

NOTICE OF MEETING



Eryri National Park Authority

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Meeting: Performance and Resources Committee

Date: Wednesday 11 March 2026

Time: 10:00 a.m.

Location: Eryri National Park Authority Office,
Penrhyndeudraeth and via Zoom

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

Members appointed by Gwynedd Council

*Councillors: Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes,
Louise Hughes, Edgar Wyn Owen, Elfed Powell Roberts,
John Pughe Roberts, Meryl Roberts, Einir Wyn Williams;*

Members appointed by Conwy County Borough Council

Councillors: Ifor Glyn Lloyd, Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

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

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



A G E N D A

		Page Number
1.	Apologies and Chairman's Remarks To receive any apologies from Members or officers	
2.	Declaration of Interest To receive any disclosure of interest by members or officers in any item of business.	
3.	Minutes The Chair shall propose that the minutes of the Performance and Resources Committee held on 26 November 2025 be received and signed as a true record. (Copy herewith).	3 - 8
4.	Action Sheet To submit the Action Sheet for information and decision. (Copy herewith)	9 - 11
5.	Freedom of Information To submit a report by the Head of Administration and Customer Care. (Copy herewith)	12 - 13
6.	The Authority's Risk Register To submit a report by the Director of Corporate Services. (Copy herewith)	14 - 31
7.	Budget Update 2025/26 To submit a report by the Head of Finance. (Copy herewith)	32 - 39
8.	Corporate Work Programme 2025-26 To submit a report by the Director of Corporate Services on the progress made in Quarters three and four of 2025-26 in undertaking the agreed projects and initiatives for achieving the Authority's agreed Wellbeing Objectives	40 - 87
9.	External Grant Funding Update Report To submit a report by the Chief Executive. (Copy herewith)	88 - 95
10.	Annual report for year 2025: communications and engagement strategy performance indicators To submit a report by the Head of Communications (Copy herewith)	96 - 111



MINUTES
PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 26 NOVEMBER 2025
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillors Elfed Powell Roberts (Chairman), Elwyn Edwards, Delyth Lloyd Griffiths, Annwen Hughes, Edgar Wyn Owen, Meryl Roberts;

Members appointed by Conwy County Borough Council

Councillors Jo Nuttall, Nia Owen;

Members appointed by the Welsh Government

Rhys Evans, Tim Jones, Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Keira Sweenie, Naomi Jones, Dewi Aeron Morgan, Bethan Hughes, Nia Murray, Gareth Hughes, Awel Gruffydd, Eifion Jones.

Also Present

Luned Fôn Jones (Internal Audit)
Sara Leahy (Audit Wales)

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

1. **Apologies for absence and Chairman's Announcements**

Apologies were received from Councillors John Pughe Roberts, Louise Hughes, Einir Wyn Williams, Ifor Glyn Lloyd, and Salamatu Fada.

2. **Declaration of Interest**

There was no declaration of interest.

3. **Minutes**

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

4. **Action Log**

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

Recommended:

- *Item 7. Income Report - Audit Wales (P&A 12.07.23)* to remain on the action log, but the Chief Executive would present an update on the item as a separate report pending a response from the Welsh Government;

- *Item 8. Diversification of Income* (P&A 29.11.23) to remain on the action log, but the Chief Executive would present an update on the item as a separate report pending a response from the Welsh Government;
- the following items from the P&A committee 09.07.25 to be deleted from the action log because they have been completed:
 1. Item 7. Annual Report of the Head of Internal Audit
 2. Item 8. External Funding Grants Update Report
 3. Item 14. Pay Policy Statement 2025-26 and Pay Policy Annual Report 2024-25
 4. Item 15. Annual Report for 2024: Communication and Engagement Strategy Performance Indicators

Resolved: — to **accept** the Recommendation

5. **Promoting Access to Eryri National Park: Report by Audit Wales**

Presented: a report by Sara Leahy, Audit Wales (AW).

Reported:

- legislation requires the Authority to promote opportunities for communities to encourage equality and encourage a wide range of people to visit the Park;
- the original project brief was published in October 2023, the fieldwork was delivered in October 2024, the draft report was sent in January 2025 and the final report in July. They apologized for the time it had taken since the start of the work and explained that they had had staffing problems;
- that AW found that "the Authority was missing opportunities to plan strategically for better access for underrepresented groups";
- recommendations were made to improve and strengthen the work the Authority was doing to promote access, including:
 - strengthening the Authority's evidence base with the aim of understanding who was, and who was not, coming to the Park;
 - mapping all the partners that could work with the Park to promote access;
 - further clarity relating to the cost of delivering the Authority's vision;
 - monitoring and evaluating whether this work was getting to the heart of what the Authority wanted these projects to achieve.
- the Authority had accepted all of the recommendations and had provided further information about the actions and the timing of those actions, and the information appeared to be appropriate and acceptable to AW.

Noted:

- it was very difficult to know who was being missed out;
- the Authority's Equality Strategy, *Cynllun Eryri* and the workshop to be held in the new year were all interwoven with promoting access, and access promotion would get due attention when developing and implementing these elements.

Recommended: – to consider and approve the draft response.

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

6. **Strategic Equality Plan**

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

Reported:

- this was the annual report for 2024-25 on the Authority's Strategic Equality Plan;

Noted:

- further to the domestic abuse policy that had been adopted it was suggested that we could look into the White Ribbon project which sought to raise awareness of violence against women in the home;
- the following would now be noted in addition to the current figures:
 - how many posts became vacant during the year, and
 - how many people were invited to interviews;

Recommended: – to approve the Annual Report for 2024-25 to be published on the Authority's website.

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

7. **Internal Audit Plan 2025/26**

A report *submitted* by the Head of Internal Audit.

Reported:

- the report followed the presentation of an annual Audit Plan for 2025-26 to the Performance and Resources Committee on 9 July 2025;
- the Head of Internal Audit met with the Director of Corporate Services to revisit, discuss and agree the work plan;
- two things in particular were highlighted following discussions about the Authority's Risk Profile amongst the members of the Leadership Team, and the risks below were proposed to be integrated into Internal Audit work, namely:
 - Poor and ineffective management of projects by the Authority
 - Financial and reputational risk regarding the future of Plas Tan y Bwlch;
- there was flexibility in the Audit Plan for amendments to be incorporated to reflect any issue that became apparent or if there were changes to the Authority's risks and priorities;
- there were no additional resource implications as a result of the recommendations in this report.

Noted:

- external examination of the financial side of what was happening at Plas Tan y Bwlch was to be welcomed.

Recommended: – to consider the Amended Audit Plan for the 2025/26 accounting period and to accept the plan.

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

8. **Health and Safety: Annual Report 2024-25**

A report *submitted* by the Health and Safety Officer.

Reported:

- the purpose of the report was to provide an overview of health and safety management within the Authority.

Noted:

- it would be beneficial to identify more near misses;
- in response to a comment that one table in the report showed that Plas Tan y Bwlch had noted 7 incidents during the year - which was the same number as occurred out in the field - which was unexpected, it was explained that the table was to note incidents, and not accidents or near misses, and that they included incidents such as fire alarms going off;
- in response to a comment that the figures of working days lost due to mental health issues had increased significantly between 2022 and 2023, the figures had generally increased across the country following the Covid period, and also, each incident was given more attention and recorded in greater detail;
- the Authority had launched a "Pwls / Pulse" system which enabled members of staff to note in a completely anonymous way how they felt at that time;
- it would be possible to compare the annual figures from next year.

Recommended:

1. to note the continued strong performance in health, safety, and welfare;
2. to support the following improvement steps
 - i. Develop an internal audit framework
 - ii. Improve use of absence data systems
 - iii. Implement the findings of the Stress Indicator Tool Survey, particularly in terms of workload and communication
 - iv. Continue to invest in staff welfare training and support.

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

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

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

Reported:

- the report contained details of the progress made in the first and second quarter of 2025 (April - September) to deliver the various projects and initiatives that were agreed to deliver the Authority's Improvement Objectives;
- the work on Objective AC 1.5 [Produce an Engagement Strategy for path work in Eryri] had been postponed due to absence, and that Objective AC 1.10 [Review, adopt and implement the Authority's Communication Strategy which is operational for 2026-203] has been marked red with a possible slippage due to the pressure of work and the intention to deliver it in another way.

Noted:

- it could be noted how many lights in the report were green, yellow, and red, and draw attention to any changes in it, in the report.

Recommended: – to examine and discuss the Corporate Work Programme

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

10. **Response to the Wales Audit Report on setting Well-being Objectives (Published September 2025)**

A report *presented* by the Chief Executive.

