal structures and layout, reviewing the items sold and targeting different markets, and potentially increasing the floor space at Pen-y-pass.

However, both centres require significant structural investment and until this is done it is considered that short term increases in income will be relatively modest – we forecast an additional £40K per annum from both centres combined.

32. Income generation opportunities from our other 2 Information Centres at Beddgelert and Aberdyfi will be limited, but again some further exploration of this will also take place. However, there is insufficient confidence here to add any increases here to the overall strategy for 2026/27.
33. Member approval will be required on setting a £40K additional income target for our Information Centres and Pen-y-pass for the next financial year.

34. Statutory Planning Fee Income

35. Planning fees are set by the Welsh Government and cannot be amended by the Authority. However, it has now been approved that fees will rise on the 1st December 2025. Unlike previously, the fees will not be raised by a single percentage increase. For the greater part, they will increase based on a full cost recovery (FCR) basis whilst others will increase by inflation rates only, meaning some planning fees will rise more than others.
36. Fees should increase by an average of 50% for most application types, 23% for others and 32% for pre-application advice services. There will be no increase in fees in 2026 but following this, fees will increase annually by 10% (plus inflation) until FCR is achieved and then adjusted annually according to inflation. The FCR pathway is 3-5 years for most applications, but some will achieve FCR from the start which includes large householder development (extensions, but not curtilage buildings). Householder applications account for the greatest proportion of planning applications received by the Authority (37%), therefore this benefit should be seen immediately.
37. Whilst the increase in fees would be welcomed it is difficult to forecast in real terms the significance of this for planning fee income – largely down to the uncertainty in

predicting planning fee income from one year to the next (especially now that fees will be increasing significantly). Given the lack of certainty surrounding planning fee income, it is proposed that we retain the same projected planning fee budget as last year and monitor and review the situation over the next 12 months.

38. Other Income Sources

Other than retail and car park incomes, the Authority has other income streams which could potentially be increased. This could be rental income for Yr Hen Stablau, Betws-y-coed, the bungalow at Yr Ysgwrn, public EV charging points and potentially others. Initial investigations suggest there is some scope to increase income streams here, but further work is needed before being able to reach any definitive conclusions. These opportunities will therefore be reviewed over the next 12 months.

39. Retail Income – Medium Term (2-5 years)

40. It is considered that the Authority have 2 centres that could produce considerably higher income if significant investment was made to them - these are Yr Hen Stablau (Betws-y-coed Information Centre) and Pen-y-pass. There may also be an opportunity relating to our new project at Plas Tan-y-Bwlch, but the development of a café and / or retail here is more of a long-term project and will therefore be discounted from this financial strategy.

Investment at the Betws-y-coed Centre and Pen-y-pass would not only yield greater income generation but would also significantly improve the visitor experience and the offering provided by these centres.

41. Work has already commenced on assessing physical building improvements that could be made at Yr Hen Stablau, the Betws-y-coed Information Centre, with consultants commissioned - and draft options are currently being assessed by officers. Both options would require significant financial investment and the business case for this along with external funding sources are currently being explored. Re-fitting, upgrading and extending Yr Hen Stablau to provide more retail and café space and making it a more customer friendly environment would be a significant investment. It is too early to reach any definitive conclusion on how this would fit into our wider financial strategy at present, and this option is being actively explored including assessing opportunities for grant funding.
42. Similar opportunities exist at Pen-y-pass, although work has yet to commence on exploring the options available in any detail. Staff capacity means that focus will remain on Betws-y-coed for the time being, with options to explore these 2 further sites being looked at within the next 1-3 years.
43. Therefore, whilst we are reasonably confident that significantly improved visitor offer and income generation options can be developed at these sites within the next 5 years, it is too early to forecast at this stage. However, this medium-term income potential should be a consideration in our short-term decision making. Again, as with any income generation work, it comes with risks linked to many external variables.

44. Income Generation – Commercial Manager (or similar) post

45. It has become apparent that we have, perhaps unsurprisingly, both a capacity and expertise constraint regarding the larger structural projects that will potentially yield greater income opportunities. For example, whilst work on assessing the options at Yr Hen Stablau has been very positive (with a significant contribution from the Director of Land Management), it has taken key staff away from their core duties – and in reality, this requires a long term and specialist staff commitment if such ambitious and

complicated projects are to be realised. There are other potential projects too – including redeveloping Pen-y-pass, Plas Tan-y-Bwlch, and potentially many more. An option open to the Authority to address this would be to create a new Commercial Manager post – or something related.

46. Creating a new Commercial Manager post may run contrary to the stated aims of this financial strategy of trying to reduce our baseline costs. However, I believe this could yield a significant income for the Authority that would offset the salary costs and bring in additional income. This option requires further exploration before a recommendation can be made, and I will endeavour to bring Members a further paper on this should it be required in the next 12 months.

47. Non staff efficiencies

48. Alongside income generation, non-staff efficiency savings is another area that has been explored as part of this financial strategy. The opportunities here come from departmental capital budgets (generally used for project delivery etc).
49. I am conscious that the departmental capital budgets have historically enabled the draw down of other larger grant funds through providing match funding. They are undoubtedly an important part of the Authority's operational effectiveness and project delivery capability. Significant care is therefore needed in considering any cuts to these.
50. Having had a high-level assessment of these departmental capital budgets, whilst some reduction to the baseline budget is possible I believe this comes with the potential to impact the Authority's operational effectiveness and project delivery success. Therefore, my initial conclusion is not to include this as an immediate saving – but to continue to explore these budgets in more detail with the Authority's Delivery Team (Section Heads) and Leadership Team.
51. Member feedback is sought on our conclusion to restrain from cutting non-staff costs that ultimately contribute to the Authority's projects.

52. Pensions

53. The 2025 tri-annual review of the Authority's Pension fund found that the Authority is in a very positive position, and the fund is currently running at a surplus. Although the results are yet to be finalised and signed off, it is expected that there will be a contribution decrease of 3% from April 2026, resulting in a saving of around £130,000 per annum for the next three years.

54. Staffing / Revenue Cuts to the Baseline Budget

55. Vacant Posts

56. The Authority's Leadership Team require a strong business case to be made before filling any vacant posts at present. At present there are only 3 FTE vacant posts within the Authority's structure. These are vacant pending some review of a particular departmental situation, temporary freezing the posts in order to provide time to assess the full context of the financial challenge and an existing secondment. All 3 posts are important to the future core objectives of the Authority.

57. My conclusion on these is not to explore any cuts to these posts. This situation can be kept under review – and the need for a business case for any future vacant posts before they are filled will continue.

58. Staff Redundancies

59. Reducing staff is always an emotive issue, and I hope our experience and lessons learnt of similar processes in the past will help us manage this issue as smoothly and sensitively as possible. The Authority greatly values the contribution that every single staff member makes, and redundancies should be viewed as a last resort.
60. As with existing vacant posts referenced in the section above, my initial conclusion on redundancies – in light of income generation conclusion above - is that it is premature to address this. We will monitor the situation very closely, and the results of the Welsh Government's budget settlement for next year will also be a critical issue in this regard. Emerging Welsh Government Core Grant settlements will be closely monitored in this regard.

61. Conclusion

62. The Authority, like several other public bodies, is operating within a challenging financial context, with the current year's budget deficit of £635,850 set to significantly increase should the Authority receive a flat budgetary settlement next year, inflationary pressures remain the same and no action is taken to address the deficit.

Taking action now is therefore crucial, and it is considered that income generation will play a critical role in this, in particular income from our car parks. Officers consider with a degree of confidence that income generation in the short term can amount to £540K (mostly through car park income, but also retail).

63. It is considered that there will be a significant uplift in planning fee income next year, which could contribute to the overall financial strategy. However, there is sufficient uncertainty here for the Authority not to rely on this in the immediate (12 months) future.
64. The currently positive state of the pension fund means that the Authority will be saving about £130K pa for the next 3 years.
65. Upgrading buildings and information centres could bring in additional income streams in the medium term (3-5 years), and it is recommended that investing in a Commercial Manager could yield significant benefits in this regard. This new post could explore other commercial income opportunities too – this can be assessed further in the coming year.
66. Overall, this report sets out that the Authority's financial strategy can generate a projected £670K to the Authority's baseline budget. Members will recall that the projected budget deficit for the start of 2026-27 was -£763K (this is of course based on a 'flat' budget settlement and continuation of existing inflationary pressures). Whilst the proposed actions to reduce these pressures may not close it down completely, they will hopefully bring it down to a manageable figure (and significantly protecting the Authority's reserves). There is also of course a chance that we get an uplift in the Welsh Government's budgetary settlement, in which case the deficit will be further reduced (although there could also be a reduction in the baseline which may require further action to be taken). I request that Members allow me to present an amended Strategy to the February Authority meeting should we receive a significant variation in the Welsh Government's Core Grant settlement (either positive or negative) for 2026/27.

- 67. Recommendation — For Members to support the following principles to form part of the Authority's Financial Strategy for 2026/27:**
- a. Agree to the principle of increasing car parking tariffs and greater enforcement to bring in an additional £500K per annum**
 - b. Set a target of an additional £40K per annum from retail income**
 - c. Agree to retain budgeted planning fees at present levels but to closely monitor the new fee schedule over the next 12 months.**
 - d. To explore other potential commercial income sources, including recruiting a Commercial Manager over the next 12 months.**
 - e. To note the savings in our baseline budget of £130K due to the healthy state of the existing pension fund.**
 - f. To retain the Authority's existing capital budgets as a key part of the Authority's operation – but to keep monitoring the situation**
 - g. Not to delete any vacant posts – but to continue to monitor the situation relating to the Welsh Government's budgetary settlement**
 - h. Not to pursue any compulsory redundancies - but to continue to monitor the situation relating to the Welsh Government's budgetary settlement**

MEETING	Authority
DATE	10 December 2025
TITLE	Income Generation – Review Parking Charges
REPORT BY	Head of Property Service
PURPOSE	Review charges to increase commercial income stream to reduce the financial challenge

1. BACKGROUND

- 1.1 Parking prices in the majority of the Authority's pay and display car parks have not been reviewed since 2018.
- 1.2 With the pressure of inflation since 2018 it is time to review the parking fees in order to be up to date with similar sites and also maximise commercial income to contribute towards reducing the Authority's financial challenge.
- 1.3 Outlined below are the trends that have emerged with data collection on certain sites and from historical annual transaction data.

2. THE PRESENT SITUATION

2.1 Current parking fees

- 2.1.1 In Betws-y-coed, Ogwen, Beddgelert, Rhyd Ddu, Cwellyn, Tŷ Nant and Dol Idris car parks there is a standard fee rate of £3 for a stay of up to 4 hours, and £6 for a day stay (up to midnight).
- 2.1.2 Nant Peris at £5 a day from 2021 following the adoption of a main season booking system at Pen-y-pass as the majority who use the car park are dependent on the Sherpa bus to reach Snowdon's trails
- 2.1.3 Llyn Tegid and Llangywer have simplified to £5 a day since 2022 and £5 for water activities.
- 2.1.4 Cae Llan (Betws-y-coed Short Stay) is £1 for 1 hour / £2 for 2 hours / £3 for 3 hours and £5 for 4 hours.
- 2.1.5 Current Pen-y-pass pre-booking system rate - £20 for 8 hours / £30 for 12 hours / £40 for 24 hours and then winter season price £10 per day / £10 overnight from November to March/Easter.

2.2 **Context**

- 2.2.1 The cost of cleaning and maintaining public toilets which are part of the parking provision on many sites has increased enormously with the increase of minimum wage and goods since 2020 (a 35% increase).
- 2.2.2 Rubbish disposal costs are increasing annually - 200% higher than the original budget, and the overspending has been funded from the income of car parks for several years. The income target has been increased to reflect the current cost for April 2026.
- 2.2.3 Following receipt of a legal opinion and confirmation of the Authority's ability to enforce through ANPR technology on our car parks, data collection cameras have been installed in Betws-y-coed and Cae Llan car parks as well as Llyn Tegid Foreshore.
- 2.2.4 In order to maintain the provision of public toilets and current rubbish collection at an increasing cost in the face of inflation whilst also increasing commercial income to save other core services throughout the Authority, it is timely to review parking fees.

2.3 **Parking Fees at similar sites**

- 2.3.1 Parking fee strategy varies by Park within the National Parks family. After a recent comparison some review fees annually in line with the rise of inflation or an index such as the customer price index, while others have adopted a simple rate of £1.50 for 1 hour / £3 for 3 hours / £5 for a longer stay.
- 2.3.2 Gwynedd Council car parks vary by site and are dependent on the provision on site. It can vary from £0.75 per hour to £1.70 per hour with the highest rate where toilets and bins are provided.
- 2.3.3 Llanberis car park fee rates are extremely variable, with some of the main sites being as follows:
 - a) Car Park below the Victoria Hotel - £14 all day / £8 after 15:00
Site open from 06:00 to 23:00 with ANPR enforcement.
Same rate as above for blue badge holders
 - b) Y Ganolfan, Llanberis = £8 all day / £4 after 13:00
 - c) Dolbadarn = £6 all day (site closes at 20:00)
 - d) Llanberis (Lakeside) = £1.55 < 2 hours / £3.10 < 4 hours / £7.70 < 12 hours / £15.40 < 24 hours
 - e) Former Electric Mountain site £1 per hour up to 4 hours / £5 < 6 hours / £6 < 8 hours / £8 < 12 hours.
Same rate for blue badge holders. Site operating 24 hours with ANPR enforcement.
- 2.3.4 As in Gwynedd, Conwy Council fees vary by site. Pont y Pair, Betws-y-coed fees have been revised in April 2024 at a rate of £1.70 1 hour / £2.80 < 2 hours / £4.60 < 4 hours / £6.70 over 4 hours. Overnight £1.20

3.0 REVIEW OF SITE FEES AND MANAGEMENT ISSUES OF THE 16th MARCH 2026

3.1 As the school Easter Holidays cross at the end of March, it is recommended to review the fees for the 2026 season from 16th March 2026 so that the new arrangements are already in force.

3.2 Betws-y-coed and Beddgelert

Stay up to 4 hours = £5.00

Stay over 4 hours = £8.00

Blue Badge Holders – fee as above, but get double the length of stay (8 hours for £5)

3.3 Cae Llan (Short Stay Betws-y-coed)

Stay up to 1 hour £1.50

Stay up to 2 hours £3.00

No stay longer than 2 hours (remove historical rates)

Overnight stay 21:00 to 08:00 £1.00

Blue Badge Holders – fee as above, but get double the length of stay (2 hours for £1.50)

3.4 Ogwen, Pont Bethania, Rhyd Ddu, Cwellyn/Snowdon Ranger, Tŷ Nant a Dol Idris

Stay up to 4 hours = £5.00

Stay over 4 hours = £8.00

A new evening rate of £1 for a short stay of up to 2 hours for ticket buyers between 16:30 and 20:00 to promote well-being/leisure for those who do not want to buy an annual ticket.

Blue Badge Holders – fee as above, but get double the length of stay (8 hours for £5.00)

3.5 Nant Peris

£5 for the day (until 22:00 - arrival between 6:00 and 16:00)

£5 for arrivals after 16:00 and departing before 10:00 the following morning (mainly for YHA Pen-y-pass overnight stays)

Blue Badge Holders – fee as above

Note: It is intended not to increase the cost here as the park and ride option on the Sherpa needs to continue to offer value for money as we are unable to freeze the cost of the bus ticket and compared to the booking facility at Pen-y-pass)

3.6 Llyn Tegid and Llangywer

Operating hours 06:00 until 22:00 daily.

Offer 2 levels of stay:

Stay up to 4 hours = £5.00

Day stay over 4 hours (up to 22:00) = £8.00

1 hour free before 8:00 and after 17:00 daily to encourage the current recreation by residents to continue.

Blue Badge Holders – fee as above but get double the length of stay (ie 8 hours for £5.00)

3.7 Pen-y-pass

A rent review notice has been received by the Landlord to increase rent from December 2026 for the following 10 years. This increases the annual financial challenge as rent increases need to be funded for the next 10 years.

It is suggested to review fees before booking the main season to:

£25 for < 8 hours / £35 for < 12 hours / £45 for 24 hours.

Winter period November to March/before Easter = £15 per day / £10 overnight parking

Note: With an increase in security costs/enforcement systems and a rent increase it is anticipated that the effect of the parking cost increase on the site's income will be neutral.

3.8 Annual parking permit:

The annual parking permit is available to park at all APCE sites except for Cae Llan (short stay) and Pen-y-pass at a current cost of £120 per year valid from April to March.

Annual parking permits are not currently in high demand, accordingly it is recommended not to increase the cost. Regular users can be notified to take advantage of the savings/value for money offered. This will also be an option for residents who make regular use of our sites as it represents very good value for money over a 12 month period.

3.9 Operating Hours:

To discourage overnight stays in our sites, new operating hours should be adopted - from 6:00 to 22:00 daily. No parking between 22:01 and 5:59 at all the sites except for Cae Llan, Pen-y-pass and Nant Peris which will continue to operate 24 hours a day as present, and the new operating hours for Llyn Tegid and Llangywer as noted in 3.6 above.

3.10 ANPR Enforcement:

It is recommended to trial enforcement with ANPR technology in Betws-y-coed, Llyn Tegid Foreshore and Llangywer car parks with companies that are registered and operate to the standards of the 'British Parking Association', administer entirely bilingually and implement any fixed penalty for overnight stays.

3.11 Donation Machines:

There are several smaller sites that were not previously cost effective to install a machine, or where charging for parking could increase traffic problems for the community or nearby residents. It is intended to install a donation machine at these

sites in order to attract contributions towards the cost of maintenance and providing toilets and access. There will be dedicated signs and information at hand. The sites to locate these machines will be:

Capel Curig;

Croesor (portable toilet);

Llanuwchllyn;

Saith Groesffordd (Toilets + Network of permissive paths);

Llyn Penmaen / Penmaenpool (Toilets + Mawddach Trail) and

Morfa Mawddach (Toilets + Mawddach Trail)

4.0 RESOURCE IMPLICATION

- 4.1 When revising the cost of parking to £5 for a stay up to 4 hours and £8.00 for a stay over 4 hours (until 22:00 and not midnight) in the majority of sites as well as revising the Llyn Tegid fee, a net income increase of £500K per year of additional commercial income to the Authority is anticipated per annum. This income will contribute directly towards the annual financial shortfall / budget pressures of the Authority.
- 4.2 In addition there will be a permanent increase in the Community Fund annual budget (which will be re-named Thriving Communities Fund) which will be funded from car park income as a result of this review.
- 4.2 There has been a heavy reliance on surplus income for several years to fund the maintenance costs of other assets and buildings. It would be prudent to reinvest a percentage of income annually in the car parks and infrastructure in order to reduce the long-term financial pressure of not investing in a timely manner.

The Assets Sub Group will consider this further, the discussion is already underway in order to improve the Authority's financial resilience and ability to maintain its property effectively.

5.0 RECOMMENDATIONS:

- 5.1 Note the report and the progress that has already been made in improving the management and income of car parks.
- 5.2 Accept the recommendations to review parking fees as outlined in 3.2 – 3.8 above.
- 5.3 Accept the recommendations to review the site's operating hours as stated in 3.9 above.
- 5.4 Accept the recommendations to trial enforcement with ANPR technology as set out in 3.10 above and review at the end of the following season and discuss further before extending to other sites.
- 5.5 Accept the intention to install donation machines on the site specified in 3.11 above to attract contributions.
- 5.6 Accept the recommendation to increase the budget of the Community Fund as outlined in 4.2 above.

**Item No. 16**

MEETING	Authority
DATE	10 December 2025
TITLE	Section 6 Report
REPORT BY	Senior Ecologist
PURPOSE	The Biodiversity and Resilience of Ecosystems Duty Report 2025

ERYRI NATIONAL PARK AUTHORITY

Introduction and Context

Eryri National Park Authority (ENPA) is a National Park Authority. All three National Parks in Wales share two statutory purposes. These are to:

- conserve and enhance the natural beauty, wildlife and cultural heritage of the area
- promote opportunities for the understanding and enjoyment of the special qualities of the area by the public.

Welsh National Park Authorities are also required by law, in pursuing these purposes, to foster the economic and social well-being of local communities.

Eryri National Park is 823 square miles in size and the home to 25,702 people, 33.2% of which are over the age of 60, with ≈59% of residents Welsh speaking. Eryri is the largest National Park in Wales and attracts almost 4 million visitors annually. 70% of the National Park is in private ownership. The remainder is in various forms of State ownership. The National Park Authority owns only ≈0.45% of the Park area.