Reported:

- 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 – along with how this could be improved in the future;
- they needed to be reviewed, but the Authority resolved to delay reviewing the Well-being Objectives in order to integrate them into *Cynllun Eryri*;
- AW was generally satisfied that the Authority had applied the sustainable development principle when applying its Well-being Objectives;
- AW made 2 recommendations:
 - to strengthen arrangements for assessing the Authority's performance against well-being objectives, and
 - ensure that the Authority used a wide range of information to ensure that the objectives remained appropriate;
- he was confident that the Authority would be able to meet the requirements of the recommendations.

Recommended: – to approve the response in Appendix 2 as the Authority's formal response to the Audit Wales report and recommendations

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

11. **Welsh Government Performance Monitoring Targets April – September 2025**

A report *presented* by the Chief Executive.

Reported:

- Welsh Government had presented a framework for monitoring the Authority's work performance as a result of their Strategic Grant Letter and this would be used to assess how the Government's requirements in the Letter should be met;
- the Government had consulted with the Authority on the framework before adopting it;
- the framework was presented annually and this was the mid-term report;
- there wasn't much time to prepare the report, and much of it was narrative rather than figures at the moment but this would change as the data and statistics increased.

Noted:

- the peat figures had decreased due to changes in the way they were measured.

Recommended: –

1. to approve the Authority's initial mid-year response to the Welsh Government's new performance management targets;
2. note that a further detailed assessment will follow in July 2026.

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

12. **Welsh Government Three-Year Sustainable Landscapes Sustainable Places Grant Funding (SLSP) 2022-25**

A report *presented* by the Chief Executive.

Reported:

- this was a programme that the Government was implementing in conjunction with the 8 Designated Landscapes;
- it was a summary of what the Authority had done during 2022-25 and provided an overview of the expenditure;
- an incorrect figure had been stated in the programme, and that the Welsh Government had in fact provided more than **£11 million** of capital grant to Welsh Designated Landscapes, rather than the £1.1 million stated.

Recommended: – to identify the various projects that have been completed under SLSP funding between 2022-25, and provide any feedback if any

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

13. **Salary Policy Statement 2024/25 and Salary Policy Annual Report for 2023/24**

A report *submitted* by the Head of Human Resources Service.

Reported:

- this report was a resubmission, because the report presented at the Performance and Resources Committee meeting in July contained incorrect salary figures;
- a further salary award had been made since July, and was paid in August, and those figures would be reported at the meeting next July.

Recommended:

1. to approve the Pay Policy Statement for 2024/25;
2. approve the Annual Report on Pay Policy for 2023/24.

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

14. **Tourist Information Centres - Annual Report**

A report *presented* by the Sustainable Tourism Manager.

Reported:

- Beddgelert and Aberdyfi centres had been relatively static;
- Betws-y-coed centre had seen an increase in the number of visitors, but turnover had decreased slightly;
- Pen-y-pass centre saw the biggest change and plans were underway for the centre for next year.

Recommended: – to discuss the content of the report and any actions that should be taken when considering 2024-2025.

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

The meeting ended at 10:55



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 12.07.2023

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



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 29.11.2023

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



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 09.07.2025

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
12. Revenue and Capital Outturn Report 2024/25	<p>Significant overspending due to rubbish left by visitors.</p> <p>DECIDED to request a report to investigate whether something similar to what was done on Yr Wyddfa could be done more generally.</p>	To prepare a report for the Committee	CX	<p>Officers have experimented by removing bins from sites and erecting signs encouraging people to take their rubbish home. Due to an unsatisfactory response, rubbish compactors were placed on sites, but this again proved unsatisfactory. The machines were breaking down due to overuse. Large bins have now been placed on site</p> <p>It should be noted that the Authority has raised car park fees and that there will be an expectation from the public to have bin facilities on sites.</p>	YES



MEETING	Performance and Resources Committee
DATE	11 March 2026
TITLE	Freedom of Information
REPORT BY	Head of Administration and Customer Care
PURPOSE	To report on information requests received under the Freedom of Information Act 2000

1. BACKGROUND / INTRODUCTION

- 1.1 The obligations of the Freedom of Information Act 2000 came into full force on 1st of January 2005. This report outlines the requests for information received by the Authority during last year and how they were dealt with.
- 1.2 The number of requests received in 2025 were 50.
- 1.3 Of the 50 requests, 28 were dealt with under the Freedom of Information Act (FOI) and 22 were dealt with under the Environmental Information Regulations (EIR). For a general breakdown of how the requests were dealt with, please refer to the table at the end of the report.
- 1.4 Out of the total number, 17 requests concerned various types of development management and/or planning policy related information.
- 1.5 11 requests related to information regarding the Authority’s various contracts for mostly equipment and software, 4 requests related to Human Resources information regarding staff numbers and costs and training, 2 requested copies of consultation responses, and 2 requests related to information on supplier payments.
- 1.6 The remaining requests related to various other matters, including:
 - Land ownership by the Authority,
 - Wildfire Response Plans,
 - Grants awarded,
 - Definitive Map Modification Orders,
 - Member age data, and
 - Cyber Security.
- 1.7 During the year no complaints were submitted to the Information Commissioner’s Office regarding a refusal to release information.
- 1.8 All the requests received a response within the statutory 20 day time limit.

Requests dealt with under Freedom of Information Act 2000
20 requests granted / full disclosure.
6 requests were refused or partially refused as the information (or some of the information) requested did not exist or the authority did not hold the information.
1 request was refused under Section 12 of the FOI Act, as the cost of compliance exceeded the appropriate limit. The appropriate limit is specified within the regulations, and for this Authority is set at £450. This sum represents 1 person spending 18 hours researching, extracting and collating the information. The requestor was given advice and signposted to some data pertaining to their request that was already in the public domain.
1 request was refused under Section 21 of the FOI Act, as it was information already reasonably accessible by other means.

Requests dealt with under Environmental Information Regulation 2004
12 requests granted / full disclosure.
4 requests were refused or partially refused as the information requested did not exist or the authority did not hold the information.
2 requests were partially refused as it contained the personal data of a third party which was classed as exempt under Regulation 13 of EIR. The relevant data was redacted from the documents before release.
3 requests were refused as the information was classed as exempt under Regulation 12(5)(f) of EIR - information which would identify members of the public who report possible breaches of planning control. The personal data exemption under Regulation 13 was also applicable to these requests.
1 request was refused as the information was not yet available as plans had yet to be finalised. The information was therefore classed as exempt under Regulation 12(5)(d) of the EIR.

RECOMMENDATION:

That the Committee note the content of the report.



MEETING	Performance and Resources Committee
DATE	11 March 2026
TITLE	The Authority's Risk Register
REPORT BY	Director of Corporate Services
PURPOSE	To update on the Authority's Risk Register

1. BACKGROUND / INTRODUCTION

- 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 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.
- 1.3 This report provides an update in relation to the said Risk Profile previously presented to the Authority on the 10th of December 2025.
- 1.4 Currently, there are 19 identified risks on the Register. Of these 1 is classed as High risk, 14 are classed as Medium risks and 4 are classed as Low risk.
- 1.5 Following discussion and consideration at the Authority meeting in December 2025, two new risks have been added to the Register, namely the Senedd Elections in May 2026 and Establishing a fourth National Park in Wales.
- 1.6 Eight risks have reduced score since the last review. Details can be found in the following table.
- 1.7 The risk relating to the HLF Landscape Partnership project on the Carneddau can now be removed from the Register, as the project will come to an end on the 31st of March 2026.
- 1.8 Here is a summary of the risks:

Risk No.	High Risk	Change
18	Senedd Elections May 2026	NEW

Risk No.	Medium Risk	Change
1	Insufficient Core Budget Funding.	REDUCED
2	Plas Tan y Bwlch – reputational and financial risk.	REDUCED
3	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	REDUCED
5	Income Generating Target (Information Centres).	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	Non-compliance with the General Data Protection Regulation 2018.	REDUCED
14	Risk of Cyber attack.	None
15	Risk (publicity) as a result of the transport issues within Eryri	None
16	Failure to fulfil the “Future Generations Well-Being” Bill requirements.	REDUCED
17	Unable to comply with the statutory requirements of the Authority’s structures and infrastructures.	REDUCED
19	Establishing a fourth National Park in Wales	NEW

Risk No.	Low Risk	Change
4	Income Generation Target (Car Parks).	REDUCED
6	Diminished staff resilience (due to increasing demands) as a result of flat budgets and inflation.	REDUCED
7	Risks to the HLF Landscape Partnership project on the Carneddau by failing to fulfil the project.	DELETE
12	Reputational risk re. the Authority’s management of Yr Ysgwrn.	None

2. RECOMMENDATION:

To note the contents of this report

3. BACKGROUND PAPERS

Risk Register: Updated March 2026.

**ERYRI NATIONAL PARK AUTHORITY RISK REGISTER
MARCH 2026**

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 	The Budget for 2026/27 was approved by the Authority at its meeting on 4th February 2026. Core funding received an increase of around 4%. In financial terms, this represents an increase of £173,000 in core funding, which will also result in a £58,000 increase in levies raised on the constituent authorities. This is positive news and puts the Authority in a stronger position at the start of the financial year than anticipated, but nevertheless a basic shortfall of £139,000 will continue to be funded from the Hardship Fund. This compared with a deficit of £635,850 forecast in the setting of the 2025/26 budget, which is a significant reduction.	4	3	12 Amber 		Chief Finance Officer	Authority 10.12.25 Leadership Team 23.02.26
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 	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: <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 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.	4	3	12 Amber 		Chief Executive	Authority 10.12.25 Leadership Team 23.02.26

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 succeeded in attracting temporary business which in the short term brought a substantial income stream. Efforts to attract similar business for the short and medium term have seen some success with an agreement in place for letting Plas for a period up to May 2026; whilst negotiations for a medium term letting agreement are at an advanced stage.</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	3	<p>12</p> <p>Amber</p> 		Director of Corporate Services	<p>Authority 10.12.25</p> <p>Leadership Team 23.02.26</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 	The income target has been achieved for this financial year, with an anticipated surplus by the end of March 2026. Whilst the risk has been reduced to zero at this time, the risk will remain on the register as next year's income target is reset in April, and the corresponding risk will be increased again.	4	0	0 Green 		Director of Corporate Services	Authority 10.12.25 Leadership Team 23.02.26
5	Income Generating Target (Information Centres).	The Information Centres fails to generate sufficient income to meet the budget. The Information Centers fail to reach income generating goals due to staffing shortages leading to closures.	4	4	16 Red 	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. 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.	4	2	8 Amber 		Director of Corporate Services	Authority 10.12.25 Leadership Team 23.02.26

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>	2	2	4 Green 		Director of Corporate Services	Authority 10.12.25 Leadership Team 23.02.26

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: The operational phase of the scheme was completed on 31/12/25. Officers are now focusing on legacy planning. The scheme will come to a formal end on 31/03/26.	3	1	3 Green 	DELETE	Director of Land Management	Authority 10.12.25 Leadership Team 23.02.26

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 is thus 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. Expected surplus monies (estimated £200k - £250k as of December 2025) in the project due to favourable 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. With circa £450k in unclaimed committed spend, there is a reasonable possibility that the project will not meet its total budget come July 2027.</p>	4	3	12 Amber 		Director of Land Management	Authority 10.12.25 Leadership Team 23.02.26

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 increase 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>Officers are currently exploring options for advertising an administrative support post to support scheme officers.</p>	4	3	12 Amber 		Director of Land Management	Authority 10.12.25 Leadership Team 23.02.26

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.	Risk of not accomplishing projects and Authority objectives. Risk to the Authority's reputation. Financial opportunities being missed.	3	3	9 Amber 	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. The process of reviewing the guidelines have commenced this month (January), with a new version expected to be ready in 2 – 3 months.	2	3	6 Amber 		Chief Executive	Authority 10.12.25 Leadership Team 23.02.26
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 	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. Costs are reviewed regularly. Most costs, such as heat, telephone and electricity are fixed and necessary for accreditation standards. 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 2026.	3	3	9 Amber 		Director of Land Management	Authority 10.12.25 Leadership Team 23.02.26

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>Authority 10.12.25</p> <p>Leadership Team 23.02.26</p>

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
13	Non-compliance with "General Data Protection Regulation 2018" (GDPR).	Lack of data management and publishing data that we shouldn't.	4	3	12 Amber 	<p><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.</p> <p>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.</p> <p><u>GDPR</u> Due to minor data release incidents since 2022 there is 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.</p> <p>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.</p> <p>Training continues and an Officer is monitoring the situation.</p> <p>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.</p> <p>Our Data Protection Officer is collecting information for the external company, and ongoing monitoring and recording of any data breaches continues.</p>	3	2	6 Amber 		Director of Corporate Services	<p>Authority 10.12.25</p> <p>Leadership Team 23.02.26</p>

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 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> <p>Cyber resilience training has been held by the Welsh Government for Leaders on the 9th and 11th of February to raise awareness and emphasise the need for Senior Officers to lead by taking responsibility and accountability, as this is not just an ICT risk. Some leaders took the opportunity to attend. There is a similar course for Members to attend in April.</p>	3	2	6 Amber 		Director of Corporate Services	<p>Authority 10.12.25</p> <p>Leadership Team 23.02.26</p>

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
15	Risk (publicity) as a result of Transport issues within Eryri.	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>The Eryri Transport Group no longer meets since Transport for Wales pulled out. The CJC has since formed which is mainly strategic. Authority officers attend the CJC to give context and awareness of issues within Eryri, endeavoring to influence and steer policies and funding.</p> <p>An internal Authority meeting for parking and transport is held monthly which is also attended by the Police. This ensures the Authority remains responsive and can also be proactive where required.</p> <p>The Welsh Government have recently completed a consultation on planning permitted development rights. Relevant to this is possible changes to the rights for temporary change of use of land. The consultation looked at extending the time frame from 28 days to 60. It is currently not known what the outcome will be, but it may have an impact on parking and transport.</p> <p>The review of Cynllun Eryri and the Eryri Local Development Plan needs to ensure transport matters and policies are rigorously reviewed, and allows the Authority to respond to transport matters whilst still fulfilling our statutory purposes.</p>	3	2	6 Amber 		Director of Planning & Partnerships	Authority 10.12.25 Leadership Team 23.02.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
16	Failure to fulfil the "Future Generations Well-Being" Act requirements.	Critical audit report / negative publicity.	3	3	<p>9</p> <p>Amber</p> <p></p>	<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> <p>Further interviews recently completed with Senior Officers and Members to provide an annual update on the Authority's Assurance and Risk position.</p>	3	2	<p>6</p> <p>Amber</p> <p></p>		Director of Corporate Services	<p>Authority 10.12.25</p> <p>Leadership Team 23.02.26</p>

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
17	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 	Two formal Notices have been received, and a new engineering company has been appointed. Planning approval was given by the Planning and Access Committee on the 25/02/26, and subsequent invitations for expressions of interest have been published on Sell2Wales, which will be followed by a formal invitation to tender process to appoint a suitably qualified contractor to undertake and complete the work by the June 2026 deadline. Infrastructure improvements are almost complete at Ogwen.	4	3	12 Amber 		Director of Corporate Services	Authority 10.12.25 Leadership Team 23.02.26
18	Senedd Elections in May 2026.	Change of political leadership may lead to change of attitude / approach to National Parks.	4	5	20 Red 	A Manifesto has been prepared jointly between the National Parks of Wales and shared with the main parties (including the proposal for a meeting to discuss). In addition to this, once the new Government has been established, officers will contact the relevant Members of Parliament and Cabinet Members in order to have the opportunity to discuss our work programs and our priorities. This will be an opportunity to sell the significant benefit that the NP designation has on the environment, the economy and our communities.	4	4	16 Coch 	NEW	Chief Executive	Leadership Team 23.02.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
19	Establishing a fourth National Park in Wales.	Although the benefits of creating a new National Park can be significant (environmentally, economically and socially) - there is the potential for a new designation to raise risks for Snowdonia too e.g. <ul style="list-style-type: none"> • Competing for scarce resources - in terms of core budget and competitive budgets such as Ffermio Bro and the Lottery Fund • Increase in visitor numbers. 	3	3	9 Amber 	The Authority has raised the main risks to the Authority through the public consultation. It is difficult to measure if this will have an effect.	3	3	9 Amber 	NEW	Chief Executive	Leadership Team 23.02.26

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



MEETING	Performance and Resources Committee
DATE	11 March 2026
TITLE	2025/26 Budget Update
REPORT BY	Head of Finance
PURPOSE	To inform Members: <ul style="list-style-type: none">• of significant virements.• of the expenditure to date against the revenue and capital budgets including any projections for the financial year.

1. BACKGROUND

- 1.1 This report presents an updated review of the 2025/26 budget, summarising the revised revenue and capital positions for the period 1 April 2025 to 31 January 2026.
- 1.2 The report also compares progress against the net revenue budget with the corresponding period in 2024/25. Pay award adjustments backdated to 1 April 2025 have been included.
- 1.3 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.
- 1.4 Additional grant funding has been secured for several programmes, including the Sustainable Landscapes, Sustainable Places (SLSP) programme and Local Places for Nature. Major externally funded projects—including the, LIFE Celtic Rainforest, and Ffermio Bro—continue as scheduled. The Peatland Restoration Project has secured £400k for each of the next three years. Carneddau Heritage Lottery Scheme came to an end December 2025.
- 1.5 In February 2026, Welsh Government allocated an additional £1,003,300 in capital funding across 29 projects, all of which should be procured before year-end. An additional £30,600 in revenue funding has also been awarded to support capacity pressures. An additional £635k has also been awarded at the beginning of March to address the in year deficit.