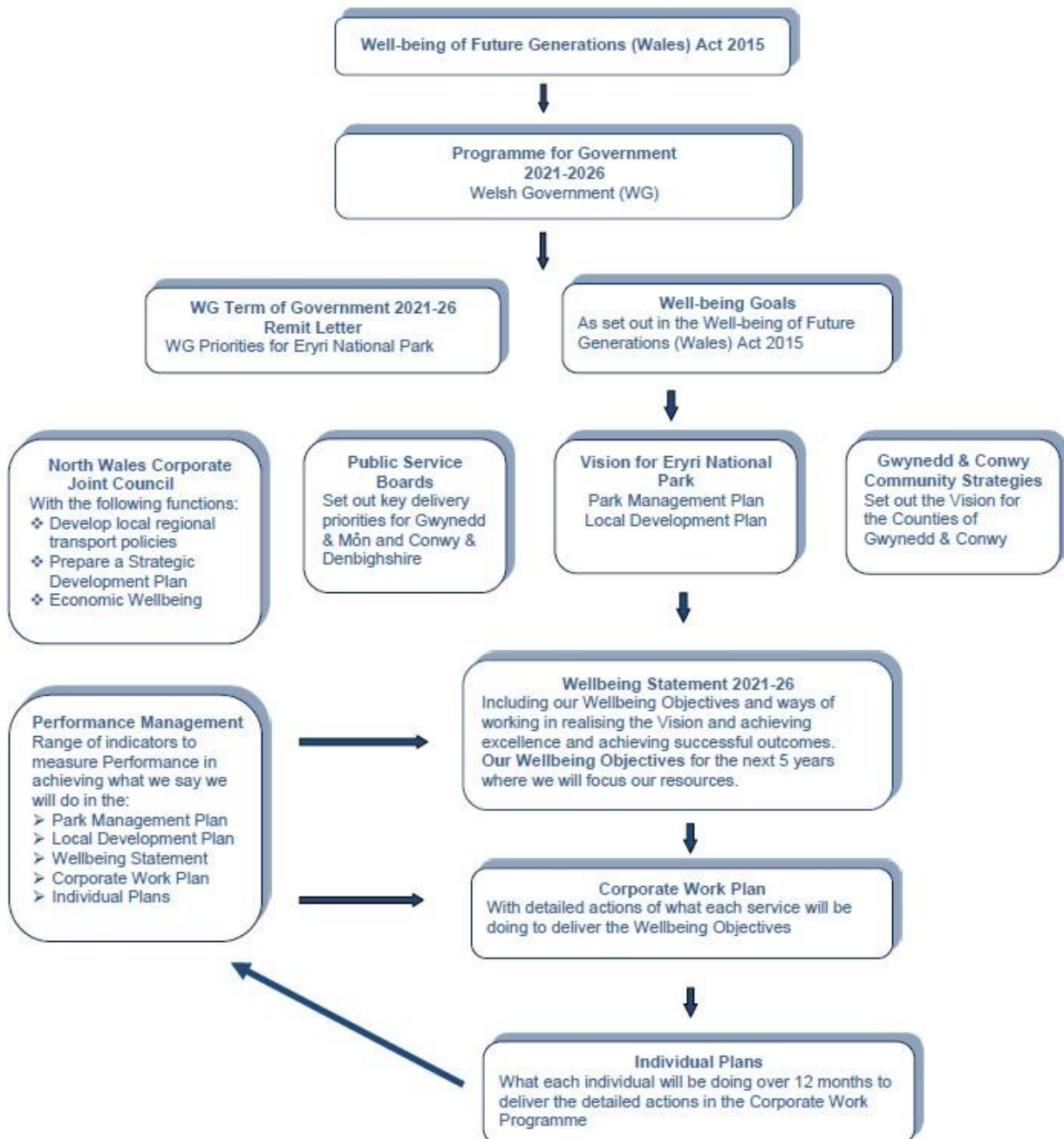
ENPA is subject to the Well-being of Future Generations (WFG) Act. ENPA led the co-production of ‘Cynllun Eryri’ the Eryri National Park (ENP) Management Plan (covering the period 2020-2025) – see [Cynllun Eryri](#). The vision for the Park is outlined in Cynllun Eryri and was developed through extensive external consultation with the public and our key stakeholders. Reporting is through the annual Cynllun Eryri Progress Report and 5-yearly State of The Park Report. The Section 6 Duty is linked to the ENPA’s delivery of the WFG Act goals (including the Resilient Wales goal) and the 5 ways of working through the ENP Management Plan. Amongst other purposes, this Management Plan fulfills the function of the statutory Section 6 Biodiversity Duty Plan and Well-being Plan required of the NPA by Welsh legislation. A Well-being Statement for the Authority was developed over the course of 18 months and sets out new Well-being Objectives which describe how they will help the Authority achieve the seven well-being goals for Wales. It was adopted in March 2021. ENPA’s operations are based around building resilience as per the Well-being Objectives – resilient environments, resilient communities, and resilient ways of working. The sustainable management of natural resources (SMNR) principles are core to much of the ENPA’s operations. ENPA is fully engaged with NRW’s Area Statement Process e.g. attending and inputting into multiple co-production workshops and ongoing consultation events (e.g. Dee Catchment and Llifo Conwy workshops). The contents of the North-west Wales and the Marine Area Statements are overarchingly consistent with the ENP Management Plan. ENPA is a partner on the north-west Wales Public Service Board (PSB) and sits on the PSB’s Climate Change sub-group.

The following flow chart gives the context for the ENPA’s Corporate Planning Framework.



THE GOLDEN THREAD

ERYRI NATIONAL PARK'S CORPORATE PLANNING FRAMEWORK



Highlights, Key Outcomes and Issues

Highlights

The involvement of ENPA with an unprecedented number of current and recently completed LIFE projects has undoubtedly enabled meaningful and prioritized action for biodiversity at scale, both in Eryri and beyond.

These include:

- Celtic Rainforests Wales LIFE project (£8M - ENPA is the lead beneficiary)
- LIFE River Dee (£8M - ENPA is an associated beneficiary) – finishing 2027
- LIFE Quake (£4.5M - ENPA is an associated beneficiary) – finishing 2027
- Sands of LIFE (£4M - ENPA was a stakeholder) – finished in 2024
- Curlew LIFE (£4M - ENPA was a stakeholder) – finished in 2024
- New LIFE for Welsh Raised Bogs (£5.2M - ENPA was an associated beneficiary) – finished in 2024.

ENPA are the lead partner on the Heritage Lottery Fund 'Carneddau Landscape Partnership' 2020-2025. This is a £4M co-produced project with multiple work-streams, many of which are biodiversity orientated.

Welsh Government 'National Peatland Action Programme' funding (administered via NRW) to ENPA as a Strategic Funding Partner has been transformational in enabling large-scale peatland restoration in Eryri.

ENPA's position as a partner in the Welsh Government 'Local Places for Nature' funded LNP (Local Nature Partnership) Cymru 2023-2025 & 2025-2027 projects is seen as vital for capacity-building, data growth, advocacy and implementation with respect to S6/biodiversity enhancement in Eryri.

ENPA delivered the Welsh Government 'Sustainable Landscapes Sustainable Places' funded (£0.16M) Afon Mynach 'Natural Flood Risk Management' Project during 2023-2025. The project worked with a cluster of nine farmers in Cwmtirmynach to 'slow the flow' and improve water quality in this catchment that is failing in terms of phosphate.

These projects instigate nature recovery on a meaningful scale in Wales. See [Conservation Work | Eryri National Park](#) for further details of a selection of these projects.

The Yr Wyddfa Partnership and its resultant place-based plan (Yr Wyddfa Partnership Plan / Cynllun Partneriaeth Yr Wyddfa) and Fforwm Eryri - created to co-produce the new National Park Partnership Plan (Cynllun Eryri) - ensure that members from all sectors in the area are fully engaged in the decision-making process for all aspects of conservation within the National Park.

The Dark Sky North Wales 'Prosiect Nos' project has been outstanding in terms of engaging the communities of north Wales with the multiple benefits of dark skies. ENPA's Dark Sky Officer was part of a pan-Wales Working Group which wrote and launched the [Good Practice Guidance: Planning for the Conservation and Enhancement of Dark Skies in Wales](#) document in February 2025. The Guidance was the winning entry for two awards at the Landscape Institute Awards in November 2025. The Guidance won the 'Excellence in Landscape Planning and Assessment' award and the 'President's Award – Best Landscape Scheme of the Year'. ENPA has been working with a lighting designer to create a 'Dark Sky friendly' luminaire suitable for domestic properties which has also won a recent award - [LIT Lighting Design Awards 2025](#).

Key outcomes

The greater emphasis in Wales on the Section 6 Biodiversity Duty generally means that more Authority members, senior managers, staff and partners are aware of the Duty and the importance of being able to demonstrate meaningful compliance. The timing of the introduction of the Section 6 duty in parallel with the process of truly co-producing the current ENP Management Plan (Cynllun Eryri) has been an opportunity to fully integrate biodiversity and well-being into the ENPA's foremost strategic document. All projects have a significant element of community engagement (e.g., guided walks, talks and presentations, volunteering opportunities, arts workshops). Local contractors are used wherever possible.

Having Partnership, Communication and Wardening Teams has provided capacity for developing long-term solutions to long-standing problems in and around Eryri e.g., over-tourism and its negative impacts, unsustainable practices (e.g., use of plastics and traffic congestion).

Issues

Disincentives nationally need to be greater to prevent people impacting the decline in biodiversity by short-circuiting proper procedure e.g., pre-development/pre-application site clearance. Planning services are stretched across Wales and ENPA is no exception. A lack of enforcement officer capacity can give the impression that developments that contravene planning conditions and negatively impact biodiversity are not always compelled to take restorative action.

It is a recurring puzzle why applications for Buildings Regulations consent for certain operations (e.g., re-roofing) do not seem to undergo Habitat Regulations Assessments by the relevant competent authorities.

ENPA has a green procurement policy. Additional measures should be added to the policy where appropriate when procuring through various methodologies that allow biodiversity or nature-based weighting to be applied. These should be tailored individually to suit each circumstance for maximum effect.

All the 'Dark Sky friendly' retrofitting work is totally dependent on goodwill. Despite all the success of Prosiect Nos, there isn't an effective mechanism outside of the planning process for regulating the installation of lighting that isn't 'Dark Sky friendly' across Eryri and the wider region. It can feel like playing 'whackamole' at times when a retrofitting scheme is successfully negotiated and implemented at one location, only for someone else nearby to install lights that aren't 'Dark Sky friendly'. Following some initial and successful trials, there is now a need for an initiative to facilitate replacement of the least 'Dark Sky compliant' luminaires in the area on a transformative scale.

There is no doubt that the National Peatland Action Programme has been revolutionary in delivering large scale peatland restoration. A similar national programme is greatly needed with respect to ancient broadleaved woodlands.

A matter that isn't acknowledged sufficiently is the large-scale problem of sitka spruce tree seed dispersal and colonization of semi-natural habitats across Eryri.

A national conversation is needed about what is going to replace the LIFE fund domestically.


Action Report		
NRAP Objective 1: Engage and support participation and understanding to embed biodiversity throughout decision making at all levels:		
Action carried out to:	Examples:	Measures and/or indicators monitored:
Embed biodiversity action across the organisation's functions	<p>The ENPA's primary statutory purpose includes conserving and enhancing the wildlife of the area. Internationally important habitats and species are one of the nine Special Qualities of Eryri. Biodiversity is also intrinsic to a number of the other Special Qualities of the National Park (e.g., inspiration for the arts) and is therefore a core feature of numerous actions outlined in the National Park Management Plan (Cynllun Eryri) that was launched in November 2020. The ENPA co-produced its National Park Management Plan through an extensive series of consultations (final consultation in January/February 2020), expert panel events, workshops, roadshows, surveys, Fforwm Eryri meetings and on-line consultations (ENPA website, consultation videos, Facebook and Twitter). Cynllun Eryri is in the process of being updated 2026-31 through similar processes.</p> <p>ENPA's adopted Eryri Local Development Plan 2016 – 2031 includes Strategic Policy D: Natural Environment. Part of the policy is that proposals should not adversely affect the National Park's biodiversity resources including designated sites from an international through to a local level, as well as wider biodiversity resources e.g., habitats and species outside designated sites.</p> <p>A myriad of problems have been intensifying specifically on and around Yr Wyddfa as the most visited mountain in the UK. ENPA led the co-production of The Snowdon Partnership Plan 2018-2023, that was refreshed in 2025 – see Cynllun Yr Wyddfa. One outcome was the appointment of a Plastic-Free Snowdon Project Officer in October 2022.</p> <p>ENPA policy staff and other officers as appropriate regularly provide comments (including on biodiversity) through official responses to various consultations (e.g., Welsh Government, NRW, utilities companies etc.). This can be as part of a joint National Parks Wales response, or individual NPA response – depending upon the consultation.</p> <p>Given its two primary purposes, the whole authority is geared towards delivering biodiversity action as a major component of business as usual.</p>	<p>The Eryri NP Management Plan includes a raft of monitoring arrangements and measures of success which are reported annually to the Authority. The State of the Park Report is produced every 5 years.</p> <p>Monitoring indicators are included in Section 3 and Appendix 1 of the ENPA's Eryri LDP Annual Monitoring Report 2025 e.g., no. of applications with biodiversity enhancements.</p> <p>See the continuous monitoring and evaluation arrangements central to Cynllun Yr Wyddfa and its Implementation Plan.</p> <p>Number of consultation responses, and the nature of the comments with respect to biodiversity.</p>

<p>Raise awareness of biodiversity and its importance across the organisation</p>	<p>ENPA staff members provide training and input to ENPA Authority Members on biodiversity issues (e.g., Member's training/seminars and visits to ENPA properties and project sites, Member Climate Change Adaptation workshop, Planning Committee). External expertise is available to Members when necessary. 'Nature Restoration: Sowing the Seeds of Change' was the theme of the National Parks Wales Members' Seminar hosted in Eryri on 1-2nd October 2025.</p> <p>Internal newsletters and updates at staff meetings and circular emails also update staff, Authority Members and our wide range of Partners.</p> <p>Social media is used effectively and regularly to increase awareness about the work of the National Park and about biodiversity issues on a regular basis. The number of interactions on social media can be easily measured.</p> <p>Our external newspaper 'Eryri' is published once a year, with a roundup of the work of the National Park which also includes sections on biodiversity and updates on some of the numerous projects in which we are involved.</p> <p>ENPA invest a significant amount of time awareness-raising about the importance of biodiversity amongst the decision-makers of the future. Awareness-raising is delivered through core and project staff and/or external contractors, often through projects. For example, ENPA Wardening Service have delivered the annual and very popular Classroom Hatchery (both on-line and within local schools) as part of the LIFE Dee River Project – see Pupils at Ysgol Bro Tryweryn host a trout hatchery in their classroom. The work of the ENPA Wardening Service (≤10 Wardens, varying seasonally) involves day to day work explaining the importance of biodiversity to local communities and visitors alike.</p> <p>ENPA employ a Young People's Officer. The ENPA Youth Manifesto aims to reflect the collective voices of Eryri's young people: a written statement as to the aims and objectives of ENPA with regard to our young people. It outlines what ENPA is aiming to achieve on behalf of our young people, based on the changes that they've asked to see. Central to this, ENPA recognises that the younger generations are the future of the protected area – our land, communities, heritage and culture. It's they who see and will shape Eryri's future. Through projects and the youth and educational work, ENPA will ensure that what's required by the Well-being of Future Generations (Wales) Act 2015 will be achieved. One of the main aims of the Manifesto is to support and facilitate youth inclusion, engagement and representation. The Manifesto introduces changes and developments in ENPA by developing 'Future Voice of Eryri' (Llais Eryri'r Dyfodol) forums which is joint work with Public Map Platform Wales. The aim of Llais Eryri'r Dyfodol is to understand and highlight issues that are truly important to young people within Eryri's communities and to strengthen young people's voices to influence how their places are planned and developed. Another main aim of the Youth Manifesto is to connect more young people with places, nature and heritage. This is achieved through projects like the Eryri</p>	<p>Analytics measuring no. of social media interactions.</p> <p>No. of people and young people engaged in various biodiversity elements of projects.</p>
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Young Rangers Scheme, the GISDA Project, and educational projects with primary and secondary schools in and around Eryri (and beyond). Although ENPA no longer employ full-time primary and secondary education officers, central to ENPA's Youth Manifesto, education is essential. From an early age, people should be taught to understand and care for the National Park, to encourage them to continue to protect it in the future. ENPA work side by side with schools and other services that are essential to our protected areas to provide educational opportunities for our young people.

ENPA staff with Year 11 pupils studying 'The World of Work' at Ysgol Godre'r Berwyn working on a 28ha 'forest to bog' project within Migneint-Arenig-Dduallt Special Area of Conservation (SAC) (November 2025).



NRAP Objective 2: Safeguard species and habitats of principal importance and improve their management.		
Safeguard principal species and habitats	<p><u>Marsh fritillary</u> Marsh fritillaries are a Section 7 species that have undergone catastrophic declines throughout much of Europe, the UK and Wales in recent decades. Marsh fritillaries are an excellent indicator of ecosystem health and positive management for marsh fritillary is beneficial for a whole range of other wildlife. Capital works have been funded to erect replacement fencing to enable introduction of grazing by native breed cattle on a previously afforested 3.3ha bog adjacent to a marsh fritillary breeding site. Thousands of the Devil's-bit scabious (<i>Succisa pratensis</i>) foodplant are establishing on the restored bog following reseedling with local seed. Another prolific breeding site that is part of the Meirionnydd meta-population had bespoke scrub management during winters 2022-2023 and 2024-2025. On-site advice has been provided by marsh fritillary experts regarding optimizing management for invertebrates.</p> <p><u>Aerial photo showing the distribution of the 160 marsh fritillary larval webs (yellow dots) counted on one of the Meirionnydd meta-population sites during September 2025.</u></p>  <p><u>Freshwater Pearl Mussel (FWPM) and Salmonids</u> ENPA play an active role on the Wales FWPM Review Group and deliver (in partnership) actions from the 'Freshwater Pearl Mussel Conservation Strategy for Wales'. The ENPA is an associated beneficiary on the LIFE Dee River 2020-2027 project (which includes work programmes for FWPM and salmonids), and a fully engaged stakeholder in the NRW-led Arudwy Leat Project. FWPM is an invertebrate that is Critically Endangered in Wales and an indicator species of high river and stream quality. They contribute substantially to a vision of resilient Welsh freshwater biodiversity conservation.</p>	<p>Light native-breed cattle grazing introduced on 3.3ha of a restored bog next to a marsh fritillary breeding site. No. of larval webs counted.</p> <p>See LIFE Dee River project indicators. Ultimate indicator is no. of FWPMs in-river.</p>

	<p><u>Gylfinir Cymru</u> Based on its adverse global conservation status, and the global importance but rapid decline of the UK's breeding population, the Eurasian Curlew is now considered to be the UK's highest conservation priority bird species. ENPA are a member of the Wales Curlew Group 'Gylfinir Cymru' (Curlew Wales). Gylfinir Cymru published and launched 'A Wales Action Plan for the Recovery of Curlew' in November 2021. ENPA were a stakeholder partner in the Curlew LIFE project (2020-2024) which operated within the Ysbyty Ifan and Hiraethog areas of Eryri. ENPA contributes to annual surveying of Curlew breeding numbers and nesting success through this project and its 'After LIFE' successor. ENPA commissioned breeding Curlew surveys (including productivity) in the Trawsfynydd area in 2023, and the Cwmtirmynach area in 2024.</p> <p><u>Planning</u> The letter from Welsh Government's Planning Directorate to Local Authority Chief Planning Officers regarding Biodiversity and Enhancement dated 23rd October 2019 and the publication of Planning Policy Wales 12 have been very welcome. These documents clarify that where biodiversity enhancement is not proposed as part of an application, significant weight will be given to its absence, and unless other significant material considerations indicate otherwise it will be necessary to refuse permission. 'Future Wales: The National Plan 2040' highlights Welsh Government's ambition to see biodiversity enhancements across Wales and as part of the planning process and applications. Biodiversity training is routinely incorporated into the Authority's annual meeting with Planning Agents.</p> <p><u>Natur am Byth! – Tlysau Mynydd Eryri (Mountain Jewels of Eryri)</u> ENPA have been closely involved in the development and implementation of this National Lottery Heritage Fund project that aims to inspire and involve people to help conserve some of Wales's rarest upland species e.g. Snowdon rainbow leaf beetle, Welsh eyebright (<i>Euphrasia cambrica</i>).</p> <p><u>Ffermio Bro</u> ENPA administers the Ffermio Bro programme within Eryri National Park, Llŷn National Landscape and Ynys Môn National Landscape.</p>	<p>See indicators in Curlew Action Plan. Research indicates that stable Curlew populations need to be producing ≥ 0.5 chicks/pair/year. Monitored productivity in Eryri outside of the Curlew LIFE area has been low (≤ 0.4/chicks/pair/year).</p> <p>Monitoring indicators are included in Section 3 and Appendix 1 of the SNPA's Eryri LDP Annual Monitoring Report 2025. No. of applications with enhancement for e.g. bats, swifts.</p> <p>See project indicators - Natur am Byth!</p> <p>See project indicators.</p>
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NRAP Objective 3: Increase the resilience of our natural environment by restoring degraded habitats and habitat creation		
Restore & create habitats and resilient ecological networks	<p>Examples of restoration of degraded ecosystems</p> <p><u>National Peatland Action Programme (NPAP)</u> ENPA are a Strategic Funding Partner to Natural Resources Wales (NRW) in delivering the objectives of the NPAP 2020-2025. £285k was spent by ENPA on peatland restoration with numerous landowners and tenants in and around Eryri through NPAP in 2023-2024, and £413k in 2024-2025. £400k has been allocated to ENPA for peatland restoration in each of years 2025-2026, 2026-2027 and 2027-2028. See National Peatland Action Programme Youtube channel for a flavour of programme activities.</p> <p><u>Photo of native breed cattle grazing on a former Norway Spruce plantation on deep peat that ENPA have helped deconiferise and hydrologically restore (photo taken on 9th September 2024).</u></p>  <p><u>Eryri-wide survey of Trees and Plantations on Ancient Woodland Sites (PAWS) and Ancient Woodland Sites (AWS)</u> ENPA have received Welsh Government funding during 2021-2022 (£100k), 2022-2023 (£100k), 2023-2024 (£100k) and 2024-2025 (£100k) to undertake condition surveys of PAWS and AWS sites, come up with prioritised recommendations and implement those recommendations in following years. The fund is split with 25% for surveys and reports, and 75% for implementing report recommendations. It's a great example of a simple, efficient, and effective method of operating. Landowners like the method of operating and appreciate people taking an interest in their woodlands and subsequently feel an added value to their woodlands. The survey methodology includes deadwood survey and grazing assessment (i.e. lack of or too much).</p> <p><u>Management of SNPA-owned land</u> Funding through the Welsh Government's Sustainable Landscapes Sustainable Places (SLSP) funding stream has enabled SNPA to continue the process of improving the management and diversifying the swards of ENPA amenity grasslands at Dolidris and Farchynys. Most of the grassland at ENPA's HQ is only cut once a year.</p>	<p>Gauging weir data is available if required in some locations to compare hydrographs before & after ditch blocking.</p> <p>No. of condition/restoration plans written per landowner/estate (≈65 to date). No. of ha restored (≈240ha). No. of individual woodlands coming into active sustainable management (≈75).</p> <p>No. of species in sward (e.g., yellow rattle has already become well established at Dolidris following spreading seed from a species-rich meadow nearby).</p>