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	2,547,500	58,598	-	2,606,098
Planning	1,400,100	109,890		1,509,990
Corporate	3,373,710	11,666	10,000	3,395,376
Balances, reserves and provisions	150,000			150,000
Total Expenditure to Services	7,471,310	180,154	10,000	7,661,464
Interest Earned on Surplus Funds	- 100,000			- 100,000
Revenue Financing of Capital Expenditure	1,443,110		205,000	1,648,110
Capital Charges Adjustment	- 591,050			- 591,050
Net Budget	8,223,370	180,154	215,000	8,618,524
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	180,154	215,000	2,850,783
Revised Net Budget	8,223,370	180,154	215,000	8,618,524

2.2 The original net budget of £8,223,370 (approved 5 February 2025) has been revised to £8,618,524. detailed breakdown by service and all virements are shown in Appendix 1.

2.3 Higher-than-forecast interest income of approximately £105k and minor underspends across several services have reduced the projected year-end deficit to £383,000.

3. Revised Capital Budget

3.1 A summary of the revised capital budget is provided in the main report, with detailed allocations in Appendix 2.

Capital Budget 2025/26						
Service Areas		Grant Incwm	Net Original Budget	Virements	Virements (new)	Revised Net Budget
	(£)	(£)	(£)	(£)	(£)	(£)
Land Management	620,790	-	620,790	-	174,999	795,789
Planning	-	-	-	-	-	-
Corporate	822,340	0	822,340	0	30,000	852,340
Total	1,443,130	0	1,443,130	0	205,000	1,648,129

3.2 The additional £1,003,300 capital funding received from Welsh Government is not reflected in the above figures due to being outside the timescale reported upon, up to 31st January 2026.

4. Forecasted Position for 2025/26

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

Services	Revised Net Budget	Net Expenditure to date	2024/25 Comparison	Variance	Projected year end	Projected variance
	(£)	(£)	(£)	(£)	(£)	(£)
Land Management	2,606,098	2,517,750	2,254,509	263,241	2,603,100	2,998
Planning	1,509,990	1,469,958	-	1,469,958	1,439,990	70,000
Corporate	3,481,400	2,312,281	4,074,855	- 1,762,574	3,481,400	-
Balances, reserves, and provisions	63,976	-	-	-	-	63,976
Total Services Expenditure	7,661,464	6,299,989	6,329,364	- 29,375	7,524,490	136,974
				-		
Interest Earned on Surplus Funds	- 100,000	- 151,832	- 129,762	- 22,070	- 205,000	105,000
Revenue Contribution Towards Capital	1,648,110	968,096	703,218	264,878	-	10,000
Capital Charges adjustment	- 591,050		- 344,960	344,960	- 591,050	-
Net Revenue Budget	8,618,524	7,116,253	6,557,860	558,393	6,728,440	251,974
FUNDED FROM						
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	395,154					
Revised Net Budget	8,618,524					

4.2 Overall, the 2025/26 budget is sufficient, supported by higher income levels and identified underspends.

The Bank of England base rate reduction to 3.75% in December has not negatively impacted investment returns, with interest income exceeding the £100k target by more than £105k.

No significant unexpected expenditure is anticipated before year-end.

Key service updates:

4.3 **Corporate:**

Plas Tan y Bwlch – Expenditure continues to be funded from reserves. Letting income is expected to exceed the target by £120k, reducing net running costs to around £150k.

Car Parks – Income targets have been surpassed, with surplus funds supporting wider organisational financial pressures.

Visitor Facilities – As previously reported there are challenges arising with facilities infrastructure with additional costs for temporary measures and solutions. SLSP funding variation has been agreed to fund improvements to Ogwen waste facilities, work now complete. Pont Bethania improvements continue to be in development phase as floodplain impact mitigation is required therefore no firm timeline can be established, original Brilliant Basics grant offer has been amended as a result. The Asset reserve will be required to fund this work in the future once a resolution to the planning consultation concerns is found. All additional temporary costs for Pont Bethania and Pen y Pass during the current year is to be funded from car park revenue.

Reservoirs – Further to the previous report, additional professional fees arising in design solutions for Llyn Mair and Llyn Dywarchen are to be met within the property service budgets for the current year. A grant application was submitted for capital assistance for Llyn Mair works scheduled for 2026/27 - awaiting a determination on that application currently. Any additional or further costs for both will need to be funded from Asset reserves in future years.

Translating service – It is expected that there will be an underspend of around £12k 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.

Finance – A projected overspend of £11k relates to external audit support.

Human Resources – Due to unbudgeted recruiting costs, an overspend of £22k is likely by the end of March.

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 – As previously reported, there is an overspend on external consultants' fees, however, 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. An overall overspend on £14k is expected by the end of March.

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, 25-26 underspend (approx. £43k) as well as a contribution from reserves, specifically ear-marked for Planning purposes.

Partnerships – Due to other commitments, there is likely to be an underspend of around £130k by the end of March. £50k of this had been earmarked for the Visitor Survey in 26-27.

4.6 **Balances, Reserves and Provisions** – The inflation reserve of £30,000 is yet to be allocated. £166,000 of the £220,000 salary provision has been distributed, with the remaining balance supporting the overall deficit.

4.7 **Interest** – The target for interest income was set at £100,000 for the 2025/26 budget, however as at the date of writing this report over £205k has been received.

4.8 **Capital:** The main net spends to the end of January 2026 are -

Warden Vehicles	£45,450
Agri Vehicles	£35,140
Cadair Idris (Welsh Government Grant)	£39,730
Toilets upgrade	£71,577
S.L.S.P Grant (various)	£301,671
Capital expenditure – Chalet 12 PTYB	£78,750
Cultural Heritage	£99,880
Harlech Restoration (Welsh Government Grant)	£30,560

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 The following virements have been approved during this financial year.

- £30,560 Harlech Restoration Programme (Welsh Government Grant)
- £35,140 Agri vehicles (earmarked in reserves)
- £39,730 Cadair Idris (earmarked in reserves)
- £35,000 'Just Park' payment fees (funded from car park income surplus)
- £51,500 Llyn Tegid – maintenance and cleaning fees (funded from Llyn Tegid surplus income)
- £103,000 Traditional Boundaries (S.L.S.P grant).

6. Recommendation

1. Approve the report and note the current financial situation for 2025/26
2. Approve the £103,000 Traditional Boundaries virement.

Snowdonia National Park Authority
Revised Budget for 2025/26 on 31 January 2026

	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	30,008	-	1,270,678
Information Centres	221,090	8,020	-	229,110
Sub-total carried forward	2,547,500	58,598	-	2,606,098
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. Gra	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	10,000	816,460
Property	240,470	4,490	50,000	294,960
Legal	60,710	1,580	-	62,290
Administration and Customer Care	210,610	5,260	4,000	219,870
Translation	95,990	13,760	4,000	105,750
Personnel and Training	217,530	5,840	-	223,370
Head Office	263,870	560	20,000	244,430
Information Technology	390,960	8,740	-	399,700
Finance	242,970	7,100	-	250,070
Plas Tan y Bwlch Study Centre	530,230	4,100	-	534,330
Sub-total carried forward	3,260,980	86,370	40,000	3,387,350

Snowdonia National Park Authority
Revised Budget for 2025/26 on 31 January 2026

	Original Budget	Virements	Virements (new)	Revised Net Budget
	£	£	£	£
Subtotals Brought Forward				
LAND MANAGEMENT	2,547,500	58,598	-	2,606,098
PLANNING	1,400,100	109,890	-	1,509,990
CORPORATE	3,260,980	86,370	40,000	3,387,350
Engagement	310,360	7,870	-	318,230
Llyn Tegid	- 20,180	-	-	- 20,180
Car Parks	- 463,270	3,450	- 72,500	- 532,320
Litter Clearance	19,510	-	20,000	39,510
Traffic and Transport	5,000	-	- 5,000	-
Visitor Facilities	261,310	-	27,500	288,810
	3,373,710	97,690	10,000	3,481,400
BALANCES				
General Inflation Provision	30,000	- 30,000	-	-
Payroll Inflation provision	120,000	- 56,024	-	63,976
	150,000	- 86,024	-	63,976
	7,471,310	180,154	10,000	7,661,464
TOTAL				
Interest Earned	- 100,000	-	-	- 100,000
Revenue Financing of Capital Expenditure	1,443,110		205,000	1,648,110
Capital Charges Adjustment	- 591,050		-	- 591,050
	8,223,370	180,154	205,000	8,618,524
FUNDED FROM				
National Park Grant	4,325,806			4,325,806
Constituent Authority Levy	1,441,935			1,441,935
Tfrs from reserves	2,455,629	180,154	215,000	2,850,783
Net Budget	8,223,370	180,154	215,000	8,618,524

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	-	14,528	13,872
Carneddau - Paths (W.G. Grant)	18,900	-	18,900	-	18,900	-
Peatlands	400,000	-	400,000	-	-	400,000
Agri vehicles	-	-	-	-	35,140	35,140
Traditional Boundries (S.L.S.P)	-	-	-	-	103,000	103,000
Access projects	10,000	-	10,000	-	-	10,000
Cadair Idris	-	-	-	-	39,730	39,730
Warden vehicles	14,000	-	14,000	-	-	14,000
Harlech Restoration Grant (W.G Grant)	-	-	-	-	30,557	30,557
Sub-total	620,790	-	620,790	-	174,999	795,789
Planning						
	-	-	-	-	-	-
Corporate						
Information Systems - Replacement Prog.	22,340	-	22,340	-	-	22,340
S.L.S.P Nature & Carbon (W.G. Grant)	500,000	-	500,000	-	-	500,000
General(W.G. Grant)	300,000	-	300,000	-	30,000	330,000
Sub-total	822,340	-	822,340	-	30,000	852,340
Total	1,443,130	-	1,443,130	-	205,000	1,648,130



MEETING	Performance and Resources Committee
DATE	11 March 2026
TITLE	Corporate Work Programme
REPORT BY	Director of Corporate Services
PURPOSE	To report on progress on the Third Quarter, (October – December, 2025) and if available, the Fourth Quarter (January – March, 2026)

1. BACKGROUND

1.1 Enclosed is a report on the Corporate Work Programme containing details of the progress made in the Third (and Fourth) Quarter in undertaking the agreed projects and initiatives for achieving the Authority’s agreed Wellbeing Objectives

2. UPDATES:

2.1 There is a brief update against each well-being objective in Appendix 1. Progress on some of the objectives has slipped and have been identified as red and are drawn to Members’ attention below:

AC1.5 and AC 1.6: Produce and Engagement Strategy for footpath work in Eryri: Unfortunately there has been a significant slippage in the work due to staffing issues. The work will be progressed throughout 2026 until the Engagement Strategy is presented to the Authority in September.

AC1.10: Review, Adopt and Implement the Authority’s Communication Strategy for 2026-2030: The Strategy will be adopted and implemented by mid-2026 at the latest.

CW 1.4 Develop and adopt an Information Systems Strategy and a Digital Strategy to lead the Authority into the future with guidelines and vision in terms of its technical systems: Due to pressure of work in both sections the work has slipped, the Strategy will be presented to the Authority in June

2.2 Officers will be in attendance at the meeting to give further detailed information if required.

3. RECOMMENDATION:

To discuss and note progress on the attached Corporate Work Programme, Appendix 1.

4. BACKGROUND PAPERS:

- 4.1. **Appendix 1. Corporate Work Programme 2025-26:** Third (and Fourth) Quarter Updates.



WELLBEING OBJECTIVES 2024-25: CORPORATE WORK PROGRAMME
 The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success
Quarter 3 update : October – December 2025
 (And Fourth Quarter, if available)

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

1. RESILIENT ENVIRONMENTS

This outcome will be achieved by:	AC 1	IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION
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Out-come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.1		<p>Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy, 2025</p> <p>The Authority led a successful visitor season campaign with the help of officers from the Eryri Mynyddoedd a Mor Gwynedd Council team. Arrangements are in place to commission external videos and photos for the winter.</p> <p>Joint work has taken place with a definite focus on safe visits to the mountains and coast as well as promoting the local economy during quiet periods of the year.</p>	Ongoing	Dir. Corporate Services (Corp. Svcs.) Head of (Ho) Communications (Comms.)
	Qtrs. 1- 2			
	Qtr. 3			
	Qtr. 4			

Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

Delayed and/or to be progressed in next quarter for completion by March 2026

Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.2 	 Qtrs. 1 - 2	Improved provision for public engagement at Pen y Pass via an upgrade of visitor facilities and interpretation: ➤ Complete and install improvements to interpretation at Pen y Pass Design and installation completed.	April /May 2025	Hof Comms. Hof Wardens & Access (WaA) Comms. Officer
AC 1.3	 Qtrs. 1 - 2	Monitor visitor numbers through people counters to establish the impact of users across the National Park. Report produced based on data for 2024 Report published and available on the Authority's website.	Continuous Next report by June/July 2025	Dir. Planning and Partnerships (P&P) Hof Partnerships
AC 1.4 	 Qtrs. 1-2 Ctr. 3 Qtr. 4	Identify and quantify access work to mitigate the effects of people pressure and review annually Senior Wardens in the process of prioritising access work throughout Eryri. Regular meetings set up prioritising medium – large access works and projects across the Park. In attendance; HoWarden Service, Access and Wellbeing manager, Senior Wardens and Access Project Officer. Additionally, smaller projects and works are lead locally by Area Wardens in their place plans.	Ongoing	Dir. Land Management Ho Wardens & Access (WaA)

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.5  	 Qtrs. 1- 2 Qtr. 3- 4	Produce an Engagement Strategy for footpath works in Eryri Work postponed until Quarter 4 A draft Footpaths Strategy will be presented to the Leadership Team in March and to the Members' Working Group in May, before consultation and submission of the final report to the Authority in September.	Oct. 2025	Dir. Land Man. Ho WaA
AC 1.6  	 Qtrs. 1- 2	Produce guidelines for undertaking access route works in Snowdonia Work will be included as part of the Strategy in 1.5 above	Oct. 2025	Dir. Land Man. Ho WaA
AC 1.7	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Management Team The work continues and is ongoing through the work of Area Wardens and Warden Support Officer. The service will present an eitem to the Leadership Team in Quarter 4. -	Ongoing	Dir. Land Man. Ho WaA

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.8	 Qtrs. 1- 4	Area Wardens to work with communities and partners to identify and take advantage of opportunities to provide a range of promoted routes for varying abilities The work is continuous and is prioritised in the work programmes of Area Wardens	Ongoing	Dir. Land Man. Ho WaA
AC 1.9 	 Qtrs. 1- 4	Work across the Authority to integrate work programmes and progress implementation of Warden Area Plans Each warden has an area plan which is regularly inspected by the Senior Wardens. The Wardens are encouraged to collaborate with other departments on projects. An example of collaboration is the WG grant funded Sustainable Landscapes Sustainable Places nature project work with the Conservation, Wood and Agriculture Service. The work is on-going.	Ongoing	Dir. Land Man. Ho WaA
AC 1.10 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Review, adopt and implement the Authority's Communications Strategy operational for 2026-2030 No progress to date, it is anticipated that work will commence in Qtr. 4. Timetable set for delivery, work to start in Quarter 4 for completion by June, 2026 -	Dec. 2025	Dir. Corp. Svcs. Ho Comms.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	AC 2	RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.1  Annual Report		<p>Ensuring the implementation of the current LDP policies that contribute to mitigating climate change. Ensure that climate change is fully considered during the review of the Eryri LDP</p> <p>Climate change mitigation was a consideration in the preparation of much of the current LDP, including settlement strategy (where housing is developed), flood mitigation, and renewable energy generation. An Annual Monitoring Report (AMB) of the progress of all LDP policies is presented to the Members and then to the Welsh Government every October, and this has led to the conclusion that these policies have been broadly compiled with. This policy area has evolved significantly in recent years, and this will raise a number of important issues in the review of the LDP in 2025.</p>	Reported annually	Dir. P&P Ho DMC Ho PP

Ho Development Management & Compliance (Ho DMC). Ho Planning Policy (Ho PP)

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.2 	 Qtrs. 1-2 Qtr. 3 Qtr. 4.	Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan (AMP - to be adopted from Dec. 2024) and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets ➤ Undertake a review of the Asset Portfolio with the Asset Sub-Group with recommendations to be considered by the full Authority and any surplus assets to be considered for disposal/transfer of ownership. Asset Sub-Group to meet during the Third Quarter to discuss and review the draft portfolio. Dates have been circulated and currently awaiting availability of the members, some of which are new members. Unfortunately a meeting of the Asset Sub-Group has had to be postponed due to the illness of the Head of Property. Meeting will be re-arranged as soon as possible.	New AMP to be adopted by June 2025 then Ongoing	Dir. Corp. Svcs. Ho Property
AC 2.3 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Review the Carbon Strategy Action Plan for Eryri and re-submit to Members updating on any update/amendments A Carbon Strategy is being produced on behalf of the Authority – a paper will be presented to the Leadership Team to agree the direction of the work of the Carbon Officer. An officer sub-group has been established, meeting arranged to take place March 2026 to give better guidance to the Carbon Officer’s work program in terms of reducing the authority’s carbon consumption.	Ongoing	Dir. Planning & Partnerships Ho Partn. Carbon Officer