	<p><u>LIFE Quaking Bogs Project</u> LIFE Quaking Bogs (2022-2027) is a £4.5M project led by NRW. ENPA is an associated beneficiary on the project, with the Project and Monitoring Officer (Eifionydd Sites) working from the ENPA Headquarters.</p> <p><u>New LIFE for Welsh Raised Bogs Project</u> New LIFE for Welsh Raised Bogs (2017-2024) was a £5.2M pan-Wales project that was led by NRW. ENPA was an associated beneficiary on the project. One site within the project was in Eryri, namely Cors Goch Trawsfynydd Special Area of Conservation.</p> <p><u>Aerial photo of Cors Goch Trawsfynydd following rewetting works to restore the hydrology of the raised bog with contour bunds (photo taken by Jake White of NRW in spring 2023).</u></p>  <p><u>Sands of LIFE Project</u> Sands of LIFE (2018-2024) was a £4M pan-Wales project that was led by NRW. ENPA was a stakeholder on the project. Morfa Harlech a Morfa Dyffryn Special Area of Conservation was included within the project in Eryri. NRW commissioned a National Vegetation Classification (NVC) survey of ENPA's Bennar Dunes (Morfa Dyffryn) property as part of the project. It is the hope of some of ENPA's staff and NRW's Reserves staff that this survey can be used as part of the case for including Bennar Dunes within the Morfa Dyffryn National Nature Reserve in the future.</p> <p><u>HLF Carneddau Landscape Partnership</u> This £4M project was developed and co-produced 2017-19, with funding secured from the HLF for the implementation phase (2020-2025). A number of biodiversity work themes and packages are an integral part of this project. Project strands include:</p> <ul style="list-style-type: none"> • Cylchdaith y Carneddau • Grazed uplands • 'LiDAR' citizen science 	<p>See LIFE Quaking Bogs</p> <p>See New LIFE for Welsh Raised Bogs</p> <p>See Sands of LIFE</p> <p>See project indicators outlined in bid.</p>
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| | <ul style="list-style-type: none">• Meadows• Skylines (including montane heath)• The water cycle: peat and rivers• Trees, woodland and hedgerows <p>Engagement, Communication and Grants are Whole Scheme Activities.</p> <p>See Carneddau Landscape Partnership.</p> | |
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NRAP Objective 4: Tackle key pressures on species and habitats		
Tackle negative factors: e.g. reduce pollution, use nature-based solutions, address invasive species	<p><u>Celtic Rainforests Wales LIFE Project</u> This £8M project aims to improve the condition of 5 SACs in western Wales with the 'Celtic Rainforest' habitat-type and its constituent species. See Celtic Rainforests Wales. Much of the focus is on managing and eradicating Invasive Non-Native Species (INNS) such as <i>Rhododendron ponticum</i>, Himalayan balsam and American skunk cabbage from within the SACs and a 1km buffer. There is also a significant element of Plantation on Ancient Woodland Sites (PAWS) restoration.</p>	See project indicators.
	<p><u>LIFE Dee River Project</u> LIFE Dee River is an £8M+ project to transform the River Dee and its catchment by restoring the river and its surroundings to their natural state. ENPA are an associated beneficiary. Project actions include</p> <ul style="list-style-type: none"> • removing the constraints to fish migration and wider ecological connectivity • restoring or improving natural riverine physical processes, features and habitats in at least 55km of river • improving agricultural and forestry land management practices to reduce the input of nutrients and sediment entering the Special Area of Conservation (SAC) • establishing and building long-term positive relationships with key stakeholders during and beyond the life of the project. <p>The removal of Erbistock weir has already opened up another 4km of main river for successful sea lamprey spawning up to Manley Hall Gauging Weir.</p>	<p>See project indicators at LIFE Dee River, e.g.</p> <ul style="list-style-type: none"> • 7 barriers removed or adapted to help fish migration • 36km of fencing erected to create riverside corridors • 4.250 tonnes of gravel introduced into the river beneath dams.
	<p><u>Natural Flood Risk Management (NFRM) Projects</u> ENPA worked in partnership with a cluster of nine farmers within the Afon Mynach catchment in Cwmtirmynach to undertake NFRM work 2023-2025. Welsh Government 'Sustainable Landscapes Sustainable Places' funding of £160k was secured to deliver the work. The project aimed to alleviate peak waterflows through nature-based solutions to reduce downstream flooding. Works included planting hedges, planting riparian trees, separation of clean and dirty water (e.g. diversion of water from washing fine material from tracks into watercourses and installation of farmyard guttering and downpipes), installation of water storage tanks, drinking troughs and riparian fencing to reduce stock trampling in and around watercourses. National Parks Partnerships levered £67k private funding for ENPA to undertake a programme of NFRM measures (creation of ponds, contour planting and installation of leaky dams) in the Afon Dyfrdwy catchment around Llanuwchllyn in 2023-2024. This work has involved and complemented the LIFE Dee River project that is active in the catchment. These collaborative projects illustrate the eagerness of land managers to engage with NFRM measures.</p>	See Mynach NFRM project indicators e.g., 2.86km of new hedgerows planted, 471 riparian trees planted, 2 hardstanding areas installed to reduce run-off, 4 water troughs and 2 x 10,000 litre water tanks and rainwater kits installed to reduce stock trampling in watercourses.

	<p><u>Dark Skies Partnership (Prosiect Nos).</u> The Dark Sky North Wales 'Prosiect Nos' project has been outstanding in terms of engaging the communities of north Wales with the multiple benefits of dark skies. The project has worked with numerous organisations and businesses to retrofit some of the worst lighting around Eryri with 'Dark Sky compliant' luminaires. This was informed by a prioritised external lighting survey of 52 sites across Eryri by independent and specialist lighting consultants. Outstanding examples of sites that are now exemplar Dark Sky Friendly Sites include the Ministry of Defence Training Camp at Capel Curig, Gwersyll yr Urdd Glan Llyn and the Youth Hostel Association (YHA) buildings at Ogwen, Penypass and Llanberis. The John Lewis Hotel in Bala are applying to become the first 'Dark Sky Accredited' business in Wales which will help them extend their season and increase visitor numbers at quieter times of the year. However, there is always the need to facilitate upscaling the replacement of the least 'Dark Sky compliant' luminaires in and around Eryri, especially around some of the most sensitive habitats e.g. riparian corridors and native broadleaved woodland. Importantly, a second Dark Skies Officer working across the Welsh Designated Landscapes commenced in post in early 2023. The focus is on improving the quality of Wales's night skies and biodiversity.</p> <p><u>Dee Invasive Non-Native Species (INNS) work</u> ENPA Wardens annually work closely with the North Wales Wildlife Trust and contractors on the management of INNS within the Llyn Tegid catchment – see The Upper and Middle Dee Invasive Species Management Project. ENPA wardens are responsible for coordinating the ongoing (16+ years) Himalayan balsam and Japanese knotweed control programme in the catchment of Llyn Tegid and its tributaries, which is at the top of the Dee catchment.</p> <p><u>National Grid Landscape Enhancement Initiative-funded Rhododendron control, PAWS restoration and traditional boundary restoration.</u> Two projects (worth £200k each) have been funded in Dyffryn Maentwrog to enable ENPA and NRW to improve habitat connectivity to encourage wildlife, safeguard ancient woodlands and manage invasive non-native species such as <i>Rhododendron ponticum</i>, Japanese knotweed and bamboo. These are awfully steep sites where access is very poor and it has taken years to overcome these constraints and challenges. Another project ('Gwylwch y Bwlch / Mind the Gap') in the area between Talsarnau and Penmorfa/Pentrefelin has received £200k to undertake similar work.</p> <p><u>Decarbonisation</u> The Corporate Work Plan includes several initiatives to respond to the challenges of climate change. These include:</p> <ul style="list-style-type: none"> • Energy efficiency and reducing carbon footprint of ENPA buildings to be an integral part of the new Asset Management Plan and aligned with 'Wales Prosperity for All – A Low Carbon Public Estate' targets 	<p>The project passed the figure (in November 2025) of 14,625 members of the public who have attended a Dark Skies event since the 'Prosiect Nos' Dark Skies Officer started in post. With a total of 270 Dark Skies events held, that is an average of 54 events per year. No. of light retrofitting projects completed.</p> <p>See project indicators.</p> <p>Two PAWS sites to be clear-felled of conifers in Dyffryn Ffestiniog during 2026-2027 and re-stocked with native broadleaved trees.</p> <p>See indicators in ENPA's Corporate Work Plan e.g., target of 45% of journeys within Snowdonia being undertaken by sustainable modes by</p>
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	<ul style="list-style-type: none"> • A new 'Carbon Officer' role has been created in 2024. This officer leads on the climate change and carbon project work for the Authority. • The Officer is delivering on the 'Low Carbon Strategy 2024', embedding principles of climate change adaptation and mitigation into the forthcoming revisions of Cynllun Eryri and the Local Development Plan. A Climate Change Risk Assessment has been drafted, identifying the challenges and opportunities facing the 9 Special Qualities of the Eryri National Park. • The Authority sit on a technical working group for the North Wales Public Service Board (PSB), feeding in the priorities and learnings identified in the Eryri localised Climate Change Risk Assessment. • Develop a Decarbonisation Plan for ENPA to be carbon neutral by 2030 based on the recommendations of the Carbon Study report and reduce residual emissions rather than rely on land-based removals to achieve Net Zero targets. Already, the ENPA has electrified part of the fleet (where practical), instated a Green Procurement and a Single-Use Plastics Policy, and has reduced building emissions with the installation of solar panels and new windows at its Headquarters. • The ENPA has also committed to the 'Race to Zero' campaign, accelerating efforts to decarbonise, and it is working with the United Kingdom National Parks (NPUK) family to reduce emissions and prioritise climate action in the region with partners. • Tirweddau Cymru are leading a working group of Welsh Landscape carbon and climate officers, taking a more joined-up and collaborative approach to the climate challenge. • The ENPA invested £107k in Community Decarbonisation projects in 2024-2025. • Commission a report to identify how the Authority can assist towards the National Park area being carbon neutral by 2050 in include specific reference to land management and working beyond ENPA's properties. • 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>An example of action to date is the increasing ENPA fleet of electric vehicles that can be booked and used by staff, and the installation of more electric vehicle charging points at strategic points. Another example is the significantly increased amount of hybrid working since 2020 and extensive use of Microsoft Teams to attend meetings and cut staff commuting emissions.</p> <p><u>Mink</u> The main aim of this project is to protect and ultimately increase water vole (<i>Arvicola amphibius</i>) populations within Eryri National Park. The invasive non-native American Mink (<i>Neosvison vison</i>) has been identified as one of the main threats to water vole</p>	<p>2040. Also, indicators such as:</p> <ul style="list-style-type: none"> • Emissions kgCO₂e • Land-based removals kgCO₂e • £'s spent on community decarbonisation projects. <p>Since starting the project in October 2024 ENPA have succeeded in managing 33 American</p>
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	<p>populations in the UK, and as such is the main target of our efforts. ENPA are a member of the North Wales Mink Forum and are working closely with Menter Môn who are covering catchments on Ynys Môn and the Llŷn. The aim is to eradicate American mink from north-west Wales, in a similar way to what has been achieved in East Anglia by the Waterlife Recovery Trust (WRT) masterminded by Prof. Tony Martin. The corpses are sent to the WRT for ageing of individuals and genetic research.</p>	<p>mink using traps with remote units, and a further 16 mink as ad-hoc/traditional trapping events.</p>
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NRAP Objective 5: Improve our evidence, understanding and monitoring		
Improve the use of evidence in decision making	<p>ENPA have an annual Service Level Agreement with Cofnod (the North Wales Environmental Information Service) and routinely use Cofnod data for decision making e.g. policy and planning decisions, project planning. ENPA staff who routinely work outdoors have been encouraged and trained to submit all biological records online to Cofnod. Some ENPA staff use the LERC recording app. ENPA work closely with Cofnod to mobilise data from various sources e.g., biological survey reports accompanying planning applications.</p> <p>Fforwm Eryri through ENPA commissioned a 'Wildlife in Lockdown' study during 2020-2022 to try and quantitatively and qualitatively assess some of the effects of the unprecedented Covid-19 lockdowns on the wildlife of north-west Wales in seven popular and well-visited areas. This will act as a baseline that can be re-visited in future.</p> <p>ENPA are a partner in the Environment & Rural Affairs Monitoring and Modelling Programme (ERAMMP). ERAMMP aims to deliver a programme of monitoring and modelling which collects data across the Welsh landscape and links any changes to their impacts on a wide range of benefits including biodiversity. ENPA deliver much of the landowner liaison and access work on behalf of ERAMMP.</p> <p>ENPA are addressing an evidence gap by working with the Forest Genetics section of Forest Enterprise (FE) in Edinburgh to undertake DNA fingerprinting of native black poplars (<i>Populus nigra</i> subsp. <i>Betulifolia</i>) growing in Eryri and surrounds. This informs a programme of taking cuttings to maximise genetic diversity of new plantings from 2023.</p> <p>Working with numerous partners, ENPA have been collecting samples of leaves from aspen trees in north-west Wales since 2023. They are sexed and DNA fingerprinted at Forest Research in Edinburgh. Information is gleaned as to whether trees are distinct individuals or genetic clones of each other. This recent work on this enigmatic tree has captured the imagination of many local people and has led to the formation of a project loosely termed 'Restoring aspen: a lost tree in north-west Wales'.</p> <p>ENPA are a local hub for the collation of otter corpses that feed into the Cardiff University Otter Project and the North and Mid Wales Trunk Road Agent database of otter mortality locations. The Otter Project runs a long-term environmental surveillance scheme, using otters found dead to investigate contaminants, disease, and population biology across the UK.</p>	<p>Planning monitoring indicators are included in Section 3 and Appendix 1 of the ENPA's Eryri LDP Annual Monitoring Report 2025. Data from a wide range of sources is collated during the production of the 5-yearly State of the Park Report. No. of biological records mobilized into the Cofnod database by ENPA.</p> <p>See Wildlife in Lockdown.</p> <p>See ERAMMP.</p> <p>Report from FE upon the completion of the genetic research.</p> <p>Ongoing reports from Forest Research as the work develops.</p> <p>See Cardiff University Otter Project. No. of otter RTA blackspots where mitigation measures have been implemented.</p>

	<p>One ENPA member of staff is licensed to undertake bat roost survey and monitoring visits – the results of which are input into Cofnod, reported to NRW licensing, and feed into the Bat Conservation Trust's National Bat Monitoring Programme (NBMP) and NRW's Article 17 reporting.</p> <p>ENPA is a hub for local awareness-raising of the Predatory Bird Monitoring Scheme (PBMS), and a hub for collection of corpses for sending to the Centre for Ecology and Hydrology's laboratories.</p> <p>ENPA have a drone for several data-collection and monitoring purposes. Staff were trained in autumn 2019 to become qualified drone operators. An example of an application was co-operating with Network Rail to map flowering <i>Rhododendron ponticum</i> on the sea-cliffs of the Network Rail Estate between Friog and Llwyngwrl in May-June 2020. This resulted in high-resolution orthomosaics being produced by ENPA. This ultimately enabled Network Rail contractors to commence Phase 1 of Rhododendron management works during November-December 2021, with follow-up Phase 2 works delivered in 2023. Phase 3 follow-up work will take place in 2026. This has added value to the Celtic Rainforests Wales LIFE Project. Drone photographs are frequently used for engagement and mapping purposes.</p> <p>Staff from ENPA will be assisting NRW and land managers with the Wales Breeding Wader Survey 2026. The survey will:</p> <ul style="list-style-type: none"> • ensure that tree planting activities follow a "right tree, right place" approach, without encroaching on Curlew and other breeding wader habitat • support future habitat management through schemes like the Sustainable Farming Scheme and Ffermio Bro. <p>Data from the Curlew surveys in Trawsfynydd 2023 and Cwmtirmynach 2024 feed into this work.</p>	<p>NRW's Article 17 reporting and BCT's NBMP.</p> <p>Bird corpse data feeds into PBMS - Predatory Bird Monitoring Scheme.</p> <p>Three ENPA staff are qualified drone operators. No. of projects where drones have provided data.</p>
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NRAP Objective 6: Put in place a framework of governance and support for delivery		
Ensure governance for biodiversity within ENPA	The ENPA Chief Executive and Authority Members are ultimately responsible for ensuring biodiversity action is taken across the Authority.	The Section 6 duty (through Outcomes in Cynllun Eryri) is monitored, reviewed and reported in the Annual Monitoring Report for Cynllun Eryri. Governance is reported upon in the annual ENPA Governance Statement.
Provide capacity for biodiversity	<p><u>Local Places for Nature (LPfN)</u></p> <p>This is a Welsh Government funded scheme administrated by Wales Council for Voluntary Action (WCVA) which has funded multiple aspects of nature recovery and strengthening people's connection to nature during the 2023-2025 period. ENPA worked in close partnership to deliver project elements with several partners including; the North Wales Rivers Trust, the National Trust, the North Wales Wildlife Trust, Y Dref Werdd, Gwesty Seren and GISDA in addition to Beddgelert, Llanelltyd a Llanuwchllyn Community Councils. Some of the project aspects included the creation of community gardens, the creation of a community tree nursery, the planting of meadows of grass and wildflowers, the restoration of freshwater pearl mussel habitat on the Afon Eden, the removal of invasive non-native species with community groups, the retrofitting of lighting with lights that comply with Dark Sky protection standards and the planting of new Yew trees in cemeteries across the Park. The Scheme has funded 2 Biodiversity Officers within ENPA to deliver the project and coordinate the Nature Partnership. ENPA has received confirmation of further funding through the Local Places for Nature scheme for 2025 – March 2027.</p> <p>ENPA has a Senior Ecologist (Planning) and a Senior Ecologist (Projects). The post of Volunteer and Well-being Officer is now on the ENPA staffing structure, enabling better co-ordination of volunteering and biodiversity enhancement opportunities with partners. The ENPA Warden service are routinely involved with involving local communities and educational groups in cross-cutting biodiversity action. The majority of ENPA projects have biodiversity elements at their core. Close ties are maintained with all community councils in Eryri through regular correspondence and meetings, which leads to opportunities to work together to promote biodiversity. ENPA provides the secretariat (Biodiversity Officer [Partnerships]) for the Eryri Nature Partnership. Eryri NPA's Biodiversity Officer (Nature Recovery) coordinates much of the strategic nature recovery work. The UK National Parks family provides Continuous Professional Development (CPD) in the form of annual 3-day meetings/training for peer groups e.g., National Park Ecologists, Agri-liaison/Natural Resource Officers, Woodland Officers etc.</p>	See Eryri Nature Partnership for a flavor of activities.

	<p>Internal expertise regarding trees is provided by the Authority's Forester and Trees & Woodlands Officer. Grant funding has facilitated the establishment of micro tree nurseries at Plas Tan y Bwlch (Maentwrog), Henfaes (Abergwyngregyn) and Saron. This has provided great opportunities for volunteer and local schools engagement through community seed collection days and has enabled ENPA to host events like the Llais y Goedwig Tree Nursery Biosecurity Workshops in November 2022 and October 2025. ENPA has also been able to host learning days for others who are looking to establish micro tree nurseries locally. This provides capacity for leading on the National Forest objectives and the ENPA's 100-year Tree and Woodland Strategy 2025-2125 which was adopted by the Authority in April 2025 following extensive consultation. It will provide advice and guidance to planners, landowners, land managers, stakeholders and local people for managing woods and trees in the landscape. It will also provide advice and guidance for establishing new trees and woodlands. Its implementation will be led by ENPA but the delivery will be based on extensive participation and cooperation with many partners and people in the National Park.</p>	<p>No. of volunteers/schools involved with seed collection days (through a variety of projects) (>150). No. of attendees (18) at Llais y Goedwig Tree Nursery Biosecurity Workshops.</p>
Support biodiversity action through funding and/or partnerships	<p><u>Local Nature Partnership (LNP) Cymru – Eryri Nature Partnership (ENP)</u></p> <p>The Local Places for Nature (LPfN) scheme created and established by Welsh Government has the main aim of bringing 'nature to your doorstep'. The scheme is presented through five distinct programmes, and one of those programmes presents the Local Nature Partnerships (LNP) collaboration. The Local Nature Partnership (LNP) scheme is delivered in each Local Authority and all three National Parks in Wales, focussing on strengthening the connection between local communities and nature. The LNP group in Eryri National Park Authority is called the Eryri Nature Partnership (ENP) and is coordinated by the Biodiversity Officers. The focus is to build a network of partners from the public, private and voluntary sectors, community groups and individuals that share the same drive to restore and conserve nature in Eryri, together. The ENP hosts quarterly meetings for partners and passionate members of the local community. This offers an opportunity to be together in one place to catch up, ask questions, and share project updates through a series of presentations. Additionally, ENP collates local news and progress of these projects into a monthly bulletin – shared between partners via e-mail, and then on social media to update a wider audience.</p> <p>The purchase of a BCS grass-cutting machine through the LPfN fund has facilitated the management of flower-rich meadows that are otherwise a bit awkward to manage, as well as work to create some new flower-rich meadows.</p>	<p>ENPA LNP Cymru Biodiversity Officers (Partnerships and Nature Recovery) roles to deliver LNP Cymru project objectives and wider biodiversity work in Eryri.</p>

ENPA staff member using the BCS grass-cutting machine on a damp and species-rich part of Llwyniarth SSSI (October 2025).



As a member of the Pen Llŷn a'r Sarnau (PLAS) Special Area of Conservation Relevant Authorities Group and the PLAS Liaison Group, ENPA chair both Groups and are fully committed to the work of the Groups. ENPA currently provide £3,100 annually towards the cost of employing the Pen Llŷn a'r Sarnau SAC Officer. ENPA feel it is critically important to this role that other Relevant Authorities provide annual core funding to keep the Pen Llŷn a'r Sarnau SAC Officer in place. ENPA feel that with current funding arrangements (predominantly on a year-to-year basis and projects-based) that there is a significant risk of not being able to retain the expertise, networks and exceptional community rapport of the established officer. Supporting the SAC Officer is vital to Welsh Government's priority objective of meeting the Programme for Government commitment to establish a targeted scheme to support restoration of seagrass and saltmarsh habitats along our coastline. It is also helping to deliver the ambitions of the Marine Protected Area Network Management Framework and contributing to emerging policy of blue carbon.

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 was established 2022-2025, with ENPA hosting the strategic lead.

Partnerships created through [Cynllun Partneriaeth Yr Wyddfa](#) and [Cynllun Eryri](#) deliver on a wide range of strategic actions and project goals in partnership with a wide range of organisations, businesses and community groups throughout the National Park. [Caru Eryri](#) is a volunteer initiative in collaboration with Cymdeithas Eryri, the Outdoor Partnership and the National Trust. The goal of the project and its volunteers is to mitigate the growing impact of visitors on the National Park, especially the most-visited areas.

Improving management and engagement with the PLAS SAC e.g., trialing helical anchors at Porthdinllaen to reduce scouring of seagrass beds. No. of children engaged with the relaunched Tir a Môr Education Pack.

Development of a strategic guide to respond to the nature and climate emergencies.

No. of individuals/businesses receiving Eryri Ambassador accreditation e.g., 1356 bronze accreditations up to 14th November 2025, with 1047 of those

		<p>going on to achieve silver accreditation, and 919 of those achieving gold accreditation.</p> <p>Caru Eryri 2025 data is:</p> <p>76 volunteers</p> <p>773 volunteer hours</p> <p>11 volunteer leaders trained</p> <p>39 shifts independently led</p> <p>413.54kg of rubbish removed</p> <p>71.69kg of recycling</p> <p>172 bags of rubbish (485.23kg in total)</p> <p>3,120m of paths maintained.</p>
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Review of S6 duty

What has worked well? What have the barriers been? What will you change?