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.4	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Develop a Low Carbon Action Plan for Eryri ensuring this includes a commitment to:</p> <ul style="list-style-type: none"> ➤ Low carbon objectives in both the LDP and Cynllun Eryri ➤ Producing a Tree & Woodland Strategy; and ➤ Producing a Peatland Strategy <p>A Carbon Strategy is being produced on behalf of the Authority – a paper will be presented to the Leadership Team to agree the direction of the work of the Carbon Officer.</p> <p>A Risk Assessment has been prepared jointly with stakeholders and communities for the first time. Work on the Adaptation Strategy beings in conjunction with the review of the Management Plan. This breaks new ground for the Authority.</p>	Ongoing	Dir. Planning & Partnerships Ho Partn. Carbon Officer
AC 2.5	  Qtrs. 1 - 4	<p>Ensure that the Authority remains committed to the principles of the ‘Race to Zero’, by adopting a strong leadership and advocacy role in the fight against climate change – including committing to the 5 main pledges contained within the ‘Race to Zero’. Working with NPUK/NPP on strategic climate change messaging</p> <p>Ongoing work of the Carbon Officer.</p>	Ongoing	Dir. Planning & Partnerships Ho Partn. Carbon Officer
AC 2.6	  Qtrs. 1 - 4	<p>Support a strategic partnership with Welsh Government, Bannau Brycheiniog and Pembrokeshire Coast National Park Authorities on Nature Recovery and Carbon Sequestration in the Designated Landscapes of Wales</p> <p>No specific update – the officer is now based at Pembrokeshire Coast National Park and works across the 8 Designated Landscapes on this objective.</p>	Ongoing	CEO

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	AC 3	IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.1 	 Qtrs 1 -2 Qtr. 3 – 4	Development and adoption of the SNPA Cultural Heritage Strategy Engagement work within the Authority has been completed and priorities for the Strategy drawn up. A presentation intended for the October 2025 Members' Working Group has been postponed in order to interweave the strategy with the review of the Eryri Plan. There will be a further update in Quarter 4. Work will continue while reviewing Cynllun Eryri. It is expected to present a draft to Members Working Group during 2026-27.	Oct. 2025	Dir. Land Man. Ho Cultural Heritage
AC 3.2 	 Qtrs. 1+2 Qtr. 3 - 4	Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2024/25 is completed on time to ensure that the Project remains on track for completion by March 2026. <ul style="list-style-type: none"> ➤ Prepare an update report to members ➤ Adopt a legacy plan for the Carneddau area Officers prioritise the Carneddau legacy plan and work closely with partners to develop it. Officers will present a report to Members early in 2026 including the full legacy plan. The project was successfully completed. Officers will present a final completion report including a full legacy plan to Members Working Group in March 2026.	Ongoing 2025	Dir. Land Management

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.3 	 Qtrs. 1-2	Progress and deliver the Harlech and Arduwy Cultural Heritage project with the Lottery funding awarded The Project was completed successfully with Welsh Government funding.	Ongoing to Oct. 2025	Dir. Land Man. Ho Cultural Heritage Project Officer
AC 3.4 	 Qtrs.1-2 Qtrs. 3 - 4	To actively contribute to the work programme of the North West Wales Slate Landscapes World Heritage Site Action Plan Officers attend and contribute to the management structure of Llechi Cymru. Two joint events have successfully been held with Llechi Cymru at Plas Tan y Bwlch, namely “Pedoli’r Ponciau” lecture and a marketing prioritisation workshop. Officers are working together with partners to update the site management plans for Sections 4 and 5	Ongoing	Dir. Land Man. Ho Cultural Heritage
AC 3.5 	 Qtrs.1- 4	To actively contribute to the ongoing work programme of the Cadw-led Historic Environment Group (HEG) and its associated working groups including Wellbeing, Climate Change Mitigation, Peatlands and Local Heritage Work continues successfully.	Ongoing	Dir. Land Man. Ho Cultural Heritage

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.6 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members An annual report was presented to the Authority during the summer. A programme of events has been held and successfully completed throughout the summer at Yr Ysgwrn. Officers are working on the application for accreditation renewal for Yr Ysgwrn museum, to be submitted early in 2026.	Dec. 2025	Dir. Land Man. Ho Cultural Heritage
AC 3.7 	 Qtrs. 1-2 Qtr. 3 – 4	Following on from the completion of Conservation Area Appraisals and Management Plan deliver an ongoing programme of traditional skills training which will also compliment the World Heritage Site Action Plan An initial evaluation of the traditional skills work has been completed which will inform the development of the next projects. Initial discussions held with local providers. Detailed planning will take place during winter 2025/26. A skills programme for 2026 is in place arranged by the Llandrillo Menai Group.	Ongoing	Dir. Land Man. Ho Cultural Heritage

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.8 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Plan new investment in the Dolgellau Conservation Area, expanding on previous projects in the town</p> <p>➤ Submit an application to the Heritage Lottery Fund</p> <p>The original plan has been postponed due to other strategic projects of a higher priority. Welsh government funding has been received to carry out an 18 month project to decarbonise Historic Dolgellau which will be completed by March 2027. A project manager recruitment process is underway.</p> <p>A freelance project manager has been appointed for the scheme and an initial meeting held with officers. Expressions of Interests in grants have been invited, with a closing date of mid-January. The interest in the project locally bodes well.</p>	Oct. 2025	Dir. Land Man. Ho Cultural Heritage

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	AC 4	ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF POST BREXIT LAND MANAGEMENT SCENARIOS
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 4.1 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Assist in the development and design of future land management proposals with Welsh Government and Natural Resources Wales, to ensure that Eryri benefits from future proposals and that the strategic aims of Cynllun Eryri are reflected in future proposals Eryri NP officers have played a leading role in the development of the Ffermio Bro scheme (2025-28) and continue to assist with the development of the SFS plan. The work program is about to move on to Phase 2, which is to develop the optional and collaborative layers.	Ongoing	Dir. Land Man. Ho Cons. Woods & Agric. (CWA)
AC 4.2	 Qtrs.1 – 2 Qtr. 3 - 4	Following WG consultation, maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications of the effect of proposals of the Sustainable Farming Scheme, Wales, on the special qualities of Eryri Discussing a liaising with the farming community is ongoing and regular. An Agriculture Liaison meeting was held in November with farmers and agricultural Unions. Regular Union meetings take place to discuss the implementation of Ffermio Bro.	Ongoing	Dir. Land Man. Ho Cons. Woods & Agric.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 4.3 Annual Report		Prepare and Annual Report on the Ffermio Bro Scheme The scheme's programme looks very promising at the moment, a full budget has been allocated and on the ground work is about to start, an annual report will be produced for Quarter 4.	Annual report	Dir. Land Man. Ho Cons. Woods & Agric.

This outcome will be achieved by:	AC 5	ADDRESSING THE DECLINE IN NATURE
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AC 5.1  Annual report		Develop an Action Plan based on Nature Restoration Plan ➤ Produce and Annual Report	Annual report	Dir. Land Man. Ho Cons. Woods & Agric.
AC 5.2  Annual report		Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance	Reported annually	Dir. P&P Hof DM&C
AC 5.3  Qtr. 1 – 3 Qtr. 4		Once WG guidelines issued, ensure an SPG on biodiversity is produced to support the Development Management process Continue to wait for guidelines from the WG	March 2026	Dir. P&P Dir. P&P Ho Planning Policy

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.4 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Continued delivery of approved projects that address the aims of Cynllun Eryri and develop further programmes An update report was presented to the July meeting of the Performance and Resources Committee detailing all the projects progressing by the Authority, applications for grant funding awaiting the outcome and projects about to start. A further update report is submitted to the March Performance and Resources Committee.	2 yearly update reports	Dir. Land Man. Project Managers
AC 5.5 	 Qtrs.1-2 Qtr. 3 Qtr. 4	To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS) Work has started on the 2025 surveys and a capital works programme is being set for the winter. The work programme is being progressed	March 2026	Dir. Land Man. Ho Cons. Woods & Agric.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

OUTCOMES:

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

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

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

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

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

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

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

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

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

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

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

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

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.1	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	<p style="color: red;">Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately</p> <p>Joint working between the wardens and communications sections continues.</p> <p>Focus placed on the Authority website and social media to promote accessible routes during Qtr. 3.</p>	Ongoing	Dir. Corp. Svcs. Ho Comms. Ho W&A Digital Content Officer
CC 1.2 	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	<p style="color: red;">As part of the SNPA Volunteer Strategy and in collaboration with partners, continue to expand volunteer opportunities within the National Park that include both physical and cultural activities</p> <p>Annual report produced by the Volunteers and Well being officer lists all the events and opportunities.</p> <p>A staff volunteering day was held at Plas Tan y Bwlch in November with a good turn out of staff taking on a variety of work in the gardens.</p>	Ongoing	Dir. P&P Ho Partnerships Volunteer & Wellbeing Offcr.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.3	 Qtrs. 1-2 Qtr. 3 - 4	Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups Annual report produced by the Volunteering and Wellbeing Officers recognises opportunities. Also preparations are underway to hold an Equality, Diversity and Inclusion symposium early in 2026 as part of the preparatory work to review Cynllun Eryri Plan. A symposium has been arranged to take place in January 2026 to start identifying and better define the target groups in order to draft new policies for the 2026 version of the Eryri Plan.	Ongoing	Dir. P&P Ho Partnerships Volunteer & Wellbeing Officer
CC 1.4	 Annual report	Ensuring planning takes a pro-active role in encouraging affordable housing by working with other agencies in this sector, in order to try and achieve the annual target set out in the LDP	Reported annually	Dir. P&P Ho DM&C Ho PP
CC 1.5	 Qtrs. 1-2 Qtr. 3	Following decision by the Authority to confirm Article 4 Guidance to control the use of houses as second homes and holiday accommodation in the Eryri National Park area: <ul style="list-style-type: none"> ➤ Hold a public consultation on the content of the SPG during Spring 2025 and consider the comments received ➤ Adopt SPG as a planning consideration to control the use of houses as second homes and holiday accommodation ➤ Article 4 Directive comes into force on 1st June 2025 ➤ Effective implementation of Article 4 Directive in the Dev.Management process <ul style="list-style-type: none"> ➤ Supplementary Planning Guidance has been drafted. A public consultation was held on the content of the draft SPG during Spring 2025. The comments were considered and reported to the member of the Authority. ➤ The Article 4 Directive came into force on 1st June 2025 ➤ The SPG was adopted as a planning consideration to control the use of houses as second homes and holiday accommodation at the Authority's Planning and Access Committee on 25th June 2025. ➤ The Article 4 Directive is now implemented through the development management process. 	Spring 2025 Summer 2025 01.06.25 2025 onwards	Director P&P Ho PP

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.6	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Subect to receive funding from the WGs Sustainable Landscapes Sustainable Places grant for 2025-27, continue to provide funds to support local communities and economies through the Eryri Communities Fund (CCE) focussing on decarbonisation. A new funding window for 2025-26 will open and be promoted as soon as confirmation of funding is received</p> <p>WG grant funding was received for two years, 2025-27 and the window for receiving applications opened at the beginning of the summer. The Panel met and agreed/supported 9 projects to be developed during 2025-26 with the focus on decarbonisation.</p> <p>As above. All community projects are progressing well with the support of the Authority's Community Engagement Officer.</p>	On going April 2025 -March 2027	Dir. P&P. Ho Partnerships Community Engagement Officer (CCE Project Officer)

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 2.1	  Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Members to consider a draft Youth Manifesto</p> <p>A Young People’s Officer has been in post since May 2025 and progressing the Mainfesto as per the Job Description.</p> <p>The work continues. Unfortunately, we will need to recruit a Young People’s Officer early in 2026 as the current postholder has accepted a new post.</p>	Ongoing 03. 2026	Dir P&P Ho Partnerships Youth Officer
CC 2.2	  Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Develop the Young Rangers scheme to ensure efficient partnership work, provide broad opportunities and souce funding to sustain the scheme</p> <p>The Young Ranger scheme has been launched and a wide range of oppotunities are being offered through partnerships work. Joint work with NPUK is progressing to attempt to secure medium-term funding in order to maintain the scheme.</p> <p>The work continues. Unfortunately, we will need to recruit a Young People’s Officer early in 2026 as the current postholder has accepted a new post.</p>	Ongoing March 2026	Dir. P&P. Ho Partnerships Ho W&A Youth Officer

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CC3	PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES
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Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.1 	 Qtrs. 1- 4	Work with Cyngor Gwynedd and Conwy CBC to develop and implement the Gwynedd and Eryri Sustainable Visitor Economy strategic plan. Continue the work of the action plan and related targets and indicators The Action Plan is in its second year – targets and indicators are being developed jointly through the Gwynedd and Eryri Visiting Economy Partnership.	Ongoing	Dir. P&P Hof Partnerships Sustainable Tourism Officer
CC 3.2 	 Qtrs 1- 4	Develop and review opportunities to encourage greener transport and travel by: ➤ Work with TfW to develop Northern Eryri parking and transport delivery plan via the Delivery Group. ➤ Continue to work with partners to address parking and transport issues in the Nantgwynant area. ➤ Continue to facilitate discussions between partners to address parking and transport issues in the Ogwen area. The work is ongoing. The Transport Plan is now managed by the Regional Transport sub-committee of the Corporate Joint Committee which has developed a Regional Transport Plan for North Wales. The Head of Partnerships represents the Authority on the sub-committee.	Ongoing - April 26	Dir. P&P Ho Partnerships

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.3 	 Qtrs 1- 4	<p>Work with TfW to develop a Delivery Plan via the Northern Eryri Delivery Group established in 2023 to enable improved partnership working and successful prioritisation and delivery of sustainable travel and transport projects. Ensure that community feedback has been considered in developing the plan. Ensure that we collaborate with the LDP team as part of the LDP process in relation to parking and transport related policies.</p> <p>➤ Assist the Delivery Group to complete and implement a Delivery Plan</p> <p>The Delivery Group has now come to an end as Transport Wales steps back. The CJC's Regional Transport Sub-Committee will lead on this work. Eryri NPA's Head of Partnerships has been nominated to sit on the Transport Sub-Committee.</p>	Ongoing	Dir. P&P Ho Partnerships
CC 3.4 	 Qtrs. 1-2 Qtr. 3 - 4	<p>Continue to develop the Eryri Ambassadors scheme</p> <p>Ongoing work – the Scheme is reviewed annually, new modules are available and a re-qualification module written each year. The Scheme continues to attract new Ambassadors with almost 1500 qualified by the end of 2025. Modules have been jointly produced with Gwynedd Council on behalf of Mentra'n Gall and Sustainable Tourism.</p> <p>Modules have been jointly produced with Gwynedd Council on behalf of Mentro'n gall ~ Adventure Smart and Sustainable Tourism. New modules on the Carneddau and the LIFE Rainforest projects will be available for 2026 with the program going to strength to strength.</p>	Ongoing	Dir. P&P Ho Partnerships
CC 3.5 	 Annual report	<p>Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities. In addition, ensure that sustainable tourism with community benefit is fully considered when amending the Eryri LDP</p>	Reported annually	Dir. P&P Ho DM&C Ho PP

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CC4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.1 	 Qtrs. 1-2 Qtr. 3 - 4	<p>Continue to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh</p> <ul style="list-style-type: none"> ➤ Submit the renewal of the Ysgwrn’s accreditation status to the WG ➤ Create a new temporary exhibition on the Chairs of Eugene Van Fleteren <p>The Chairs exhibition has been planned and will take place from November 2025 onwards. Artists and groups were commissioned for the project. A freelance consultant was commissioned to advise on the collection elements of yr Ysgwrn’s museum accreditation renewal. Work continues on the renewal of yr Ysgwrn’s museum accreditation renewal. A Chairs exhibition session was held at ysgol Bro Hedd Wyn.</p> <p>Work on the exhibition is progressing with a view to open during summer of 2026. We will be submitting yr Ysgwrn’s museum accreditation renewal in February.</p>	Ongoing Oct. 2025 By summer 2026	Dir. Land Man. Ho Cultural Heritage
CC 4.2 	 Qtrs. 1-2 Qtr. 3 - 4	<p>Safeguarding and promoting use of Welsh place names by completing the next stage of the standardisation of Eryri place names</p> <p>Over 6,000 landscapes names have been collected to date. An art exhibition was commissioned to interpret the significance of the names, which will travel throughout North Wales from January 2026 onwards. Sessions have been held to record the landscape names of the area of yr Wyddfa, Abergynolwyn, Llanuwchllyn, Corris and Maentwrog.</p> <p>Preparations progressing on the exhibition of Eryri’s landscape names. Various Press interviews have been given including to BBC Radio Cymru, BBC Radio 4’s Today program and BBC Radio Wales. Opening of an exhibition of tapestries incorporating Eryri landscape names will take place at Oriol Plas Glyn y Weddw during January 2026. Work continues with Conwy CB Council and Landscapes Wales to complete an educational resource on Eryri landscape names.</p>	Ongoing	Dir. Land Man. Ho Cultural Heritage