- The development of relatively well-resourced Partnerships and Communications Sections has allowed ENPA to strategically and collaboratively tackle some of the systemic and long-term societal issues negatively impacting on Eryri's biodiversity and ecosystems. Examples are the co-production of Cynllun Eryri, the Yr Wyddfa Partnership Plan, Local Place-Plans, the Caru Eryri and [Eryri Ambassador](#) Schemes, and production and implementation of a Recreation Strategy, a Volunteer Strategy, a Parking & Transport Strategy, a Sustainable Visitor Economy Strategy 2035 and an Eryri Residents and Communities Engagement Strategy. It has also enabled quick and punchy messaging to the public at large, many of whom may not necessarily have been familiar with 'countryside code' type messaging previously.
- The recommendations of the Welsh Government 'Biodiversity Deep Dive' 2022 apply to Eryri as much as anywhere else in Wales. For example, Recommendation 1 – 'Improve the effectiveness of protection from the damaging impacts of development and other threats / pressures by increasing capacity and capability in relevant public bodies to take effective enforcement action where needed' is very much welcomed. Several cases of potential planning breaches that negatively impact biodiversity and ecosystem resilience are still unresolved. The reasons are unclear – perhaps they are not perceived as being as pressing as some other compliance issues in a climate where the Development Management and Compliance Section have been extremely stretched for many years.
- It can be difficult to obtain Welsh Government derogations from agri-environment agreements in order to adaptively manage land in Eryri (e.g. introducing grazing in order to control Himalayan balsam outbreaks as sustainably as possible). It can be extremely difficult to effectively manage INNS (e.g. Rhododendron) on land subject to some Organic agreements.
- Training would be very useful so that the advantages of clear-span solutions (as opposed to e.g. culverts) are more widely appreciated in terms of enhancing fluvial processes and ecosystems.
- Training by NRW for ENPA on the implications of phosphate standards and targets would be extremely valuable.
- Perhaps further grant funding streams e.g. Cronfa Cymunedau Eryri Communities Fund could have conditions attached that secure further enhancement for biodiversity across Eryri.
- ENPA feel that it is critically important to the continuity of implementing marine objectives based around the Pen Llŷn a'r Sarnau SAC that increased core funding is provided towards the cost of employing the Pen Llŷn a'r Sarnau SAC Officer.
- NPAP funding for ENPA as a Strategic Funding Partner to NRW has worked wonderfully well for delivering peatland restoration at scale in and around Eryri since 2020. In the last couple of years as NRW's Grants team have become more involved in NPAP, the programme has become more bureaucratic and less flexible.
- LIFE funding is unparalleled for delivering conservation actions where they are needed most on Natura2000 sites. It will be a sad day when the last LIFE projects finish in Eryri and Wales in 2027. There is a huge need for an equally effective domestic funding equivalent.

How and when will the S6 duty be monitored and the S6 plan reviewed?

- The S6 requirements are built into the mechanism utilized for reporting on the National Park Management Plan (reviewed every 5 years) and are incorporated in the State of the Park Report. This reduces resources required to coordinate reports and serves to fully embed S6 Duties into the work program of the Authority and the scrutiny of its Members.

MEETING	Authority
DATE	10 December 2025
TITLE	Implementing Audit Wales's Recommendations following Risk Assessment
REPORT BY	Chief Executive Officer
PURPOSE	<p>This report addresses the recommendations made by Audit Wales following a Risk Assessment for the year 2024/25, comprising:</p> <ul style="list-style-type: none"> • Introducing a safeguarding policy • Ensuring the policy is shared with officers and volunteers • Providing training to officers on its rollout • Establishing arrangements to review corporate policies and governance documents regularly

1. Introduction

- Audit Wales (AW) commenced an Assurance and Risk Assessment of the Authority in January covering the period 2024/25. The Brief that was set for this is included in Appendix 1 for information.
- The wider review was completed in May 2025 and a meeting with AW officers followed on the 7 May. A copy of the letter that followed this meeting is included in Appendix 2. This report will address the issues raised by AW along with how this Authority has addressed them.

4. Issues Raised

- Members will see from the letter included in Appendix 2 that the significant issues raised as part of this work were:
 - Lack of arrangements for safeguarding vulnerable adults and children who it may interact with, and
 - No training for officers or Members in their safeguarding responsibilities
- It was therefore concluded that there is a significant risk that the Authority does not have arrangements to protect vulnerable people, which in turn increases the risk of the Authority not securing value for money.
- It was also found that the Authority lacks a consistent, scheduled approach to reviewing its corporate policies and governance documents, which subsequently reduces the reliance the Authority can have that its policies and governance documents are up to date.

8. As can be seen from the letter in Appendix 2, it was agreed that the Authority would take urgent action to:
 - a. Introduce a safeguarding policy to ensure that it complies with statutory guidance
 - b. Ensure that the policy is shared among officers and volunteers
 - c. Provide training to officers, volunteers and Authority Members to promote the roll out of its safeguarding policy
 - d. Establish arrangements to regularly review corporate policies and governance documents to ensure they are up to date and comply with legislation

9. Action Taken

10. Following the above recommendations, the Director of Corporate Services has led on the production of a new Safeguarding Policy with significant input from the Authority's Young People's Officer (the Young People's Officer commenced with the Authority in June this year). External legal advice was also received on the content of the document. This document is now complete, and it received approval from the Authority's Leadership Team on the 24th November. A copy of this document is included in Appendix 3.
11. If approved by Members today, the document will then be shared among users and, to aid its rollout, further guidance on its practical application will subsequently be produced, along with training sessions to officers, Members and volunteers to follow this. This further guidance will be produced early in the New Year, and it is aimed to complete the initial training sessions by Spring 2026. Training will of course be ongoing in this area.
12. In order to manage the risk associated with the absence of this policy, it should be noted that the Authority have ceased working with vulnerable adults and children until these measures have been fully implemented.
13. With regard to the final recommendation in the AW letter, measures have now been put in place for ensuring all policy and guidance are kept up to date, and this is considered to be complete.

14. Recommendation — that Members:

- a. **Note the content of the AW letter included in Appendix 2**
- b. **Approve the Safeguarding Policy included in Appendix 3**
- c. **Note that more detailed guidance and training on the application of the Safeguarding Policy will take place by Spring 2026, and**
- d. **Note that a system for ensuring all corporate documents and guidance are kept up to date has been implemented**

15. Background Papers

Appendix 1: Audit Wales Brief for Assurance and Risk Assessment

Appendix 2: AW Letter on Significant Findings of Risk Assessment

Appendix 3: Draft Eryri National Park Authority Safeguarding Policy

Project Brief – Assurance and Risk Assessment – Eryri National Park Authority

Audit year: 2024-25

Date issued: December 2024

Publication reference number: 4658A2025

This document has been prepared for the internal use of Eryri National Park Authority as part of work to be performed in accordance with statutory functions.

No responsibility is taken by the Auditor General or the staff of Audit Wales in relation to any member, director, officer or other employee in their individual capacity, or to any third party.

In the event of receiving a request for information to which this document may be relevant, attention is drawn to the Code of Practice issued under section 45 of the Freedom of Information Act 2000. The section 45 Code sets out the practice in the handling of requests that is expected of public authorities, including consultation with relevant third parties. In relation to this document, the Auditor General for Wales and Audit Wales are relevant third parties. Any enquiries regarding disclosure or re-use of this document should be sent to Audit Wales at infoofficer@audit.wales.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

Contents

Project brief	
Background	4
Legal basis	4
Our audit	4
Appendices	
Appendix 1 – audit questions and criteria	8
appendix 2 – fair processing notice	14

Project brief

Background

- 1 The Auditor General has a duty under the Public Audit (Wales) Act to assure himself each year that authorities have put in place proper arrangements to secure value for money in the use of their resources. This audit will also help the Auditor General to assure himself that authorities are acting in accordance with the sustainable development principle and to identify where we intend to undertake further work to test its application.

Legal basis

- 2 This project is being undertaken to help discharge the Auditor General's duties under section 17 of the Public Audit (Wales) Act 2004 (the 2004 Act) and section 15 of the Well-being of Future Generations (Wales) Act 2015. It may also inform audit work carried out under other powers and duties.
- 3 Our fair processing notice is included in **Appendix 2** of this project brief, and it provides information about the potential collection of personal information by the Auditor General as part of this work.

Our audit

Audit objective

- 4 Our objectives for this audit are to:
 - help discharge the Auditor General's duty to satisfy himself that the Authority has put in place proper arrangements to secure economy, efficiency and effectiveness in its use of resources;
 - help discharge the Auditor General's duties under the Well-being of Future Generations Act; and
 - inform our work planning for future years.

Audit questions

- 5 This audit will seek to answer the overall question:
 - Does the Authority have proper arrangements in place to secure value for money in the use of its resources?
- 6 **Appendix 1** contains the audit questions and audit criteria.

Audit scope

- 7 This project will review, at a high level, key corporate and service arrangements in the Authority. The extent to which we review each arrangement may vary according to our assessment of audit risk.

- 8 As part of our Assurance and Risk Assessment (ARA) work, we may also undertake follow-up work on proposals for improvement/recommendations issued in previous Audit Wales reports.

Audit criteria

- 9 **Appendix 1** contains the audit questions and criteria.

Audit methods

- 10 We will follow a risk-based approach to reviewing the Authority's arrangements. For some aspects of the Authority's arrangements, our work may be limited to high-level document reviews. For other arrangements, we may undertake more substantive work including, for example, interviews and meeting observations. As a minimum, we will interview those officers and Members set out in paragraph 18. We intend to deliver this work on an ongoing basis during 2024-25.
- 11 In undertaking this project, we will also draw on the findings of our other ongoing and recent work, the findings of other Inspectors and Regulators, and the work of the Authority's own internal review mechanisms, such as the Authority's internal audit and overview and scrutiny functions.

Output

- 12 An overview of the findings from our Assurance and Risk Assessment work will be reported in our Annual Audit Summary.

Timetable

- 13 **Exhibit 1** shows the high-level timetable of the main audit stages.

Exhibit 1: audit timetable

Stage	Date
Issue project brief	January 2025
Issue draft output	The overall output will be included in the Annual Audit Summary which will be issued following the 2024-25 audit of accounts.

Stage	Date
Issue/publish final output	The overall output will be included in the Annual Audit Summary which will be issued following the 2024-25 audit of accounts.

Audit Wales contacts

14 **Exhibit 2** sets out the Audit Wales team that will be working on this audit.

Exhibit 2: Audit Wales contacts

Name and role	Contact details
Gary Emery – Audit Director	Gary.Emery@audit.wales
Performance Audit Manager	Tim.Buckle@audit.wales
Financial Audit Manager	Rachel.Freitag@audit.wales
Performance Audit Lead	Charles.Rigby@audit.wales
Senior Auditor (Financial Audit)	Daniel.Price@audit.wales

Fieldwork schedule

15 We will conduct our fieldwork in line with the organisation's stated language preference. We will make every reasonable effort to accommodate language preferences of individuals during the audit if we receive these at the point of setting up fieldwork.

Document request

16 We will review a range of documents related to the Authority's key corporate arrangements, the majority of which are likely to already be in the public domain. If we would like to request additional documents or are unaware of where to access

documents, we will communicate this through the performance audit key contact(s) at the Authority.

Interviews

- 17 **Exhibit 3** sets out the initial list of people we would like to interview during our work. We will make arrangements for these interviews through our key contact(s) for performance audit work at the Authority.

Exhibit 3: interviewees

Job title
Authority Chair
Chair of Audit Committee
Chief Executive
Section 151 Officer
Monitoring Officer
Head of Human Resources (HR)

Appendix 1

Audit questions and criteria

Main audit question: **Does the Authority have proper arrangements in place to secure value for money in the use of its resources?**

Exhibit 4: audit questions and criteria

Level 2 questions	Level 3 questions	Criteria
1. Does the Authority have a decision-making framework in place?	1.1 Does the Authority have in place key policy/governance documents/arrangements that are up to date?	<ul style="list-style-type: none">• The Authority has in place the key policy/governance documents/arrangements, and these are up to date.
	1.2 Does the Authority produce and take through the democratic process the required statutory reports?	<ul style="list-style-type: none">• The Authority produces and reports as required on the statutory reports.

Level 2 questions	Level 3 questions	Criteria
2. Does the Authority have a corporate approach to the management of risks and performance?	2.1 Does the Authority have a corporate approach to identify, oversee, and scrutinise corporate risks?	<ul style="list-style-type: none"> • There is an appropriate and up-to-date risk management framework in place, underpinned by clear policies, procedures, and roles and responsibilities. • There is oversight and scrutiny of the effectiveness of the risk management system, as well as corporate risks by Corporate Management Team. • There is oversight and scrutiny of the effectiveness of the risk management system by their Audit Committee.
	2.2 Does the Authority have a corporate approach to identify, oversee, and scrutinise organisational performance?	<ul style="list-style-type: none"> • There is an appropriate, comprehensive, and up-to-date performance management framework in place underpinned by clear roles and responsibilities. • There is oversight and scrutiny of organisational performance by corporate management team and Members. • Links are drawn between input, output and outcomes demonstrating value for money in performance management.

Level 2 questions	Level 3 questions	Criteria
	2.3 Does the Authority have a corporate approach to oversee and scrutinise systems for tracking progress to address audit and review recommendations and findings?	<ul style="list-style-type: none"> There are systems in place for tracking and actioning audit and review recommendations and findings in a timely manner.
3. Does the Authority have an up to date approved corporate plan and is it overseeing its delivery?	3.1 Does the Authority have an approved corporate plan that contains clear strategic priorities/objectives and intended outcomes?	<ul style="list-style-type: none"> The Authority has set, articulated, and adopted a clear vision and long-term strategy and the Authority has demonstrated that it has considered the sustainable development principle. The corporate plan contains clear strategic priorities/objectives and outcomes to aid monitoring and reporting.
	3.2 Do corporate management team and Members oversee the implementation and delivery and monitor outcomes of the corporate plan?	<ul style="list-style-type: none"> Corporate management team and Members oversee the implementation and delivery and monitor outcomes of the corporate plan with appropriate sufficiency and regularity.

Level 2 questions	Level 3 questions	Criteria
4. Does the Authority have a corporate approach to financial planning, financial management, and financial performance of its revenue and capital budgets?	4.1 Did the Authority deliver against its 2023-24 budget?	<ul style="list-style-type: none"> The Authority's outturn budget was effectively delivered against its planned budget for both revenue and capital. Where there were in-year changes to the budget, these changes were transparently reported and recorded.
	4.2 Has the Authority set a balanced budget for 2024-25?	<ul style="list-style-type: none"> The Authority has set a balanced budget for 2024-25.
	4.3 Does the Authority have an up-to-date MTFP?	<ul style="list-style-type: none"> The Authority has an up-to-date MTFP which identifies its funding gap and cost pressures, which is supported by reasonable planning assumptions.
	4.4 Does the Authority have a corporate approach to oversee and scrutinise financial management?	<ul style="list-style-type: none"> Financial management arrangements are effective, and they are appropriately overseen by the Authority. The Authority maintains appropriate oversight of arrangements and performance relating to procurement and counter-fraud. Financial statements are submitted on time, contain no material misstatements, and receive a clean audit opinion.

Level 2 questions	Level 3 questions	Criteria
	4.5 Does the Authority appropriately oversee and scrutinise financial performance?	<ul style="list-style-type: none"> The Authority receives accurate, transparent, and timely reports on financial performance, as well as the key financial challenges, risks, and mitigating actions. The Authority scrutinises the ongoing assessments of the organisation's financial position.
5. Does the Authority have a corporate approach to key corporate enabler functions, including workforce planning, asset management and digital?	5.1 Does the Authority have a corporate approach to workforce planning?	<ul style="list-style-type: none"> The Authority has an approved up-to-date workforce plan in place.
	5.2 Does the Authority have a corporate approach to asset management?	<ul style="list-style-type: none"> The Authority has in place an approved up-to-date asset management plan.
	5.3 Does the Authority have in place a corporate approach to digital?	<ul style="list-style-type: none"> The Authority has in place an approved up-to-date digital strategy.

Level 2 questions	Level 3 questions	Criteria
6. Does the Authority review its overall governance arrangements?	6.1 Has the Authority undertaken and reported an annual governance assessment (AGS)?	<ul style="list-style-type: none"> The Authority has produced and reported an AGS in line with guidance¹.
	6.2 Based on the knowledge that Audit Wales has of the Authority is the AGS a fair representation?	<ul style="list-style-type: none"> Based on the knowledge that Audit Wales has of the Authority the AGS is a balanced and fair reflection of the position in the Authority.

¹ Delivering Good Governance in Local Government Framework: 2016 Edition, CIPFA (pages 23-24) and Delivering Good Governance in Local Government: Guidance Notes for Welsh Authorities 2016 Edition, SOLACE (pages 50-51)

Appendix 2

Fair processing notice

Date issued: December 2024

This privacy notice tells you about how the Auditor General for Wales and staff of the Wales Audit Office process personal information collected in connection with our work.

Who we are and what we do

The Auditor General for Wales's work includes examining how public bodies manage and spend public money, and the Wales Audit Office provides the staff and resources to enable him to carry out his work. Audit Wales is a trademark of the Wales Audit Office and is the umbrella identity of the Auditor General for Wales and the Wales Audit Office.

The purposes of the processing

We will use personal data when exercising our powers and duties, which chiefly concern the audit of public bodies and activities to support such work.

Data Protection Officer (DPO)

Our DPO can be contacted by telephone on 029 2032 0500 or by email at infoofficer@audit.wales.

Relevant laws

We process your personal data in accordance with data protection legislation, including the Data Protection Act 2018 (DPA) and the UK General Data Protection Regulation (GDPR). Our lawful bases for processing are the powers and duties set out in the Public Audit (Wales) Acts 2004 and 2013, the Government of Wales Acts 1998 and 2006, the Local Government (Wales) Measure 2009, the Well-being of Future Generations (Wales) Act 2015, the Local Government and Elections (Wales) Act 2021 and various legislation establishing particular public bodies, such as the Care Standards Act 2000.

Further details are available in our publication, [A guide to Welsh public audit legislation](#), which is available on our website.

Depending on the particular power or function, these statutory bases fall with Article 6(c) and (e) of the UK GDPR—processing necessary for compliance with a legal obligation, for the performance of a task carried out in the public interest or in the exercise of official authority.

Where we process special category data, the additional legal basis for processing this will ordinarily be Article 9(2)(g) of the UK GDPR (together with paragraph 6 Schedule 1 Data Protection Act 2018) relating to the exercise of a statutory function for reasons of substantial public interest.

How we obtain your personal data

The personal data that we collect and process as part of our work may be obtained from you directly (eg if we contact you to ask you specific questions or for further information in connection with our work), or from relevant bodies, including those that we are auditing, through the exercise of the Auditor General's access rights.

Who will see the data?

The Auditor General for Wales and relevant Wales Audit Office staff, such as the study team, will have access to the information you provide. Your data may be shared internally within Audit Wales for the purposes described in this notice.

Our published report may include some of your information, but we will contact you before any publication of information that identifies you—see also 'your rights' below.

We may share information with:

- a) senior management at the audited body/bodies) as far as this is necessary for exercising our powers and duties; and
- b) certain other public bodies/public service review bodies such as the Office of the Future Generations Commissioner, Care Inspectorate Wales (Welsh Ministers), Health Inspectorate Wales (Welsh Ministers), Estyn and the Public Services Ombudsman for Wales, where the law permits or requires this, such as under section 15 of the Well-being of Future Generations (Wales) Act 2015.

How long we keep the data

We will generally keep your data for 6 years, though this may increase to 25 years if it supports a published report—we will contact you before any publication of information that identifies you—see also 'your rights' below. After 25 years, the records are either transferred to the UK National Archive or securely destroyed. In practice, very little personal information is retained beyond six years.

Our rights

The Auditor General for Wales has rights to information, explanation, and assistance under paragraph 17 of schedule 8 Government of Wales Act 2006, section 52 Public Audit (Wales) Act 2004, section 26 of the Local Government (Wales) Measure 2009 and section 98 of the Local Government and Elections (Wales) Act 2021. Further information can be found in our [Access Rights leaflet](#) available on our website. It may be a criminal offence, punishable by a fine, for a person to fail to provide information that falls within the Auditor General for Wales's access rights, but such an offence does not apply to surveys of the general public, which are not conducted using the statutory access rights above.

Your rights

You have rights to ask for a copy of the current personal information held about you and to object to data processing that causes unwarranted and substantial damage and distress.

To obtain a copy of the personal information we hold about you or discuss any objections or concerns, please write to the Information Officer, Wales Audit Office, 1 Capital Quarter, Tyndall Street, Cardiff, CF10 4BZ or email infoofficer@audit.wales. You can also contact our Data Protection Officer at this address.

You may also contact the Information Commissioner's Office to obtain further information about data protection law, or to complain about how your personal data is being handled at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, or by email at casework@ico.gsi.gov.uk or by telephone 01625 545745.



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We welcome correspondence and telephone calls in Welsh and English.
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.

Jonathan Cawley
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Date issued: 29 May 2025

Dear Jonathan,

Significant findings of our risk assessment

Thank you for meeting with us on 7 May 2025 for our introductory meeting where we discussed a range of important matters concerning the Eryri National Park Authority (the Authority). We appreciated the opportunity to engage in a constructive dialogue and to share our observations. This letter summarises the significant findings from our risk assessment, including the issues we discussed during our meeting.

As we discussed, the Auditor General is required to satisfy himself that the Authority has proper arrangements to secure economy, efficiency, and effectiveness in its use of resources (known as 'value for money').¹ To discharge this duty, we complete bespoke audits and a wider review of the Authority's significant arrangement to secure value for money. Our wider review is undertaken through a risk assessment which also informs the focus of our future audit work. We have now completed our risk assessment of the Authority for 2024-25 and have identified significant issues to bring to your attention.

We have found that the Authority lacks arrangements for safeguarding of vulnerable adults and children who it may interact with. The Authority does not have a

¹ Section 17(d), [Public Audit \(Wales\) Act 2004](#)

safeguarding policy in place and has also not trained officers and members in their safeguarding responsibilities. This means there is a significant risk that the Authority does not have arrangements to protect vulnerable people. The absence of safeguarding arrangements also increases the risk of the Authority not securing value for money.

The statutory Code of Safeguarding Practice includes categories of organisations that should have safeguarding policies. This includes tourism and leisure attractions and activities, of which the National Park would be an example. Our expectation is that the Authority should have arrangements for safeguarding to discharge this responsibility and protect people who interact with the park and Authority.

Examples of the arrangements we would expect to see, but may not be limited to, could include a safeguarding policy and training for officers and members on their responsibilities. They could also include a safeguarding lead(s) within an organisation to ensure that it meets its responsibilities towards vulnerable people. We also found that the Authority lacks a consistent, scheduled approach to reviewing its corporate policies and governance documents. This means that the Authority cannot assure itself that its policies are up to date and compliant with statutory or other requirements. It also reduces the reliance the Authority can have that its policies and governance documents are up to date in terms of supporting it to deliver its objectives. This is also a significant risk that the Authority does not have arrangements in place to secure value for money.

As set out above, we have discussed these issues with you and recognise that you accept the need for the Authority to address them.

We therefore recommend that the Authority takes urgent action to:

- Introduce a safeguarding policy based to ensure that it complies with statutory guidance.
- Ensure that the policy is communicated and shared amongst officers and volunteers.
- Provide training to officers, volunteers, and Authority members to support the roll out of its safeguarding policy.
- Establish arrangements to regularly review corporate policies and governance documents to ensure they are up to date and comply with legislation.

We look forward to working constructively with the Authority as you address the issues identified in this letter. We intend to follow up the response to our recommendations during 2025-26. We also request that this letter is shared with the Authority's Performance and Resources Committee for their awareness.

Yours sincerely,

Matthew Edwards

Engagement Lead, Audit Wales

DATED

2025

SAFEGUARDING POLICY

CONTENTS

1.	About this policy	1
2.	Scope of this policy	1
3.	Who does this policy apply to?	2
4.	Who is responsible for this policy?	2
5.	Your responsibilities	2
6.	Recruitment	3
7.	DBS Checks	4
8.	Working with Children and Young Adults.	5
9.	Recognising signs of abuse in Children	5
10.	Responding to signs of abuse in Children	7
11.	Recognising abuse of adults at risk	8
12.	Responding to abuse of adults at risk	9
13.	Working Practices with Children and Young Adults	9
14.	Working Practices with Adults at risk	10
	Schedule 1	12
	Schedule 2	16

1. About this policy

- 1.1 The National Park Authority (the '**Authority**') is the primary public body responsible for the National Park and aims to protect and enhance natural beauty, wildlife and cultural heritage and to promote opportunities for the public to understand and enjoy the special qualities of the National Park. In fulfilling these functions, National Park Authorities are also required to support the economic and social well-being of the National Park's local communities.
- 1.2 We have a statutory duty to have in place a safeguarding policy and procedure, to ensure that such policies and procedures are put into practice and to check the suitability of employees or volunteers to work with children, young people or adults at risk.
- 1.3 We recognise that in the advancement of our goals, we undertake activities that may concern, directly or indirectly, children and adults at risk. Safeguarding is an essential part of our obligations as a responsible organisation, with good governance and practices in place. We are therefore committed to ensuring that we function with a view to safeguarding and promoting the welfare of children, young people and adults at risk from any harm that may be caused due to their coming into contact with us.
- 1.4 We will give equal priority to keeping all children and young people safe regardless of their age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

2. Scope of this policy

- 2.1 The purpose of this policy is to set out the framework through which we will carry out our responsibilities for safeguarding children, young people and adults at risk. We will:
 - (a) Operate this policy and procedure for the protection of children, young people and adults at risk;
 - (b) Comply with statutory requirements in relation to the selection and appointment of individuals undertaking paid or voluntary work for us;
 - (c) Ensure systems are in place whereby those who care for children, young people and adults at risk are trained and supported;
 - (d) Proactively work to recognise situations where children, young people and adults at risk could potentially suffer harm during the course of activities undertaken by us;
 - (e) Challenge any and all misuse of authority by an individual;
 - (f) Ensure systems and procedures are in place to allow any individual, concerned with any action taken by us, our workers, volunteers and/or officers, feel free, able, and encouraged to raise their concerns in a safe environment, free from detriment;
 - (g) Listen to children, young people and adults at risk and respond to their concerns in a serious, sensitive manner in line with this policy;

- (h) Respond swiftly to concerns raised;
 - (i) Co-operate with local authorities and/or the Police where appropriate to investigate any allegations, including sharing information responsibly to assist with their investigation and enquiries;
 - (j) Ensure children, young people and their families know about the organisation's safeguarding and child protection policies and what to do if they have a concern;
 - (k) Build a safeguarding culture where staff, volunteers and children know about how they are expected to behave and feel comfortable sharing concerns;
 - (l) Where appropriate, seek and obtain advice in relation to safeguarding issues; and
 - (m) Support parents and carers wherever it can.
- 2.2 This policy does not form part of any contract of employment or other contract to provide services and we may amend it at any time.

3. Who does this policy apply to?

- 3.1 This policy applies to all individuals that are employed, work, volunteer, intern by the Authority. It also applies to any third-party consultants, self-employed contractors, casual workers, agency workers or organisations engaged by the Authority.

4. Who is responsible for this policy?

- 4.1 The Director of Land Management has overall responsibility for the effective operation of this policy. Suggestions for changes to this policy should be reported to the Director of Land Management.
- 4.2 Any questions you may have about the day-to-day application of this policy should be referred to the Human Resources Advisor who is also the Authority's Safeguarding Co-ordinator (hereinafter referred to as the "Safeguarding Co-ordinator") in the first instance.

5. Your responsibilities

- 5.1 We believe everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them. Therefore, all employees, workers, consultants, self-employed contractors, casual workers, agency workers, volunteers and interns ("**Staff**") share responsibility to ensure the safety of children, young people and adults at risk in each and every activity they undertake.
- 5.2 Failure to follow this safeguarding policy may result in disciplinary action, termination of employment, or termination of contract, in the case of volunteers, a breach may result in the barring of the individual from participation in the Authority.

6. Recruitment

- 6.1 We recognise that we have a responsibility to ensure those who work with us, volunteer with us and ultimately represent us in our work are safe and able to do their job.
- 6.2 Whilst we recognise the community we work in may feel like an environment where we can trust everyone, we have a moral and legal responsibility to ensure every reasonable step is taken to protect children, young people and adults at risk and whom we work with.
- 6.3 It is important to our goals and for compliance with this safeguarding policy that we ensure a safe recruitment process is in place. A process that carefully and thoroughly considers the suitability of each applicant, in a fair, transparent and consistent manner.
- 6.4 To ensure we have a safe recruitment process, the Authority has put into place the below general process for recruitment, although we may, where appropriate, depart from this process:
- (a) **Step one:** we will obtain from the applicant initial information, either via an application form or other means. This initial information will include the applicants full name, address, contact details, previous experience of working with children, young people and adults at risk. We will also ask all applicants for independent referees who can testify to the applicant's employment and/or volunteering history.
 - (b) **Step two:** depending on the role and the role requirements, we will ask all employees and volunteers to complete a self-declaration form. This will ask for details of any convictions and/or on-going criminal allegations, including convictions which are "spent", under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.
 - (c) **Step three:** we will interview all applicants for employment positions formally, and where appropriate either formally or informally interview all volunteers to ensure they are compatible with the organisation's goals, ethos and aware of the duties and responsibilities of the role.
 - (d) **Step four:** Where a decision is made to appoint a volunteer or recruit an individual, the individual responsible for that recruitment must decide whether a Disclosure and Barring Service ("**DBS**") check is needed for the role and work the individual will be undertaking (further details on DBS checks are in section 7 below).
 - (e) **Step five:** Where an individual has been appointed and completed a satisfactory DBS check (if deemed appropriate), the individual responsible for recruitment should review what training, if any, is appropriate for the applicant or volunteer before commencement of their substantive role. Where an individual will be working with children, young people or adults at risk, it will be appropriate to ensure they have training on child protection and safeguarding, including training on this policy, how to respond to concerns and how to escalate issues as appropriate. Please see the safeguarding training, learning and development framework [Safeguarding | Social Care Wales](#) that will help

determine the correct level of training and implementation of the National Safeguarding Training, Learning, and Development Standards

- (f) **Step six:** ensure all individuals are subject to a probationary period between three to six months (as appropriate).

7. DBS Checks

- 7.1 DBS checks allow us as an organisation to check information about an individual against national and local police records and the confidential lists held by the DBS.
- 7.2 A DBS check should be undertaken in the final stages of recruitment, after a decision (subject to a satisfactory DBS check) has been made to recruit an individual. We recognise that we have an obligation to take appropriate recruitment steps with regard to DBS checks.
- 7.3 We are not permitted to carry out DBS checks on all individuals that work with or come into contact with children, young people and adults at risk. A decision must be made on an individual basis by assessing the actual role an individual will be performing and the level of contact with vulnerable people they will have.
- 7.4 In determining whether to undertake a DBS check, we will determine whether the activities for which an individual is being recruited for is regulated or not. It is a legal requirement to undertake an “enhanced” DBS check if the position involves regulated activity. We recognise our legal obligation to ensure individuals who are engaged with us are not barred from undertaking that activity.
- 7.5 The full definition of regulated activity of the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012, and detailed government guidance is available at:

www.gov.uk/government/publications/dbb-guidance-leaflets
- 7.6 Some activity may not involve substantial access to children, young adults or adults at risk. In some cases, it may be appropriate to carry out a standard DBS check without the additional check against the “Barring list”.
- 7.7 If you are unsure whether to require a DBS check or what level of DBS check to request for an applicant, then please speak to the Safeguarding Co-ordinator.
- 7.8 Occasionally you may receive a DBS check, or an individual may disclose they have a blemished record, this is where an individual has previously received a conviction, caution, reprimand or final warnings or information from the Police. A blemished record does not necessarily prevent an individual from working or volunteering with us. Each individual’s circumstances must be considered on a case-by-case basis.
- 7.9 Some crimes will make it unlawful for the individual to work with children and/or adults at risk.
- 7.10 Please contact the Safeguarding Co-ordinator to discuss a blemished record or any concerns regarding a DBS check.

8. Working with Children and Young Adults.

- 8.1 We recognise the importance of a safe and caring environment for children, young people and adults at risk with whom we engage. We will work to protect children, young people and adults at risk from neglect, physical, sexual and emotional harm.
- 8.2 All Staff will ensure they, at all times, show respect and understanding of children's rights and conduct themselves in a way that reflects our principles as set out below.
- 8.3 Our working practices will be inspired by the below principles:
- (a) The treatment of everyone with dignity and respect.
 - (b) The empowering of all, especially children to safeguard themselves by listening to them, providing advice and information in a language appropriate for their age and understanding.
 - (c) All Staff will respect the boundaries set by all individuals it engages, especially young people. Where possible all contact with children, young people and adults at risk should be conducted in a public forum. Behaviour should always be open, transparent, accountable and consensual.
 - (d) All Staff must not deploy corporal punishment in the discipline of children in its care, nor should they raise their voice or shout at anyone, including children, young adults and adults at risk.
 - (e) Whilst Staff are encouraged to respect the privacy of children, they should not promise to keep secrets or enter into private or intimate conversations with children or young people. Where appropriate ensure others are aware of the meeting and are available to support.
 - (f) Ensure a parent or guardian is aware at all times of a child or young person's whereabouts. It is essential that informed consent is obtained prior to working with children and young people, and parents must be given information about the activity or provision of their child's proposed participation and given the opportunity to withdraw their consent should they not wish their child to participate

9. Recognising signs of abuse in Children

- 9.1 It is important that those who work with children and young people are able to recognise signs and symptoms of abuse, as children and young people are often unable or unwilling to ask for help directly.
- 9.2 Abuse can happen within the family unit, within institutions or in the community at large. It is important to recognise the potential abusers can be:
- (a) Someone known to the child, a parent, sibling, other relation or family friend or neighbour.
 - (b) An individual who holds a position of authority or trust over children.

- (c) An abuser can be an individual of any gender and from any background.

9.3 It is important to know the definitions of different types of abuse and the possible signs to look out for:

- (a) **Physical Abuse:** this can include striking, shaking, throwing, poisoning, scalding, choking, or other forms of physical injury to the child. Possible signs of physical abuse include:

- (i) Injuries inconsistent with explanation/cause given by the child and/or parent.
- (ii) Injuries in areas of the body not normally exposed to falls, or rough games (i.e., not on hands or legs).
- (iii) Injuries not treated or attended to by a medical professional for an unusually long time.
- (iv) Reluctance by a child to participate in games, and activities including swimming.
- (v) Repeated or unexplained pains, bruises, bites, burns, fractures, cuts, and scratches.

- (b) **Sexual Abuse:** this includes forcing or encouraging a child or young person to participate in sexual activity, whether or not the child is aware. It can include both contact and non-contact activities, such as encouraging or forcing a child to be involved in the production or viewing of pornography and/or sexual activity. Possible signs of sexual abuse include:

- (i) Any allegation made concerning sexual abuse.
- (ii) Excessive preoccupation and/or detailed knowledge of adult sexual behaviour.
- (iii) Suggestion or participation in age-inappropriate sexual activity.
- (iv) Inappropriate, sexually provocative language, suggestions or ideas.
- (v) Severe sleep disturbances with fears, phobias, vivid dreams or nightmares.
- (vi) Eating disorders such as anorexia and bulimia.

- (c) **Emotional abuse:** this can involve causing a child's emotional development to be seriously and permanently affected, often as a result of verbal taunts and abuse. Most cases of abuse involve a degree of emotional abuse, but it is worth remembering that emotional abuse can also occur in isolation. Signs of emotional abuse can include:

- (i) Changes in mood or behaviour.
- (ii) A child being withdrawn or clinging.

- (iii) Depression, unusual aggression, extreme anxiety, nervousness, obsessions or phobias.
 - (iv) Unusual and sudden under achievement, loss of concentration.
 - (v) Inappropriate relationships with peers and adults.
 - (vi) Attention seeking behaviour, persistent tiredness and/or running away, dishonest or theft.
- (d) **Neglect:** This means a parent or guardian has consistently failed to satisfy the basic physical and psychological needs of a child, it can involve a failure to provide food, clothing, accommodation and/or safety from danger. Signs of neglect can include:
- (i) Undernourishment, slowing growth, complaints of hunger, theft or gorging of food.
 - (ii) Ongoing and untreated illnesses and/or inadequate care.
 - (iii) Inappropriate dress for severe weather/cold.

10. Responding to signs of abuse in Children

- 10.1 If you are concerned that a child or young person is facing abuse, or you receive a direct allegation or disclosure of abuse, you should follow the process in this safeguarding policy.
- 10.2 In some cases, you may be approached by the child directly to disclose abuse. In such situations it's important you are patient and sympathetic, you listen carefully to the information given and take the matter seriously. It is important you avoid pressing for further information or detail that the child may be uncomfortable to disclose at the time. You should also avoid any promise to keep the matter secret.
- 10.3 Initially, or as soon as possible thereafter, you should make a note of exactly what was said, by who, when and where, including details of the context within which allegations were made. Please see schedule 2 [Referral-Form-Children-and young people](#) report form. **Please ensure that you complete the form with as much information as possible.** If you do not have information for a particular section, please make this clear by stating 'not known'. Issues relating to child abuse, harm or neglect may result in enquiries being conducted either jointly by the Police and Social Services or as a single agency enquiry. If you require assistance in completing the form, please contact the **safeguarding co-ordinator**. If unavailable, then please contact the appropriate agency listed in the form as time is of the essence.
- 10.4 You should seek advice as soon as possible from our safeguarding co-ordinator. In urgent cases, where there is concern for the child's immediate safety and/or a risk of significant harm, or where the child has expressed reservations about returning home, you should contact the local authority's children's social services department and/or the police immediately. It may be inappropriate in such circumstances to disclose the matter to the parent or guardian. Where referrals are not made by the designated safeguarding lead

person, you should inform them that a referral has been made as soon as possible. The following links provide information on how to report child abuse:

Wales <https://www.gov.wales/safeguarding-children-reporting-suspected-abuse-neglect-or-harm>

England <https://www.gov.uk/report-child-abuse>

- 10.5 If the child is injured and/or in need of urgent medical attention, an ambulance must be called. In such cases it may be appropriate to inform the parent of the action taken and inform the hospital of safeguarding concerns to ensure they follow their own safeguarding policy and procedure.
- 10.6 It is important you do not investigate the disclosures, allegations and assertions yourself. It is not your role nor indeed that of the Authority to act as investigator. Our duty and yours as a member is to report the matter to an appropriate person.
- 10.7 In cases where the child or young adult has reservations about escalating an allegation and/or does not consent to an escalation of something they have reported to you, you may need to override this. The safety of the child or young adult takes priority.

11. Recognising abuse of adults at risk

- 11.1 Abuse can take many forms, and in some cases the signs and symptoms will be similar to abuse concerning children or young adults. Incidents can be a single or repeated act, it can be as a result of negligence or ignorance, an act or omission.
- 11.2 Abuse of adults at risk can come from any individual, of any background and any gender.
- 11.3 Abuse of adults can include one or more of the following forms of abuse:
 - (a) **Physical Abuse:** this can include striking, hitting, kicking, burning, and misuse of medication. The indicators of physical abuse in adults at risk may be a history of unexplained injuries, unusual bruises, hypothermia, dehydration and/or poor personal cleanliness.
 - (b) **Sexual Abuse:** this can include any sexual act a vulnerable adult has not consented to. Symptoms of this may include unusual bleeding and pains, sudden changes in behaviour, self-harm and/or unusual introvert or extrovert tendencies by the vulnerable adult.
 - (c) **Psychological Abuse:** this includes threats, bullying, harassment, belittling or the denial of an individual's human rights, including invading of their privacy, it can result from verbal and/or physical abuse. Signs of this can include restlessness, anxiousness, depression, changes in a vulnerable adult's eating or sleeping.
 - (d) **Financial Abuse:** this can include theft, fraud and/or pressuring an individual to change their will. Signs of this can include unpaid bills, withdrawal of money for unexplained reasons, and the disappearance of valuable items.

- (e) **Neglect:** this can include prevention or restrictions on a vulnerable adult's access to care, in particular health care, a failure to administer medication or provide adequate nutrition, hearing or personal care. Signs of neglect can include poor personal cleanliness, depression and loneliness, poor nutrition and unexplained bruises.

12. Responding to abuse of adults at risk

- 12.1 If you are concerned that a vulnerable adult is facing abuse, or you receive a direct allegation or disclosure of abuse from the individual concerned, you should follow the process in this safeguarding policy.
- 12.2 In some cases, you may be approached by the individual directly to disclose abuse. In such situations it's important you are patient and sympathetic, you listen carefully to the information given and take the matter seriously. It is important you avoid pressing for further information or detail that the individual may be uncomfortable to disclose at the time. You should also avoid any promise to keep the matter secret.
- 12.3 Initially, or as soon as possible thereafter, you should make a note of exactly what was said, by who, when and where, including details of the context within which allegations were made. Please see schedule 2 [Referral-Form-Children-and young people](#) report form. ***Please ensure that you complete the form with as much information as possible.*** If you do not have information for a particular section, please make this clear by stating 'not known'. Issues relating to the abuse, harm, or neglect of adults at risk may result in enquiries being conducted either jointly by the Police and Adult Social Care or as a single-agency enquiry. If you require assistance in completing the form, please contact the safeguarding co-ordinator. If unavailable, please contact the appropriate agency listed in the form, as time is of the essence.
- 12.4 You should seek advice as soon as possible from our safeguarding co-ordinator. In urgent cases, where there is concern for the vulnerable adult's immediate safety and/or a risk of significant harm, or where the individual has expressed reservations about returning home, you should contact the local authority's adult social services department and/or the police immediately. It may be inappropriate in such circumstances to disclose the matter to the parent or guardian.
- 12.5 If the individual is injured and/or in need of urgent medical attention, an ambulance must be called. In such cases it may be appropriate to inform the hospital of safeguarding concerns to insure they follow their own safeguarding policy and procedure.
- 12.6 It is important you do not investigate the disclosures, allegations and assertions yourself. It is not your role nor indeed that of the Authority to act as investigator. Our duty and yours is to report the matter to an appropriate person.

13. Working Practices with Children and Young Adults

- 13.1 It is important to ensure you follow safe working practices wherever possible. The below guidelines address some of the key areas.
- 13.2 **Film and Photography:** You must ensure any photos or videos are taken with explicit consent, in the case of children and young adults, this means consent

of both the parent and guardian and the subject. The photos and videos must not be used or placed online without explicit consent for you to do so. Publicity documents should avoid including any personal details where possible. Any film or photographs should not be retained for more than five years unless further consent has been obtained to retain the same for a further five-year period.

- 13.3 You must ensure the media is not stored on personal phones and computers.
- 13.4 All Staff should be aware it is an offence to keep, distribute or show indecent images of children.
- 13.5 **Transport:** All drivers should be aware of the limitations of their insurance policy. Where transport is necessary or ancillary to the activity undertaken, where practicable you should ensure another adult is present, the vehicle is not overcrowded, and seat belts are always worn. The driver must have an appropriate licence for the vehicle being driven.
- 13.6 Ensure you have the parent or guardian's consent to transport the child and for the activity to which you are transporting them.
- 13.7 **Internet:** All Staff should be aware of the risks of the internet, IT and mobile phones generally.
- 13.8 All Staff should be aware of the signs and risk of cyber-bullying, online threats and abuse.
- 13.9 Where Staff become aware of any issues a child, young adult or vulnerable adult is having with their use of the internet, it may be appropriate to discuss with their parent or guardian. Occasionally you may need to point individuals to online resources available to assist with issues concerning internet safety, some of these resources are:
 - (a) Child Exploitation and Online Protection Company: an online resource from the national crime agency offering advice, education and reporting tools: <https://www.ceop.police.uk/safety-centre>; and
 - (b) BBC Web Wise: an online resource offering advice for parents: [BBC - WebWise](#)

14. Working Practices with Adults at risk

- 14.1 We recognise that we have a safeguarding obligation to vulnerable adult as well as children and young adults. An adult at risk is any individual over the age of 18, that may be in community care services because of a disability, age or illness and/or may be unable to take care of themselves and/or is unable to stop someone else from harming or exploiting them.
- 14.2 As covered by section 7.5 above the statutory guidelines around adults at risk concern the circumstances and not the particular health condition.
- 14.3 We wish to ensure both adults at risk and their carers feel supported and are treated fairly.
- 14.4 All Staff should ensure:

- (a) Communication with adults at risk is always open, transparent and clear.
 - (b) Everyone, including adults at risk and their carers are treated with dignity and respect.
 - (c) The concerns of an adult at risk are taken seriously, and referred to the appropriate person when necessary.
 - (d) The safety and wellbeing of an adult at risk is taken seriously.
- 14.5 Ensure when planning work and activities the following guidelines are adhered to:
- (a) Consent is always obtained from the individual.
 - (b) A risk assessment of the activity and location is carried out.
 - (c) All activities are appropriately supervised with enough staff to conduct the activity safely. Where appropriate, ensure group activities involve an individual with first aid training and a first aid kit is on the premises and accessible.
 - (d) Ensure you have access to a telephone in case of emergencies.
 - (e) An adequate insurance policy and cover should be in place for the activity concerned.
 - (f) Appropriate steps must be taken to prevent injury, loss or harm of any kind.
 - (g) Records of attendees and accidents or incidents must be taken.

Schedule 1

Safeguarding Risk-assessment template

Introduction- This risk-assessment template **should be adapted to suit your provision**. It can be used to identify the risks and implement appropriate controls to help ensure a safe environment for all children, young people and vulnerable adults.

This can be used to:

- Risk assesses a regular activity (must be regularly reviewed and updated)
- Risk assesses a one-off event
- Risk assesses both in person or online activity

Activity posing a risk

An activity or element where there is potential for harm to be caused. Examples of incidents posing potential risk:

- Events – virtual or in person
- Provision of volunteering opportunities – virtual or in person
- Training course – virtual, in person, e-learning or a combination of these
- Educational session – remote or in person

What are the risks?

It is useful to start by considering any risks that could be posed by the activity. For example:

- inappropriate behaviour between participants
- inappropriate behaviour by an adult towards participants
- possibility of grooming behaviour
- lost or missing participants
- being aware of concerns to participants outside the provision of ENPA (for example, in the family home)

In assessing risk, consider the likelihood of harm being caused and the impact of this upon the individuals, and particularly the children and young people involved.

- This can then be used to assess whether the risk is high, medium or low, and to consider how to mediate any risk.
- What precautions have been taken or will be taken to reduce the risk?
- All levels of risk will require control measures to reduce the risk level to as low as is reasonably practicable.

This could be through, for example:

- increasing the staffing to participant ratio
- reviewing the codes of conduct and communicating these to all
- ensuring clear safeguarding information is available

Activity posing risk	What are the risks?	Decisions and actions in response to the risk (including reason)	Person responsible for managing concerns
Facilities	Access to toilets Supervision Handwashing and/ or rub 'washing' facilities	Distance to toilets Accessible to the public.	
Site boundaries,	Public access. Roads. Location of facilities. Drop-off and pick up point	Clear signage	
Staffing	Staffing ratios: Defined lead/ support roles. Supervision under-18 volunteers	<p>Guidance re staff conduct: Staff to have completed safeguarding training / DBS check (if appropriate / required to do so). Communication before the activity re venue / transport and any catering arrangements.</p> <p>U18's / vulnerable adults, staff to have a conversation with U18 / vulnerable adult All staff working to be briefed and/or trained on safeguarding practice in line with APCE Safeguarding Policy and Procedures.</p> <p>Awareness of safeguarding network/ if there are safeguarding concerns – who to contact and how.</p> <p>Staff should not work with young people on a 1-2-1 basis unless specifically assessed</p>	
Consent	<p>Parents briefed on activity and have given informed written consent</p> <p>Consent to be photographed/filmed</p>	Informed consent forms to be completed by parent/carer of U18 prior to participation. Clear details of the day and consent for photography and filming will be taking place.	

Travel	Drop off/pick up arrangements	Use of known and reputable hire company if ENPA are booking transport. Checks that appropriate insurance is in place and driver is suitably qualified. Staff briefed on expected behaviour while onboard. Where possible at least 2 members of staff to be present when transporting young people.	
Managing Additional Needs	Participant additional needs	Parent/carers or Educational Establishment may need to supervise their child's personal and intimate care needs.	
Overnight stays	Ratio for effective supervision for overnight stays Location and allocation of rooms for young people and staff Location toilets/showers. Access via rooms to mini bars / balconies etc. Familiarity with fire drill and exit routes. Windows and door security. Other guests. Dietary needs managed. Medical needs managed	Allocation of rooms. Location of adult rooms to young people rooms. Access to toilets/showers to have priority re ensuite rooms or rooms next to shower/toilet. All rooms on same floor/wing and position staff rooms either end and in middle of allocated rooms. window locks, secure doors. Have agreed acceptable behaviour code prior to departure. Participants have mobiles to contact parent/carer if concerned at any time.. Check dietary and medical info held is up to date	
How to make a referral or raise a concern	Ensure officers have information pertaining to who they should raise concerns to and how. Ensure that parents/carers know who they should raise concerns to and how. Ensure that confidential and Whistleblowing contact details are known and shared	Staff regular check in with participants. Ensure that all participants have information pertaining to who they should raise concerns to and how. Ensure that parents/carers know who they should raise concerns to and how. Ensure that confidential and Whistleblowing contact details are known and shared	

Contact details For any queries regarding this policy, or to discuss a safeguarding concern, please contact: Safeguarding Co-ordinator

Schedule 2

REPORT FORM

How to complete this referral form

The purpose of this form is to ensure that when you Responding to signs of abuse in Children in respect of a child(ren) and family you provide us with as much information as possible to enable us to deal with your referral quickly.

Please ensure that you complete the form with as much information as possible. If you do not have information for a particular section, please make this clear by stating 'not known'. Referrals relating to child abuse, harm or neglect may result in enquiries being conducted either jointly by the Police and Social Services or as a single agency enquiry.

**Note: This form is available in Welsh and English*

Please indicate which local authority area this referral is being made (if known)

Date of Referral:

Date(s) of Incident(s) if known

Name of Child / Young Person

Child / Young Person's date of Birth

Individual's current address (please also list permanent address):

Sex: Male ☐ Female ☐

If appropriate, placement funded by:

Telephone number

Gender Identity:
Any other adults/children at risk living at the property: ☐ Yes ☐ No

If yes, what action has been taken:

Ethnicity:

Visual Impairment

Preferred language:

Hearing Impairment

Email:

Learning Disability

Interpreter required?

Mental Health

Yes ☐ No ☐

Physical Disability

Other

If yes, please give details:

Parental contact:

Relationship:

Address:

Telephone number:

1. About the individual believed to be at risk of abuse or neglect

Is the young person **at risk** of abuse or neglect? Yes/No

Describe the risks:

Is there evidence that the person has **been** abused or neglected? Yes/No

Describe what has happened:

Is the young person **currently being** abused or neglect? Yes/No

Describe what is happening:

Does the young person have care and support needs? Yes/No

Please describe their needs:

Is the young person able to protect themselves against the risk of abuse or neglect? Yes/No

If **NO**, please say why they are unable to protect themselves:

Is the individual aware of the enquiry?
If **No**, why?

Yes/No

Has the individual consented to the enquiry?
If **NO**, please provide further information

Yes/No

Is there any evidence to suggest that the individual lacks mental capacity to consent/understand the concerns and/or process?
Details of the formal/informal family or friend or advocate (if applicable)

Yes/No

IT IS EXPECTED THAT YOU HAVE DISCUSSED THIS SAFEGUARDING REPORT WITH THE INDIVIDUAL AND MADE THEM AWARE YOU ARE REPORTING THE CONCERN TO SAFEGUARDING LEAD OFFICER AT ENPA. IF YOU HAVE NOT DONE SO, PLEASE STATE WHY:

2. About the alleged abuse:

Type of alleged abuse (tick all relevant boxes):

Neglect

—

Physical

Sexual

Emotional/Psychological

Other

Describe the alleged abuse or neglect: (Body map below)

Do you know how long has the alleged abuse been taking place?

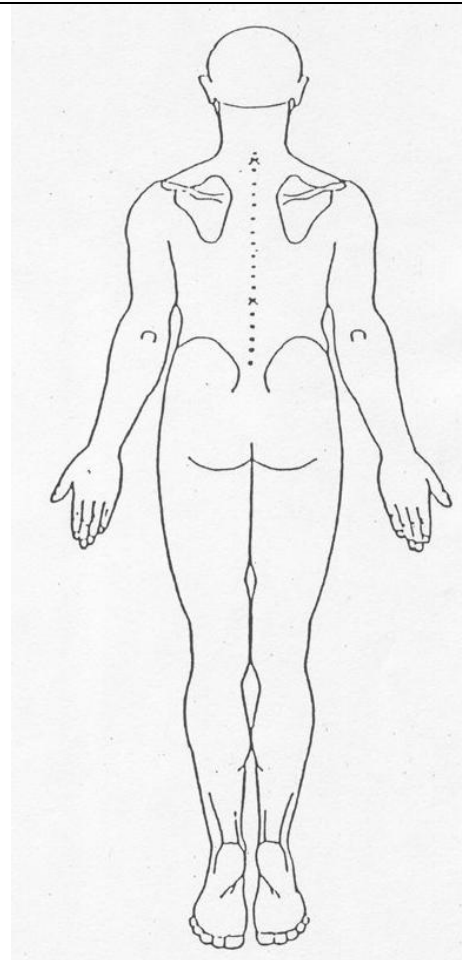
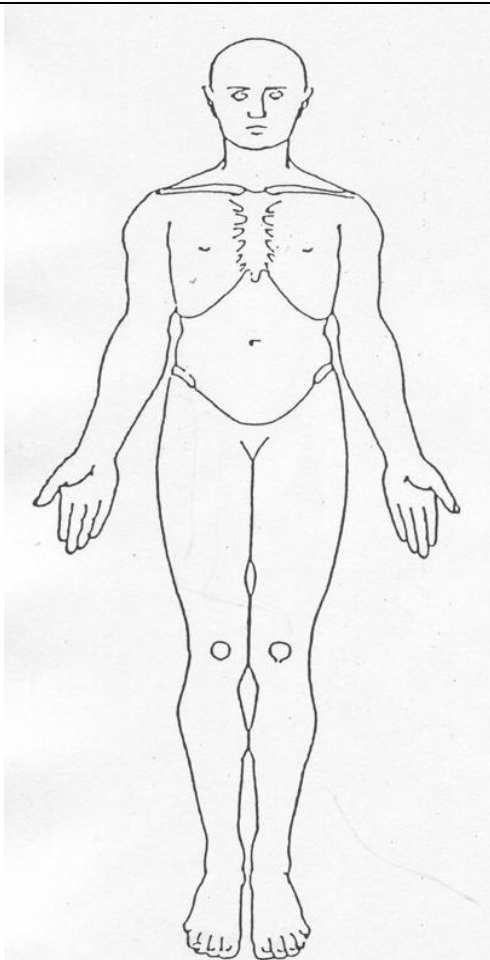
Where did the alleged abuse occur?

When did the alleged abuse occur?

How often and to what degree has the abuse been taking place?

What is your view of the impact the abuse is having on the individual?

What steps if any have been taken to safeguard/protect the individual and by whom? including statutory agencies, GP, Police etc.).



Please highlight any physical injuries.

What are the individual's views, wishes and feelings about the safeguarding concern? (To include any actions they have taken or would like to be taken):

3. About the person (s) allegedly responsible for the abuse:

Unknown at present: ☐

Name:

Address/Workplace:

Telephone number:

Date of birth:

Age:

Relationship to alleged victim:

Does the alleged perpetrator provide care and support for the individual?

Yes ☐ No ☐ Don't know ☐

Does the alleged perpetrator have care and support needs?	Yes know	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't	<input type="checkbox"/>
Is the alleged perpetrator a professional, or do they provide care and support, or have contact with others considered to be vulnerable?	Yes know	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't	<input type="checkbox"/>
If Yes, has a Section 5 Referral under the Wales Safeguarding Procedures been made?	Yes know	<input type="checkbox"/>	No	<input type="checkbox"/>	Don't	<input type="checkbox"/>

Note: if more than one alleged perpetrator has been identified please provide details in section 7.

4. About the person(s) who witnessed the incidents (If applicable)

Name:

Telephone number:

Occupation/Relationship to victim
(if any):

5. About the person who first reported the concern:

Name:

Address/Workplace:

Telephone number:

Occupation/Relationship:

Date/Time report:

Does the referrer wish to remain anonymous?

Yes ☐ No ☐

If **YES**, please state why:

Note: Referring are not able to remain anonymous except in extraordinary circumstances.

6. This form was completed by:

Name:

Time/Date completed:

Position:

Designation:

Telephone number:

Email address:

Where applicable, person to contact for further information:

Name:

Designation:

Email address:

Telephone number:

Please send this form for the URGENT attention of the relevant Local Authority. This should be the local authority where the alleged abuse happened.

Children and Young People

Adults

Anglesey –	01248 725 888	01248 750057
	01248 353 551 (out of hours)	01248 353551 (Out of hours)
Conwy -	Social Services: 01492 575111	0300 4561111 (Office hours)
	Out of Hours: 0300 1233079	0300 1233079 (Out of hours)
Gwynedd -	01758 704 455	01766 772577
	01248 353 551 (out of hours)	01248 353551 (Out of hours)
Denbighshire -	01824 712200: Monday – Friday 9am – 5pm	0300 4561000
	0345 053 3116: Evenings and weekends	0345 053 3116 (Out of hours)
Flintshire -	01352 701 000	03000 858858
	0345 053 3116 (out of hours)	0845 053 3116 (Out of hours)
Wrexham -	01978 292 039	01978 292066
	0345 053 3116 (out of hours)	0345 053 3116 (Out of hours)

For this, see comprehensive government guidance please visits Wales [Safeguarding children: reporting suspected abuse, neglect or harm | GOV.WALES](#) and for England [Safeguarding and social care for children - GOV.UK](#) and [Safeguarding and social care for children - GOV.UK](#)

Privacy Notice

ENPA are committed to ensuring the security and protection of the personal information that we process, and to provide a compliant and consistent approach to data protection. We have always had a robust and effective data protection program in place which complies with existing law and abides by the data protection principles. However, we recognise our obligations in updating and expanding this program to meet the demands of the GDPR and The Data Protection Act 2018.

ENPA are dedicated to safeguarding the personal information under our remit and have in place a data protection regime that is effective, fit for purpose and demonstrates an understanding of, and appreciation for the new Regulation. Our preparation and objectives for GDPR compliance have been summarised in this statement and include the development and implementation of new data protection roles, policies, procedures, controls and measures to ensure maximum and ongoing compliance

Additonal information:

MEETING	Authority
DATE	10 December 2025
TITLE	Dignity at Work Policy
REPORT BY	Head of Human Resources
PURPOSE	To present the Dignity at Work Policy, which sets out the Authority's zero-tolerance approach to bullying, harassment and victimisation, and to seek approval for its formal adoption with Authority staff and Members

1. BACKGROUND

The Authority is committed to creating a workplace culture where everyone is treated with dignity and respect, and where discrimination, bullying, harassment or victimisation are not tolerated. The policy reflects recent legal requirements, including the Health and Safety at Work Act 1974 and the Worker Protection (Amendment of Equality Act 2010) Act 2023, which requires reasonable steps to prevent sexual harassment

2. PROPOSAL

- Adopt a clear, bilingual Dignity at Work Policy.
- Ensure informal and formal procedures are available to address bullying, harassment or victimisation.
- Reinforce mandatory Equality, Diversity and Inclusion (EDI) and Safeguarding training for all staff.
- Communicate a zero-tolerance approach to all third parties interacting with Authority staff.

3. IMPLICATIONS

Financial: Additional costs for training and updating reporting systems.

Staffing: Improved wellbeing and psychological safety for staff; reduced risk of disputes.

Advantages: Positive workplace culture, legal compliance, reduced legal risk.

4. FURTHER RELEVANT INFORMATION

The policy includes clear definitions of discrimination, bullying, harassment (including sexual harassment), microaggressions and victimisation, along with informal and formal procedures, staff support, and consequences for breaches. It also sets out expectations for third parties and provides bilingual reporting mechanisms

5. RECOMMENDATION:

Approve the Dignity at Work Policy and implement it across the Authority



ERYRI NATIONAL PARK AUTHORITY

DIGNITY AT WORK ANTI-BULLYING, ANTI-HARASSMENT & ANTI-VICTIMISATION POLICY

Contents

1. Introduction
2. The scope and status of this policy
3. The Authority's commitment
4. What the Authority expects from others
5. Definition of Discrimination
6. Examples of Safeguarding
7. Definition of Bullying
8. Microaggressions
9. Definition of Harassment
10. Definition of Sexual Harassment
11. Definition of Victimisation
12. Dealing with Bullying, Harassment or Victimisation
13. If the other person is not an Authority employee
14. Informal procedure
15. Formal procedure
16. Witnesses
17. Appeals
18. Support for those affected or involved
19. Sensitivity and confidentiality
20. Consequences of breaching this policy
21. Allegations of Discrimination, Bullying, Harassment or Victimisation made against Members or the Chief Executive
22. Encouraging Respectful Communication and Psychological Safety

Review Sheet

Issue	Description	Owner	Date
1.	Revision of Policy	Nia Murray	September 2025



ERYRI NATIONAL PARK AUTHORITY

DIGNITY AT WORK ANTI-BULLYING, ANTI-HARASSMENT & ANTI-VICTIMISATION POLICY

1. Introduction

The Authority is committed to fostering a workplace culture where all individuals are treated with dignity and respect, and where discrimination, bullying, harassment and victimisation are not tolerated in any form. This policy outlines our zero-tolerance approach to such behaviours and the steps we take to prevent, address, and support those affected. Everyone has the right to work in an environment that is safe, inclusive, and free from intimidation or discrimination.

A toxic culture harms both individual wellbeing and organisational effectiveness; therefore, the Authority is dedicated to proactive measures, clear procedures, and a supportive framework to ensure all employees feel safe, valued, and empowered to speak up.

This policy is in accordance with the Health and Safety at Work Act 1974 and the Worker Protection (Amendment of Equality Act 2010) Act 2023, which came into force on 26 October 2024, where the Authority further acknowledges its legal duty to take reasonable steps to prevent any sexual harassment of its employees. This includes harassment by third parties such as customers, members of the public, suppliers, consultants, and contractors.

This policy also aligns with the Authority's core values, which guide all our behaviours and decisions. All employees are expected to uphold these values in their daily work and interactions. For more information, please visit:

<https://awdurdod.eryri.llyw.cymru/gwerthoedd-craidd/>

2. The scope and status of this policy

- 2.1 This policy applies to all staff, volunteers, contractors, agency staff and any other person engaged to work for the Authority. This policy also relates to job applicants and is relevant to all stages of the employment relationship.
- 2.2 If the complainant or alleged harasser is not employed by the Authority, i.e. the worker's contract is with a third party, this policy will apply with the necessary modifications in accordance with *Section 13* of this policy.

3. The Authority's commitment

The Authority recognises that promoting dignity at work is essential to employee wellbeing. This includes fostering a culture of mutual respect, inclusion, and professionalism, where unacceptable behaviours are challenged and positive behaviours are modelled by all.

The Authority is committed to taking proactive measures to prevent all forms of discrimination, bullying, harassment, including sexual harassment and victimisation, to its employees by:

- requiring all staff to undertake mandatory Equality, Diversity and Inclusion (EDI), Bullying, Harassment, Victimisation, Dignity at Work and Safeguarding on-line training and new employees to complete the training modules within their first three-months at the Authority as part of their induction programme.
- reviewing and applying ongoing training in response to legislative changes or incident triggers to ensure all staff remain informed and compliant.
- providing additional training for managers to ensure that they understand how to implement this policy effectively and their role in preventing and stopping any discrimination, bullying, harassment and victimisation from occurring in the workplace and by third parties that may have contact with Authority staff.
- encouraging individuals to support the Authority's EDI, Anti-Bullying, Anti-Harassment and Anti-Victimisation and Safeguarding initiatives by attending organised events and workshops to educate themselves on the challenges faced by others and how to help alleviate these in the workplace.
- monitoring the workplace culture through surveys, one-to-one conversations, return-to-work meetings, appraisals, exit interview questionnaires, grievances and whistleblowing to identify and address any issues.
- undertaking regular risk assessments to determine reasonable measures that can be implemented to minimise the risk of exposure to sexual harassment in the workplace and by third parties that may have contact with staff; and
- ensuring that a zero-tolerance approach to all forms of discrimination, bullying, harassment and victimisation, is communicated to all employees and third parties that may have contact with staff.

4. What the Authority expects from others

All individuals are expected to uphold the principles of dignity at work by treating others with courtesy, kindness, and respect, and by contributing to a culture where everyone feels valued and included.

- 4.1 The Authority expects everyone to take personal responsibility for observing, upholding, promoting and applying this policy. Regardless of their job, the Authority considers this to be a fundamental part of everyone's role.
- 4.2 Any dealings had with staff, third parties, including members of the public, suppliers, contractors, agency staff and consultants, must be free from discrimination, bullying, harassment or victimisation.
- 4.3 There is no justifiable reason to discriminate, bully, harass or victimise someone. Even if there is no intention, this does not legitimise the behaviour, as it is the impact on the recipient that is important, and the policy will still apply.
- 4.4 An employee may be held personally liable if:
- they commit an act of discrimination, bullying, harassment, or victimisation.
 - the act is **unlawful under the Equality Act 2010**.
 - it occurs **during the course of employment**.
 - the employer is also liable or would be liable but has taken **all reasonable steps** to prevent it.

5. Definition of Discrimination

- 5.1 Discrimination is the unjust or prejudicial treatment of individuals based on a protected characteristic, as defined in the Equality Act 2010. These characteristics are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 5.2 Discrimination may take several forms:
- Direct discrimination – treating someone less favourably because of a protected characteristic.
 - Indirect discrimination – applying a provision, criterion or practice that disadvantages people with a protected characteristic and is not a proportionate means of achieving a legitimate aim.
 - Discrimination by association – treating someone unfairly because of their association with a person who has a protected characteristic.
 - Discrimination by perception – treating someone unfairly because they are perceived to have a protected characteristic, even if they do not.
- 5.3 *A single act may constitute discrimination, and it does not need to be intentional to be unlawful.*
- 5.4 The Authority is committed to fostering an inclusive and respectful workplace and considers all forms of discrimination to be unacceptable, regardless of intent.

For any incidences involving Discrimination and for further information, please refer to the Authority's Equality, Diversity and Inclusion Policy.

6. Definition of Safeguarding

- 6.1 Safeguarding refers to the measures taken to protect the health, wellbeing and human rights of individuals, particularly children and adults at risk, enabling them to live free from abuse, harm and neglect.
- 6.2 Under the **Care Act 2014** and **Children Act 1989/2004**, all employees have a legal duty to act if they suspect that a child or vulnerable adult is at risk of harm. This includes recognising signs of abuse, neglect, exploitation or radicalisation, and reporting concerns appropriately.
- 6.3 Safeguarding responsibilities apply both within the workplace and in the delivery of services to the public. All concerns must be reported in line with the Authority's safeguarding procedures.
- 6.4 The Authority is committed to maintaining a safe and supportive environment for all, and to ensuring that staff are trained and confident in fulfilling their safeguarding responsibilities.

*For any Safeguarding concerns and for further information, please refer to the **Authority's Safeguarding Policy**.*

7. Definition of Bullying

- 7.1 There is no legal definition of bullying. However, the Authority regards it as conduct that is offensive, intimidating, malicious, insulting, or an abuse or misuse of power that has the effect of undermining, humiliating or injuring the recipient. A single serious incident of bullying may be sufficient to bring a claim, particularly if it creates a hostile or degrading environment
- 7.2 Power does not always mean being in a position of authority but can include both personal strength and the power to coerce through fear or intimidation.
- 7.3 Bullying can be physical, verbal or non-verbal conduct. It is not necessarily face to face and can be done by email, phone calls, online (cyber-bullying) or on social media. Bullying may occur at work or outside work.
- 7.4 If the bullying relates to a person's protected characteristic, it may also constitute harassment and, therefore, will be unlawful.
- 7.5 Examples of bullying

Whilst this is not an exhaustive list, bullying may include:

- physical, verbal or psychological threats;
- excessive levels of supervision; and
- inappropriate and derogatory remarks about a person's performance
- exclusion from communications or meetings
- undermining contributions
- withholding information

- passive-aggressive remarks
- assigning demeaning tasks
- frequent interruptions

7.6 It is important to understand that legitimate, reasonable and constructive criticism of a person's performance or behaviour, or reasonable instructions given to people in the course of their employment, will not of themselves amount to bullying.

8. **Microaggressions**

8.1 Microaggressions - sometimes called micro-incivilities - are statements, actions, or incidents that are regarded as indirect, subtle, or unintentional discrimination against members of a marginalised group such as a racial/ethnic minority or religion/faith groups. They are sometimes referred to as "death by a thousand cuts". Microaggressions generally take one of three forms:

8.2 Micro-Assaults

These are more overt and intentional, though often disguised as jokes or sarcasm.

- **"You people are always late — must be a cultural thing."**
(Directed at a colleague from a different country or ethnic background.)
- **Mocking an accent or mimicking how someone speaks English.**
(*"Can you say that again in real English?"*)
- **"Go back to where you came from if you don't like it here."**
(Said during a disagreement or debate.)

8.3 Micro-Insults

These are often unintentional but still rooted in stereotypes or assumptions.

- **"Wow, your English is really good!"**
(To someone who was born or raised in the UK but is perceived as foreign.)
- **"You're surprisingly articulate for someone from [X country]."**
(Implies low expectations based on nationality.)
- **"You don't seem very [X nationality] to me."**
(Suggests a narrow or stereotypical view of what people from that country are like.)
- **"Where are you *really* from?"**
(After someone has already answered "Wales" or "Manchester," for example.)

8.4 Micro-Invalidations

These dismiss or undermine someone's lived experience or identity.

- **“I don't see nationality — we're all just people.”**
(While well-meaning, this can erase the unique challenges someone faces.)
- **“You're being too sensitive — it's just a joke.”**
(Used to shut down someone who's expressed discomfort.)
- **“I've lived abroad too — I know exactly what it's like.”**
(Equating a voluntary expat experience with being a migrant or refugee.)
- **“We're a multicultural team — racism isn't an issue here.”**
(Dismisses the possibility of bias or exclusion.)

8.5 Serious microaggressions can amount to unlawful harassment, bullying or discrimination but even less serious microaggressions can negatively impact the health and wellbeing of the person experiencing them.

9. **Definition of harassment**

9.1 Harassment is unwanted physical, verbal or non-verbal conduct related to a protected characteristic that has the purpose or effect of:

- violating someone else's dignity; or
- creating an intimidating, hostile, degrading, humiliating or offensive environment for someone else.

9.2 The Equality Act 2010 prohibits discrimination because of the *previously outlined* protected characteristics. Although pregnancy and maternity and marriage and civil partnership are not specifically protected under the legal provision on harassment, the Authority considers harassment on any grounds to be unacceptable.

9.3 Harassment can occur where someone perceives another person to have a protected characteristic, even if they do not, in fact, have that protected characteristic. For example, a perception that someone is transgender even if they are not.

9.4 Harassment can also arise by association, where someone is harassed because they are associated with someone with a protected characteristic, for example having a family member with a disability or of a particular religion.

9.5 *A single incident can amount to harassment.*

9.6 A person may be harassed even if they were not the intended target. For example, a person may be harassed by racist jokes about a different ethnic group if the jokes create an offensive environment.

9.7 Examples of harassment

Harassment can occur in many forms, and can take place either at work, outside work, in person, or online. While this is not an exhaustive list, examples of harassment include:

- "banter", jokes, taunts or insults that are sexist, racist, ageist, transphobic, homophobic or derogatory against any other protected characteristic;
- unwanted physical behaviour, for example, pushing or grabbing;
- excluding someone from a conversation or a social event or marginalising them from the group;
- mimicking or making fun of someone's disability;
- derogatory or offensive comments about religion;
- unwelcome comments about someone's appearance or the way they dress that is related to a protected characteristic;
- "outing" (i.e. revealing their sexual orientation against their wishes), or threatening to "out", someone;
- consistently using the wrong names and pronouns following the transition of a person's gender identity;
- displaying images that are racially offensive;
- excluding or making derogatory comments about someone because of a perceived protected characteristic, or because they are associated with someone with a protected characteristic.

10. **Definition of sexual harassment**

10.1 Harassment may be sexual in nature. Sexual harassment is any unwanted physical, verbal or non-verbal conduct of a sexual nature that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

10.2 *A single incident can amount to sexual harassment.*

10.3 Sexual harassment includes treating someone less favourably because they have submitted or refused to submit to unwanted conduct of a sexual nature, or that is related to gender reassignment or sex, in the past. This would include situations where the reason for the less favourable treatment is the victim's rejection of or submission to harassment from a third party.

10.4 Employers are legally obliged to take reasonable steps to prevent sexual harassment of their workers in the course of their employment and by third parties, such as customers, members of the public, suppliers, consultants and/or contractors.

10.5 Examples of sexual harassment

Sexual harassment can occur in many forms, and can take place either at work, outside work, including at social events organised by the Authority (e.g. Christmas lunch), in person, or online. While this is not an exhaustive list, examples include:

- physical conduct of a sexual nature, unwelcome physical contact or intimidation.
- persistent suggestions to meet up socially after a person has made clear that they do not welcome such suggestions.
- showing or sending offensive or pornographic material by any means (e.g. by text, video clip, email or by posting on the internet or social media).
- unwelcome sexual advances, propositions, suggestive remarks, or gender-related insults.
- offensive comments about appearance or dress, innuendo or lewd comments.
- leering, whistling or making sexually suggestive gestures.
- gossip and speculation about someone's sexual orientation or transgender status, including spreading malicious rumours.
- Sexualised "jokes" or banter, even if framed as humour or "just a laugh," particularly when they make others uncomfortable or are at someone's expense.
- Commenting on someone's relationship status or making assumptions about their personal life in a sexual or suggestive way.
- Using pet names or diminutives (e.g. "love," "babe," "darling") in a professional setting, especially when not reciprocated or welcomed.
- Invading personal space or standing too close in a way that feels intimidating or inappropriate.
- Repeated compliments on physical appearance, especially when unrelated to work or after being asked to stop.
- Unwanted or excessive attention on social media, such as liking or commenting on old photos, sending private messages, or tagging someone inappropriately.
- Making someone the subject of sexualised teasing or speculation, even if they are not present.
- Using emojis or gifs with sexual connotations in work-related messages or chats.
- Using overly familiar sign-offs in professional communications, such as adding "x" (kiss) at the end of work emails or texts, particularly when this is not reciprocated or welcomed.
- Dismissing concerns about inappropriate behaviour with phrases like "you're too sensitive" or "it's just a bit of fun."

11. Definition of victimisation

11.1 Victimisation includes subjecting a person to a detriment because they have done, or are suspected of doing or intending to do, any of the following protected acts:

- bringing proceedings under the Equality Act 2010;
- giving evidence or information in connection with proceedings under the Equality Act 2010;
- doing any other thing for the purposes of or in connection with the Equality Act 2010; or
- alleging that a person has contravened the Equality Act 2010.

11.2 Examples of victimisation

Whilst this is not an exhaustive list, victimisation may include:

- denying someone an opportunity because it is suspected that they intend to make a complaint about harassment;
- excluding someone because they have raised a grievance about harassment;
- failing to promote someone because they accompanied another staff member to a grievance meeting.
- dismissing someone because they gave evidence on behalf of another staff member at an employment tribunal hearing.

12. **Dealing with bullying, harassment or victimisation**

- 12.1 The Authority encourages anyone who feels they have been bullied, harassed or victimised to speak up about their experience and concerns. This will enable the Authority to take appropriate action and provide support. Anybody who witnesses bullying, harassment or victimisation of another person (whether a colleague or a member of the public/third party) is also strongly encouraged to raise this with the Authority without delay.
- 12.2 All incidents involving bullying, harassment or verbal abuse by third parties, including members of the public, should be promptly reported and recorded. This applies regardless of whether the behaviour is linked to a protected characteristic.
- 12.3 Accurate recording ensures that the Authority can monitor risks, identify patterns, support affected staff appropriately, and take reasonable steps to prevent future occurrences.
- 12.4 Managers should ensure these incidents are documented through the Authority's incident reporting system and considered in relevant risk assessments.
- 12.5 Staff should refer to the ***Authority's Lone Working Policy*** for further information on personal safety measures when working alone or off-site.

13. **If the other person is not an Authority employee**

Bullying and harassment by third parties, such as customers, members of the public, suppliers, consultants and/or contractors will not be tolerated. Staff experiencing bullying, harassment or victimisation by a third party are encouraged to report this to their manager or a member of the HR team, so that they can provide advice and support on the best course of action.

- 13.1 All incidents involving harassment, bullying, or verbal abuse by third parties, including members of the public should be promptly reported and recorded. This applies regardless of whether the behaviour is linked to a protected characteristic. Accurate recording ensures that the Authority can monitor risks, identify patterns, support affected staff appropriately, and take reasonable steps to prevent future occurrences.

13.2 Managers should ensure these incidents are documented through the Authority's incident reporting system and considered in relevant risk assessments.

13.3 Engagement Measures

Before engaging any third-party contractors or personnel, the following measures must be in place:

- Due diligence to ensure the third party has robust Anti-Bullying, Anti-Harassment, Anti-Victimisation, Safeguarding, and EDI policies. In the absence of such policies, third parties must formally agree to adopt and comply with the Authority's policies.
- Confirmation that third-party personnel have received recognised safeguarding and Anti-Harassment training. If not, the individual must complete the Authority's bilingual ELMS online training before work commences.
- Written agreement that all third-party representatives will uphold the Authority's policies on professional conduct in accordance with EDI, Anti-Bullying, Anti-Harassment, Anti-Victimisation and Safeguarding.
- Contractual clauses granting the Authority the right to remove any third-party personnel who breach expected standards.
- Clear, bilingual reporting mechanisms for Authority staff to report complaints or concerns involving third-party personnel.

13.4 Responding to Allegations

Where a third party is accused of harassment, abuse, or misconduct:

- The incident will be reported to their employer or contract manager immediately.
- The Authority will require the third party to investigate the allegation in a timely and transparent manner.
- If appropriate, the Authority will request that the individual be removed from Authority premises or duties during the investigation.
- Where the response is deemed inadequate, the Authority reserves the right to suspend or terminate contracts in accordance with safeguarding and conduct policies and protocols.

13.5 Responsibilities of the Contractor

Contractors and third-party organisations agree to:

- Ensure their personnel are aware of and comply with the Authority's professional conduct policies.

- Confirm that all personnel have completed recognised EDI, Anti-Bullying, Anti-Harassment, Anti-Victimisation and Safeguarding training or undertake the Authority's ELMS training modules.
- Promptly and thoroughly investigate allegations of harassment or abuse involving their personnel and remove individuals from Authority-related duties where necessary.
- Fully cooperate with the Authority during investigations and uphold the principles of dignity, equality, and respect.

13.6 Responsibilities of the Authority

The Authority agrees to:

- Carry out due diligence to verify third-party's compliance with professional conduct practices and ensure agreement to comply with Authority policies where necessary.
- Monitor the response of third-party organisations to allegations and take action where standards are not met.
- Escalate serious concerns to local authorities or safeguarding boards under its statutory duty to report, and, if necessary, suspend or terminate contractual relationships.
- Provide clear and confidential bilingual channels for staff and volunteers to report third-party misconduct or safeguarding concerns.

13.7 Sole Traders or One-Person Businesses

For sole traders or one-person businesses (e.g., self-employed professionals):

- The individual must personally agree to and comply with the Authority's EDI, Anti-Bullying, Anti-Harassment, Anti-Victimisation and Safeguarding policies.
- Confirm that they have completed recognised EDI, Anti-Bullying, Anti-Harassment, Anti-Victimisation and Safeguarding training or undertaken the Authority's ELMS training modules.
- The Authority will investigate the allegation in a timely and transparent manner.
- If appropriate, the Authority will request that the individual be removed from Authority premises or duties during the investigation.
- Where the response is deemed inadequate, the Authority reserves the right to suspend or terminate contracts in accordance with safeguarding and conduct policies and protocols.

14. Informal procedure

The person may not know that their behaviour is unwelcome or upsetting. An informal discussion may help them to understand the effects of their behaviour and agree to change it.

- 14.1 If the member of staff feels able to, they may decide to raise the issues with the other person themselves, to make clear that their behaviour is not welcome and ask them to stop. A note of the date and a summary of what was said/discussed, and any agreed actions should be kept.
- 14.2 Alternatively, if the member of staff does not feel able to speak directly to the other person, they could consider asking their manager, their manager's manager, or a member of the HR team for support.
- 14.3 The member of staff may, or may not, want someone else to talk to the other person on their behalf and, where possible, their wishes should be respected. However, if the welfare or safety of the individual, or others, is at risk or the allegations are particularly serious, the decision may be taken to take further action as appropriate. In such cases, and where possible, this will be discussed with the member of staff first.
- 14.4 A note of the date and a summary of what was said/discussed and any agreed actions should be kept. This will be useful and relevant if the unacceptable behaviour continues and a formal complaint is submitted.
- 14.5 Staff may prefer not to discuss an issue with anyone at work, if that is the case help and support is also available through the 360 Wellbeing employee assistance programme (EAP). Staff can use the 360 Wellbeing services to speak to an independent, bilingual counsellor on a confidential basis about any issue that is troubling them. Further details are available from the HR team.
- 14.6 There may be other informal methods of resolving the problem depending on the circumstances and these can be fully explored at this stage.
- 14.7 If a member of staff is not certain whether an incident or series of incidents amounts to bullying or harassment, they should initially contact their manager or a member of the HR team informally for confidential advice.
- 14.8 Mediation may be offered as an informal resolution method. This involves a neutral third party helping those involved to reach a mutually acceptable resolution. Mediation is voluntary and confidential and can be requested at any stage of the informal process.

15. Formal procedure

Staff have the right to be accompanied by a work colleague or a recognised trade union representative at any formal grievance meeting or appeal hearing. This right ensures that staff feel supported and can participate fully in the process.

If a member of staff is not happy with the outcome of an informal process, or feel it is not appropriate to approach the issue informally, they may decide to raise it formally.

- 15.1 To make a formal complaint, the member of staff should discuss it first with their manager. If their complaint is about their manager, they should raise it with their Head of Service or Director. If for any reasons they are unable to approach their manager, Head of Service or Director, they should speak to a member of the HR team.
- 15.2 All written complaints should set out full details of the conduct in question, including the name of the person or persons of the alleged perpetrators, any reason the complainant believes they have been Bullied, Harassed or Victimised, the nature of the occurrence(s), the date(s) and time(s) at which it/they occurred, the names of any witnesses and any action that has been taken so far to attempt to stop it from occurring.
- 15.3 ***A formal complaint can be submitted using the Authority's Grievance Procedure and the process detailed within that policy will then be followed.***
- 15.4 All formal complaints will be investigated fully, in an objective and confidential way, while also ensuring that the rights of the member of staff and the other person are respected.
- 15.5 Every effort will be made to complete an investigation into bullying, harassment or victimisation as quickly as possible.
- 15.6 Where the alleged bully/harasser/victimiser is a third party, the ***Authority's Grievance Procedure*** may need to be adjusted to ensure appropriate investigations are conducted by the Authority and the third party, this will be discussed with the member of staff, along with who will report the issue to the third party.
- 15.7 The Authority aims to acknowledge formal complaints within 5 working days, commence investigations within 10 working days, and conclude investigations within 30 working days where possible. These timeframes are indicative and may vary depending on the complexity of the case.
- 15.8 Managers and HR are responsible for maintaining accurate and confidential records of all formal complaints, investigations, and outcomes in accordance with data protection legislation.
- 15.9 Where a complaint involves safeguarding concerns, criminal conduct, or serious wrongdoing, it may fall under the Authority's Whistleblowing Policy. Staff should refer to the ***Authority's Whistleblowing policy*** for guidance on how to raise such concerns.

16. Witnesses

- 16.1 Staff who witness harassment or victimisation are encouraged to take appropriate steps to address it. Depending on the circumstances, this could include:
- intervening where they feel able to do so;

- supporting the victim to report it or reporting it on their behalf;
- reporting the incident where they feel there may be a continuing risk if they do not report it; and/or
- co-operating in any investigation into the incident.

16.2 All witnesses will be provided with appropriate support and will be protected from victimisation.

17. Appeals

Staff have the right to be accompanied by a work colleague or a recognised trade union representative at any formal grievance meeting or appeal hearing. This right ensures that staff feel supported and can participate fully in the process.

17.1 If staff are not happy with the outcome of the formal investigation, they have the right to appeal in accordance with the **Authority's Grievance Procedure**.

17.2 The outcome of the appeal, which will be final, will be confirmed in writing.

17.3 Where the alleged perpetrator is a third party (e.g. contractor or member of the public), the Authority will liaise with the third party's organisation to ensure a fair and transparent appeals process. The Authority will support the complainant throughout this process and take further action if the response is inadequate.

18. Support for those affected or involved

Upholding dignity at work means ensuring that all individuals affected by discrimination, bullying, harassment or victimisation are supported with compassion, confidentiality and appropriate resources.

18.1 It is understood that anyone affected by, or involved with, a complaint of discrimination, bullying, harassment or victimisation may feel anxious or upset and the Authority will do what it can to support staff.

18.2 If staff feel they cannot continue to work in close contact with the alleged perpetrator, any requested changes to working arrangements during the investigation into the matter will be seriously considered.

18.3 For emotional support, staff can access free, confidential, bilingual counselling from the 360 Wellbeing app. Further details are available from the HR team.

18.4 Anyone who complains or takes part in good faith in a discrimination, bullying, harassment or victimisation investigation must not suffer any form of detrimental treatment or victimisation. If a member of staff feels they have suffered such victimisation, they should inform their manager or a member of the HR team as soon as possible.

18.5 Regardless of the outcome of a complaint, careful consideration will be given on how to best approach any ongoing working relationship between the member of staff and the individual concerned, including any third party. For example, depending on the

specific circumstances, it may be considered to amend job duties, work base or reporting lines of either person. Alternatively, it may be decided that workplace mediation or counselling is appropriate.

- 18.6 This policy is available in both Welsh and English. Alternative formats (e.g. large print, audio) can be provided upon request to ensure accessibility for all staff. Staff with disabilities or additional needs are encouraged to contact HR for support in accessing or understanding the policy.

19. Sensitivity and confidentiality

- 19.1 Anyone involved with an informal or formal complaint about discrimination, bullying, harassment or victimisation, including witnesses, must keep the matter strictly confidential and act with appropriate sensitivity to all parties. Individuals who are not involved in the complaint or investigation should not be told about it.
- 19.2 If staff are found to have breached confidentiality or acted without due care or sensitivity in a case of discrimination, bullying, harassment or victimisation, the Authority may take disciplinary action against individuals, up to and including dismissal.

20. Consequences of breaching this policy

- 20.1 If, following a formal investigation, it is found that a member of staff has committed, authorised or condoned an act of discrimination, bullying, harassment or victimisation, the issues will be dealt with as a possible case of misconduct or gross misconduct in accordance with the ***Authority's Disciplinary Procedure***.
- 20.2 Disciplinary action against a member of staff, up to and including dismissal (or other appropriate action for non-employees), may be taken.
- 20.3 Anyone who complains or takes part in good faith in a discrimination, bullying, harassment or victimisation investigation must not suffer any form of detrimental treatment or victimisation. If it is found that a member of staff has victimised anyone in this way, the Authority will instigate disciplinary action against them, up to and including dismissal.
- 20.4 Staff should refer to the ***Authority's Disciplinary Procedure*** for further information.

21. Allegations of Discrimination, Bullying, Harassment or Victimisation made against Members or the Chief Executive

- 21.1 A complaint received concerning a Member, shall be referred directly to the Monitoring Officer, who will deal with the complaint in accordance with the Procedure for Local Assessment of Code of Conduct Complaints.
- 21.2 A complaint received concerning the Chief Executive, shall be referred directly to the Chair of the Eryri National Park Authority by the Head of HR.

22. Encouraging Respectful Communication and Psychological Safety

The Authority recognises that fostering a respectful and inclusive workplace also means encouraging open, honest, and good-natured communication. While it is essential to challenge inappropriate behaviour, it is equally important that individuals do not feel overly anxious or fearful about engaging in everyday conversation.

Staff are encouraged to apply empathy, common sense, and mutual respect in their interactions. If something said causes discomfort, it is often helpful to raise this informally in the first instance, allowing for learning and understanding.

The Authority supports a culture where people feel safe to speak up, ask questions, and learn from one another without fear of disproportionate consequences for genuine mistakes.

The Authority is committed to reviewing this policy on an annual basis to ensure its continued effectiveness and alignment with current legislation and best practice



**MEMBERS' WORKING GROUP
ERYRI NATIONAL PARK
Wednesday 21 May 2025**

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes, Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts, Meryl Roberts;

Members appointed by Conwy County Borough Council

Councillors Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Brian Angell, Rhys Evans, Tim Jones, Delyth Lloyd, Naomi Luhde-Thompson;

Officers

Iwan Jones, Angela Jones, Catrin Glyn, Alec Young, Naomi Jones, Eifion Jones;

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

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

1. Apologies and Chairman's remarks

Apologies were received from Councillors Louise Hughes, Einir Wyn Williams and Ifor Glyn Lloyd, Mr Wyn Thomas, and Mr Jonathan Cawley.

2. Declaration of Interest

Mr Tim Jones declared an interest in item 4, *Cynllun yr Wyddfa* Review: Action Plan, being a trustee of *Plantlife Cymru*.

3. Minutes

Submitted: the minutes of the Members' Working Group meetings held on 9 April 2025.

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

4. **Cynllun yr Wyddfa Review: Implementation Plan**

Submitted: a report by the Partnerships Project Manager

Reported:

- that the intention when launching the original plan was to carry out a review process every 5 years and that the plan was being reviewed this year with the hope of launching a revised version in June, 2025;
- that the next steps were:
 - to finish the design work;
 - to launch the revised plan;

Recommended: –

1. to note the partnership work which has already taken place in the process of revising *Cynllun yr Wyddfa*.
2. to suggest any edits to the implementation plan.
3. to support the revision and upcoming launch of the revised version of *Cynllun yr Wyddfa*.

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

5. **Low Carbon Proposal**

Submitted: a report by the Carbon Officer

Reported:

- that the dialogue about climate change had recently changed from mitigation to adaptation;
- that the intention was therefore to ask how the Park should adapt to the climate risks and prepare an action plan with clear action steps;
- the dangers faced would have to be noted in a climate change risk assessment in order to create the action plan;
- that most UK National Parks already had a climate risk assessment;
- that the intention was to:
 - integrate this adaptation work into the drafting of *Cynllun Eryri*
 - build a climate change adaptation strategy with a specialist group of academics and experts in the field
 - offer open workshops on how Carbon emissions could be reduced
 - offer an internal workshop on the Authority's emissions
 - invite Members who had expertise and were interested to join the Risk Assessment Steering Group, and
 - invite Members to join the panel for the event to be held in September to assist in the drafting of *Cynllun Eryri*.

Noted:

- that this was the beginning of the journey, and that bringing the partners together was the first step;

- the assessment in September should consider:
 - the recent Climate Change Committee (CCC) report on adapting to climate change and the points the report raises;
 - the circular economy - sharing resources etc
- that the review of *Cynllun Eryri* and the Local Development Plan take place jointly, and that they feed into each other;
- that the sequestration and mitigation targets from Small World Consulting are to be used as a basis, but that the context must be considered before accepting them in full;
- that Mr Tim Jones and Ms Naomi Luhde-Thompson had volunteered to join the Panel.

Recommended: – that Members discuss and approve the proposal for advancing the low carbon work programme for the Carbon Officer.

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

6. **Workshop on the Future of Plas Tan y Bwlch**

A presentation by the Head of Cultural Heritage

Reported:

- plans were in place including:
 - a call-in session at the Plas
 - meeting various associations
 - building condition surveys
 - questionnaires to stakeholders
- the special qualities of the application included:
 - community cohesion
 - leisure and learning
 - internationally important species and habitats
 - stillness and solitude
 - inspiration for the arts
 - the vibrancy of the Welsh language
 - historic landscapes
- that the grant application:
 - was for £9M – £10M
 - took 5 years to achieve
 - fulfilled the 4 investment objectives of the lottery, namely
 - heritage retention
 - environment protection
 - inclusion, access and participation
 - organizational sustainability

Noted:

- expectations had to be managed
- the vision had to fit the requirements of the Lottery
- lessons should be learned from other stately homes in similar situations

The meeting ended at 13:10



**MEMBERS WORKING GROUP
ERYRI NATIONAL PARK**
Wednesday 3 September 2025

PRESENT:

Members appointed by Gwynedd Council

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

Members appointed by Conwy County Borough Council

Councillors Ifor Glyn Lloyd (Chairman), Jo Nuttall;

Members appointed by the Welsh Government

Rhys Evans, Salamatu Fada, Tim Jones, Delyth Lloyd, Naomi Luhde-Thompson;

Officers

G. Iwan Jones, Keira Sweeney, Bethan Hughes, Eifion Jones.

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

1. Apologies for absence and Chairman's Announcements

Apologies were received from Councillors Delyth Lloyd Griffiths, Nia Owen, and Mr Wyn Thomas.

2. Declaration of Interest

There was no declaration of interest.

3. Minutes

The minutes of the Members' Working Group meeting held on 25 June 2025 were *presented* and *adopted*, and the Chairman signed them as a true record.

4. Committee and Meeting Agendas

Presented - a report from the Head of Administration and Customer Care.

Reported:

- a request had come from Members at the Working Group meeting on January 25 to investigate software that would allow editing of PDF documents, and that would enable Members to make notes and comments on committee agendas;

- that different options had been examined by staff, including staff from the Information Technology Service, and that there was agreement that *Adobe Reader* was the option that would best serve the Members' requirements in a cost-effective way.

Recommendation: –

1. Any Member who wants to download and use *Adobe Reader* and needs instructions should contact the Head of Administration and Customer Care.
2. Alternatively, Information Systems Technicians are happy to assist individual Members to install *Adobe Reader* and connect to a One Drive account.

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

The meeting ended at 10:55



**MEMBERS WORKING GROUP
ERYRI NATIONAL PARK**
Wednesday 15 October 2025

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes, Elfed Powell Roberts, Edgar Wyn Owen, John Pughe Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Councillors Ifor Glyn Lloyd (Chairman), Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Rhys Evans, Salamatu Fada, Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas;

Officers

Jon Cawley, Iwan Jones, Keira Sweeney, Sian Owen, Edward Jones, Ioan Gwilym, Eifion Jones.

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

1. Apologies for absence and Chairman's Announcements

Apologies were received from Councillors Louise Hughes and Meryl Roberts, and Mr Tim Jones.

2. Declaration of Interest

There was no declaration of interest.

3. Minutes

The minutes of the Members' Working Group meeting held on 3 September 2025 were *presented*.

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

4. Addressing the Financial Challenge

Presented – a report from the Chief Executive.

Reported:

- that the purpose of the report was to state a possible method of addressing the financial challenge facing the Authority, and to propose a priority order to reduce the deficit in the basic budget;
- the general approach to addressing the challenge, namely to:

- increase income;
- efficiencies not relating to staff;
- staffing efficiency.
- that increasing income is a priority, looking mainly at income:
 - the Authority's car parks;
 - the Authority's retail centres;
 - statutory planning fees (but the amount is very difficult to predict).
- that creating the post of Commercial Manager was an option that was being considered but that further examination was required before a recommendation could be submitted.

Noted:

- that most of the Authority's parking machines now only accept card, although some still accept cash, and that the Authority has decided not to use an app to pay because a number of organizations have had fraud problems with such apps;
- that there was an opportunity to develop Llyn Tegid, but that the centres at Pen-y-Pass and Betws-y-coed were the priority;
- the Senedd elections in May 2026 could have an impact on the strategy, and the strategy would be reviewed shortly after the elections;
- that the Authority's commercial overview must recognize the core purposes of the Park;
- that the retail centres offer an opportunity to partner more with local companies and build on the Park brand;
- that the Authority keeps an eye on any introduction of tourism tax; that the Authority did not have a direct role in the process, but was the statutory consultant of the legislation; it was up to the county councils to decide if they wished to introduce such an act and the money would go to them, but it could take some pressure off the Authority.

Recommended: – that Members support the following principles as part of the Authority's Financial Strategy:

1. Agree the principle of increasing car parking tariffs and forcing more to bring in an additional £500,000 a year (with a further £100,000 in reserve);
2. Set a target of an additional £40K per year from retail income;
3. Agree to keep budgeted planning fees at current levels and monitor this situation over the next 12 months;
4. Explore other potential sources of commercial income, including recruiting a Commercial Manager. Report back to the Members on any conclusions on this in due course;
5. Identify the savings in our basic budget of £130K due to the healthy state of the current pension fund;
6. Keep the Authority's current capital budgets as a key part of the Authority's operation - but continue to monitor the situation relating to the Welsh Government's budgetary settlement and other macro-economic factors;
7. Not to eliminate any vacancies - but continue to monitor the situation relating to the Welsh Government's budgetary settlement and other macro-economic factors;

8. Not to pursue any compulsory redundancies - but to continue to monitor the situation relating to the Welsh Government's budgetary settlement and other macro-economic factors.

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

5. **Income Generation – Review of Parking Fees**

Presented – a report by the Head of Property.

Reported:

- that the Authority receives an average income of £1.2M per year from the parking fees;
- that most fee collection machines now accept cards rather than cash, and that only three machines now only accept cash;
- that the Authority has received paralegal advice to say that it can enforce via the Automatic Number Plate Recognition (ANPR) system;
- that the intention was to raise the fee to £5 for up to 4 hours, and £8 for over 4 hours;
- the intention is to install optional donation machines in some sites where the installation of a fee collection machine could increase traffic problems for the community;
- that technological advances now enable fee collection machines to be installed in the Llyn Tegid foreshore car park, closer and in view of those who parked there.

Noted:

- that private security guards were employed for a short period over the summer to supervise the Llyn Tegid car park, but that this had done nothing but remove the problem as visitors parked their cars in bays and by the side of the road;
- that it is intended to close car parks overnight, install ANPR cameras and CCTV cameras to protect them;
- that some local residents mistakenly believed that they were allowed to park for free, but that the situation was that local residents continued to be allowed to pay £120 for permission to park for a year, but that there was a further option that a fee would not be charged to them for parking for half an hour before 8 in the morning and for half an hour after 5 in the afternoon.

Recommended: – that Members:

1. Note the report and the progress already made in improving the management and income of car parks;
2. Accept the recommendations to review parking fees as outlined in 3.2 - 3.8 in the report;
3. Accept the recommendations to review the operating hours of the sites as stated in 3.9;
4. Accept the recommendations to trial enforcement with ANPR technology as stated in 3.10 and review at the end of the following term and discuss further before extending to other sites;
5. Accept the intention to install donation acceptance machines on the sites specified in 3.11 to attract contributions;

6. Offer feedback on the suggestion to increase the budget and expand the remit of the Community Fund as outlined in 4.5.4 or any improvement.

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

6. **Eryri 75 Celebration Ideas**

Presented - a report from the Head of Communications.

It was *reported* that:

- the Park celebrates 75 years in 2026;
- group has been established to prepare for the celebrations;
- a number of ideas have been proposed, and a number of them were presented to the meeting.

The report was *discussed* by the Members, and the following was further suggested:

- a Traws Eryri trip for mountain bikes, road bikes and pedestrians, to draw the public in and contribute towards some good cause;
- include more music;
- use the Ffair Bala Fair event;
- holding events in Sesiwn Fawr Dolgellau, Neuadd Ogwen and Pontio.

Recommended: – the Members discuss and refine the ideas.

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

The meeting ended at 13:20



**MEMBERS WORKING GROUP
ERYRI NATIONAL PARK**

Wednesday 12 November 2025

PRESENT:

Members appointed by Gwynedd Council

Councillors Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes, Elfed Powell Roberts, Edgar Wyn Owen, John Pughe Roberts, Einir Wyn Williams;

Members appointed by Conwy County Borough Council

Councillors Ifor Glyn Lloyd, Nia Owen;

Members appointed by the Welsh Government

Rhys Evans, Salamatu Fada, Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas;

Officers

Jon Cawley, Iwan Jones, Keira Sweenie, Naomi Jones, Angela Jones, Eifion Jones.

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

1. **Apologies for absence and Chairman's Statements**

At the request of Councillor Ifor Glyn Lloyd, the meeting was chaired by Councillor Edgar Wyn Owen.

Apologies were received from Councillors Louise Hughes and Jo Nuttall.

2. **Declaration of Interest**

There was no declaration of interest.

3. **Minutes**

The minutes of the Members' Working Group meeting held on 15 October 2025 were *presented*.

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

4. **Revision of Cynllun Eryri 2020-25**

Presented – a report by the Head of Partnerships.

Reported:

- on the State of the Park Report 2025 which was available on the Authority's website;
- that it was the most recent collection of data relating to the Park;

- that the data had been classified under the special features of the Park for the first time;
- that two new sections, namely "Climate Change and Carbon" and "Final Conclusions" had been added;
- that five main priorities had been drawn from the Final Conclusions for the process of reviewing *Cynllun Eryri*;
- that the intention was to hold initial conversations – a "symposia" – on the five main priorities, namely:
 1. Working in partnership to increase the diversity of nature's abundance and improve ecological resilience throughout Eryri (an initial symposium was held in June 2025);
 2. Working together across the National Park to support robust and prosperous communities;
 3. Ensuring the continued vitality of the Welsh language, culture and heritage of the area; (*Gŵyl Fach Eryri* was held in September 2025);
 4. Responding to the climate crisis with innovation and ambition; (a workshop was held in October);
 5. Encourage safe and responsible access to nature and well-being for residents and visitors alike (it was intended to hold a conference early next year to begin the process of creating policies that would ensure that residents of Eryri did not feel that there were any obstacles for them to gain access);
- that we were currently in the middle of the evidence-gathering stage;
- the development phase would follow – and Members would be more involved in the process at that time – before producing a consultative document which would summarize all the data;
- The Leadership Team was currently assessing the potential of integrating the well-being objectives with *Cynllun Eryri*. This may affect the preparation process somewhat, and there would be further information on this soon.
- an initial public consultation would follow.

The report was *noted* and *discussed* by the Members in accordance with the Recommendation.

5. **Cultural Heritage Strategy**

Presented – a report by the Director of Land Management.

Reported:

- that the strategy would be one of the strategies and plans that would sit under *Cynllun Eryri*;
- that the Leadership Team had a meeting with the Office for the Well-being of Future Generations and that a separate discussion was held regarding how to incorporate the act more and more into the Authority's Well-being Objectives and that this had delayed the work slightly;
- that several State of the Park Report priorities were relevant to cultural heritage;

- that cultural heritage should not be limited to cultural heritage alone, but should be placed alongside planning work, nature restoration and conservation work etc., to show the importance of the Park's residents to the Authority;
- that officers had recommended the formation of a panel which would be a combination of cultural heritage expertise (from among the membership of the *Fforwm Eryri*) and community, local expertise, in order to plan cultural heritage programs and prioritize small and medium-sized projects;
- that the intention was to present a full draft of the Strategy early in 2026 before the Authority adopting it in Spring 2026.

The report was *discussed* by the Members in accordance with the Recommendation and it was *noted*:

- that it was important to put greater emphasis on the arts and of history in order to engage more with the Park;
- that it could be difficult to get people to volunteer and that having good governance was important;
- that the Community Engagement Officer was drafting a community engagement strategy and that the intention was to present the strategy to Members in the coming months as well;
- that it was important to rationalize the timetable.

6. **Paper on the High Court's Judgment on Cyngor Gwynedd's Article 4 Direction**

Presented – a report by the Director of Planning and Partnerships.

Reported:

- that the report was submitted in response to a request from a Member;
- that there was a period of 3 months after the decision to present an Article 4 Direction to submit an application to the Court requesting a judicial review, and that three months had already elapsed since the Authority presented its Article 4 Direction;
- that the application in the case of Gwynedd Council failed on grounds 2 - 5, and that this showed that the principle of the Article 4 Direction across the whole area was correct;
- that the application was successful on the first basis, and that there were two main things to note, namely:
 - the use of words found in the report to the Cabinet of Gwynedd Council (it was not made clear in the report that the Article 4 Direction was relevant only when there was a *material* change of use);
(It was noted that the term *sylweddol* (*substantial*) had been used in the written Welsh language report to this meeting, but officers believed that *materol* (*material*) was to be preferred, and that would be the term used by the Authority.)
 - that the Cyngor Gwynedd Cabinet did not have sufficient experience on planning matters to be able to make the decision knowing that the report presented to them was not completely clear.
- that, unlike the Gwynedd Cabinet, the report put before ENPA was clear that the Article 4 Direction would only apply when there was a material change, and also, in terms of the decision-making process, though the decision was made by the full

Authority, that all members of the Authority were members of the Authority's Planning Committee and had received training on planning matters and therefore understood planning terminology.

The report was *discussed* by the Members in accordance with the Recommendation and *noted*:

- in response to a question on what counted as "material change" that it was not easy to answer and that each case had to be weighed individually;
- that it was intended to hold planning training for Members in the near future;
- that the judgment drew attention to a 200 page package submitted to Cyngor Gwynedd's Cabinet and that it was important that important issues were not decided on the basis of similar reports where the information necessary to make wise decisions was buried in the middle of many pages.

7. **Wales Audit Well-being Objectives Review - ANPA Response**

Presented – a report by the Chief Executive.

Reported:

- that Audit Wales (AW) had completed an assessment of the extent to which the Authority had applied the sustainable development principle when setting their well-being objectives, together with how this could be improved in the future;
- that the Well-being Objectives were being reviewed soon, but that the process had been delayed while the Authority prepared *Cynllun Eryri* in order to integrate the two;
- that AW's two recommendations were:
 1. to strengthen arrangements for assessing the Authority's performance against well-being objectives, and
 2. to ensure that the Authority used a wide range of information to ensure that the objectives remained appropriate.
- that the Authority's responses wanted to look at the potential of integrating the Objectives and *Cynllun Eryri*.

Recommendation: – that Members note the contents of the Audit Wales report and approve the response to the recommendations made.

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

8. **Draft response to the Proposed Glyndŵr National Park (Designation) Order - Statutory Consultation 2025**

Presented – a report by the Chief Executive.

Reported:

- that the Brecon Beacons and Pembrokeshire Coast National Parks had asked if it would be possible to submit a joint response;
- designating a National Park could make a significant contribution to many of the significant challenges – nature restoration, adapting to the climate change crisis, etc. – that society was facing;
- that there had to be certainty regarding the financial effects on existing National Park Authorities;

- that there was potential for the proposed park to be able to collaborate with ENPA;
- that there was a need to protect and improve the use of the Welsh language.

The report *was discussed* by Members and it was *noted*:

- that there had been no mention of the governance of the proposed park;
- consideration should be given to submitting two responses – one as Eryri Park and the other as Wales National Parks;
- that there was a strong possibility that the Welsh language could suffer in the proposed park;
- there was great concern that it would not be adequately funded and that the other parks would suffer as a result;
- that that concern should be voiced strongly in the Authority's response;

Recommendation: – that Members discuss the content of the report and approve the report as a response to the current consultation on the proposed Glyndŵr National Park, strengthening the wording on the financial concerns.

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

9. **Europark Presentation**

The CEO noted that he had attended the Europarc Conference in October and that since then he had asked the organizers to send him the PowerPoint presentations shown there in order to show them to the meeting. He said that he had not yet received them, and would like to postpone the presentation until a later meeting as he believed that showing the slides would be beneficial.

Agreed - to postpone the presentation until the next meeting of the Working Group in January.

The meeting ended at 11:50



MINUTES
STANDARDS COMMITTEE
FRIDAY 19 SEPTEMBER 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Members appointed by Conwy County Borough Council
Councillor Nia Owen;

Members appointed by the Welsh Government
Ms Naomi Luhde-Thompson

Independent Members
Mr Mark Jones, Mr Robert Gwilym Lewis;

Officers
Iwan Jones, Bethan Hughes, Eifion Jones.

The Director of Corporate Services announced that the meeting would be recorded to assist with checking the minutes.

Mr Robert Gwilym Lewis was welcomed to his first meeting of the Standards Committee.

1. Election of Chairman and Vice-chairman

The Director of Corporate Services explained that a Chairman had to be elected for the Standards Committee following the retirement of the former chairman, Mr Martin J Hughes, after he had completed his second term as an Independent Member.

Mark Jones was nominated and **elected** as Chairman.

It was explained that, as the Vice-chairman had been appointed Chair of the Committee, it was necessary to elect a Vice-chairman.

Mr Robert Gwilym Lewis was nominated and **elected** as Vice-chairman.

The Director of Corporate Services said that the Committee was still short of one independent member, and that the position had already been advertised.

2. Apologies for absence and Chairman's Statements

Noted: since the Committee lacked one Independent Member, Councillor Elfed Roberts had withdrawn from attending the meeting to ensure the necessary balance of members.

The Chairman also apologised that he would have to leave the meeting early.

Noted - there would not be a quorum when the Chairman left and, because of this, it was decided to change the order of the meeting and address the most important items first.

3. **Declaration of Interest**

Councillor Nia Owen declared a personal interest in item 7 only, because she was a member of Conwy Borough Council.

4. **Minutes**

The minutes of the Standards Committee meeting held on 11 April 2025 were *presented and adopted*, and the Chairman signed them as a true record.

Matters arising from the minutes:

- It was agreed that a letter of thanks should be sent to Mr Martin Hughes on his retirement from the Standards Committee.

5. **To Nominate Members for the Single Status Grading Appeals Panel**

Submitted: A report by the Director of Corporate Services to appoint three Members and two deputy members to the Single Status Scale Appeals Panel.

Reported:

- that the Standards Committee must consider the membership of the Single Status Grading Appeals Panel annually following the Authority's AGM;
- that the terms of reference also provided that, when appointing members on the Panel, the Standards Committee would consider the need for appropriate representation in terms of gender;
- for the Committee, on 20 September 2024, to appoint Mr Martin J. Hughes, Mr Mark Jones, and Councillor Elfed Roberts as Members of the Single Status Grading Appeals Panel and to appoint Councillor Nia Owen and Ms Naomi Luhde-Thompson as alternate / proxy members.

Recommended:— To appoint three members and two reserve members / alternates from the membership of the Standards Committee to sit as members of the Single Status Grading Appeals Panel.

Resolved:— to appoint Mr Mark Jones, and Councilors Elfed Roberts and Nia Owen as Members of the Single Status Grading Appeals Panel and to appoint Ms Naomi Luhde-Thompson and Mr Robert Gwilym Lewis as alternate / substitute members.

7. **Permit Dispensations**

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

Noted:

- the Standards Committee, at the meeting of 20 September 2024, resolved to grant dispensations for Members appointed by Gwynedd Council and to Members appointed by Conwy County Borough Council to enable them to participate fully in deciding on the affairs of their own councils for a period up to 31st December 2025 unless the period was extended by the Standards Committee before 31 December 2025;
- this period would end before the Standards Committee next meets and that it is time to consider the matter further;
- granting dispensations prevented quorum problems from arising in meetings relating to the affairs of Gwynedd and Conwy councils;

- the procedure had worked well in the past but it was important to review it regularly;
- it had been used once during the previous 12 months where Members of Conwy County Borough Council used a general dispensation granted to them by the Standards Committee at the meeting of 20 September 2024 to participate in the discussions and the decision. The Independent Members were not informed before the meeting that the members would be using the dispensation but a recording of the meeting was sent to the Independent Members.

Recommended:—

1. To grant dispensation to Members appointed by Gwynedd Council to enable them to participate fully in the process of deciding matters relating to Gwynedd Council for a period up to 31st December 2026 unless it is extended further by a decision of this Committee before 31st December 2026.
2. To grant dispensation to Members appointed by Conwy County Borough Council to enable them to participate fully in the process of deciding matters relating to Conwy County Borough Council for a period up to 31st December 2026 unless it is extended further by a decision of this Committee before 31st December 2026.

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

6. **Public Services Ombudsman for Wales**

Submitted: A report by the Director of Corporate Services.

Reported:

- that the Ombudsman received one complaint relating to the National Parks of Wales during 2024-25, but it did not relate to Eryri National Park.

Noted:

- that Park Members did not receive specific training on the Code of Conduct, but that any member was invited to raise any issue with the Director of Corporate Services

Proposed:

- information about the case that came before the Ombudsman should be sent to the Members, and the opportunity would be utilised to offer them further training.

Recommended:—

1. to note the content of the Report;
2. to send information about the case that came before the Ombudsman to Members of the Authority, and offer them further training on the Code of Conduct.

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

8. **Complaints Monitoring Report**

Submitted – A report by the Head of Administration and Customer Care on written complaints received by the Authority in 2024/25.

Reported:

- the number and nature of formal complaints received together with the responses given;
- that three complaints received related to breaches of the Data Protection Act, and that this is something to keep an eye on to see if staff would need further training.

Noted:

- that it was nice to see that only a small number of complaints were received, and that each one was fully investigated and responded to within the appropriate time limits.

Recommended: – to note the content of the Report.

Resolved: — to **accept** the Recommendation

9. **Standard Committee Chairs' Forum Monday 23 June 2025**

Submitted – Minutes of the Standards Committee Chairs' Forum meeting held on 23 June 2025.

Reported:

- that Mr Martin Hughes, former chairman of the Standards Committee attended the meeting, but that the Director of Corporate Services failed to attend, and that the minutes were presented as is, for information;

Noted:

- a note should be sent to the Chairs' Forum informing them about the appointment of Mr Mark Jones as the new Chair of the Standards Committee and asking them to invite him to their meetings from now on.

Recommended: – to note the minutes for information.

Resolved: — to **accept** the Recommendation

The meeting ended at 14:45