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.3 	 Qtrs. 1- 4	Develop opportunities to engage people in the Welsh language, culture and heritage of the area including: ➤ Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy. Volunteers learning Welsh are partnered with fluent speakers and all the material prepared for volunteers is produced in both languages.	Ongoing	Dir. P&P Ho Partnerships Volunteer & Wellbeing Officer
CC 4.4 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	The Carneddau Voices and Place Names project and Harlech and Arduwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation. Two name recording sessions have been held in the Carneddau area. Further work was carried out by the artist Anna Pritchard to interpret the names, as part of the Eryri landscape blankets project. The names of the Carneddau are also part of the Eryri landscape names education resource project.	Ongoing Until Dec. 2025	Dir. Land Man. Ho Cultural Heritage
CC 4.5  Annual report		Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process The annual Monitoring Report presented to Members and the Welsh Government every October, has concluded that the above policy is being implemented effectively.	Reported annually	Dir. P&P Ho DM&C

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CC5	DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF SNOWDONIA AS A NATIONAL PARK
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Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 5.1 Annual report		<p>Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP</p> <p>The Annual Monitoring Report (AMR) of the LDP which is presented to Members and the Welsh Government every October concluded that the above policies are being implemented effectively. The process of preparing Eryri LDP3 will provide an opportunity to review the existing information and evidence to determine if there is a need to change any policy or methods currently adopted.</p>	Annual report	Dir. P&P Ho DM&C Ho PP
CC 5.2 Annual report		<p>Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP</p> <p>The 2025 Monitoring Report has been presented to the members of the Authority in September and will be presented to the Welsh Government before the end of October 2025. A Delivery Agreement has been prepared and there was consultation on the content between 16th May and 27th June, 2025. Following the consultation, the Delivery Agreement was modified and presented to the Authority's Planning and Access Committee in September and presented to the Welsh Government for agreeing. The process of preparing LDP3 is to begin formally in November 2025. The team intends to attend the Eryri Fach Festival in Dolgellau and Betws y Coed early Autumn to begin the process of receiving the input of local residents as well as preparing a local residents questionnaire for Community Councils and the social media.</p>	Annual report	Dir. P&P Ho DM&C Ho PP

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 5.3 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Promote opportunities to understand and enjoy Eryri's special qualities sustainably</p> <p>Ongoing cross-departmental work continues. Work will focus on the conservation and heritage departments in quarters 3 and 4 so that all departments receive the same attention.</p> <p>The team has been detailing and increasing various content and commissioning external firming companies to add value to messages in order to promote all the special qualities of Eryri.</p>	Ongoing	Dir. Corp. Services Hof Comms.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

OUTCOMES:

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

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

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

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

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

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

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

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

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

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

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

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

RESILIENT WAYS OF WORKING

This outcome will be achieved by:	CW 1	DEVELOPING A SKILLED WORKFORCE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.1	 Qtrs. 1 - 4	<p style="color: red; margin: 0;">Engaging with our staff at all levels to assist performance management:</p> <ul style="list-style-type: none"> <li style="color: red; margin-bottom: 5px;">➤ All Authority staff members will be appraised within the 12 months <li style="color: red; margin-bottom: 5px;">➤ Training needs assessments of all staff will have been undertaken within the 12 months <ul style="list-style-type: none"> <li style="margin-bottom: 5px;">➤ Reforming and Performance Assessment Process: The Authority is moving from the traditional annual model to a system of quarterly reviews with RAG status indicators (Red, Amber, Green). The final quarterly review will act as the formal assessment, placing greater emphasis on career development, wellbeing and training opportunities. Planned launch: October 2026. <li style="margin-bottom: 5px;">➤ Performance Support Culture Change: Introducing a “Success Plan” to change the formal improvement plan system, promoting a positive and proactive approach to supporting staff development. <li style="margin-bottom: 5px;">➤ 360° Feedback: “Reflect to Grow”: This tool is now available to encourage self-awareness and continuous improvement, ensuring that constructive feedback is part of the performance management process. <li style="margin-bottom: 5px;">➤ Mandatory Training Framework: All staff members have access to bilingual e-learning modules (e.g. Respect and Duty at Work, Equality and Diversity, Mental Health Awareness, etc.) to support assessment discussions and training needs analysis. 	Ongoing March 2026	Ho Human Resources (HR)

Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

Delayed and/or to be progressed in next quarter for completion by March 2026

Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.2 Continuous	 Qtr. 1 - 4	<p>Supporting staff to attend National Park peer groups to keep them informed of development and to assist performance management and understanding within their respective disciplines</p> <ul style="list-style-type: none"> ➤ Staff members are encouraged and supported to attend peer groups. Many more courses have been added to EIMS, our online training system which provides a number of bilingual training courses to assist staff and inspire them to progress and learn new disciplines. ➤ Collaboration Group: The Authority continues to promote a culture of collaboration through the Staff Welfare and Engagement Forum which drives welfare initiatives and shares information about policy development. ➤ 360° Feedback: “Reflect to Grow”: This method encourages open discussion and sharing of experiences between peers, strengthening connections and understanding of the Authority’s core values. ➤ Wellbeing and Communication Initiatives: Digital tools such as PWLS enable staff to reflect on their wellbeing and contribute to peer discussions in a positive way. 	Ongoing March 2025	Ho HR Heads of Service

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
<p>CW 1.3</p> <p>Continuous</p>	 <p>Qtr. 1 - 4</p>	<p>To further develop our workforce and provide staff with every opportunity to develop to meet future challenges</p> <ul style="list-style-type: none"> ➤ Secondment opportunities are considered and offered where practical. Staff are encouraged and supported to develop their qualifications within their respective fields of expertise and/or gain experience and knowledge by taking on additional projects and/or responsibilities. Between the external training courses that have been organised and the number available through ELMS (online learning portal) there are many more training opportunities available to staff. ➤ A learning and development policy has been created which outlines the Authority’s support for staff to improve their ability and provides support networks to assist them. ➤ Mandatory Training Framework: Bilingual e-learning modules are now available to all staff members through ELMS, including Dignity at Work, Equality and Diversity, Mental Health Awareness, etc. ➤ Leadership Training: A number of staff have completed ILM Level 3, 4 and 5 courses, strengthening management and strategic planning skills. ➤ Specialist External Courses: Access to technical and specialist training (e.g. Safe Management, First Aid, Asbestos Management, NEBOSH). ➤ Sabbatical Policy: Offers staff the opportunity to take extended leave for personal or professional development, supporting lifelong learning. ➤ Workplace Adjustments and Passport Policy: Enables staff to work effectively by providing reasonable adjustments, promoting inclusion and development 	<p>Ongoing March 2025</p>	<p>Ho HR Hof Service</p>

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.4  	 Qtrs. 1 - 2 Qtr. 3 Qtr. 4	Develop and adopt an Information Systems Strategy and a Digital Strategy to lead the Authority into the future with guidelines and vision in terms of its technical systems Initial discussions have taken place and preparatory work commenced. Draft produced by quarter 4. Other priorities within the Comms. and IS sections have led to a delay in the development and adoption of the Strategies. As a result the work has not progressed in accordance with the original timetable. However, the work continues and it is intended to present the work to the Authority in June, 2026. -	Ongoing March 2026	Dir. Corp. Svcs. Ho Information Systems (IS) Ho Comms
CW 1.5 	 Qtrs. 1 - 2 Qtr. 3 Qtr. 4	Develop an internal communications handbook for all staff Work programmed for Qtr. 4 -	Dec. 2025	Dir. Corp. Svcs. Ho Comms. Ho IS Ho CC& Admin

This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
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CW 2.1	 Qtrs. 1- 4	Develop projects and share achievements of Decarbonisation projects on the Estate/Buildings through SLSP funding with other bodies within designated landscapes and wider public estate Work ongoing. The Head of Property attends regular meetings of North Wales Decarbonisation Officer Group and Ystadau Cymru and the newly appointed Carbon Officer will join when he takes up the role in order to identify opportunities to share information and collaborate with partners.	March 2026	Dir. Corp. Svcs. Ho Property
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 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

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Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 2.2	 Qtrs. 1 – 2	<p>Enhancing Staff Engagement and Wellbeing Initiatives. As part of our commitment to fostering a supportive and thriving workplace environment, we are looking to implement several strategies to ensure the well-being of our employees and promote a culture of connectivity and wellness:</p> <ul style="list-style-type: none"> ➤ <u>Researching and adopting best practices from other parks and authorities in relation to conducting health surveillance checks for staff to prioritise their health and safety.</u> ➤ <u>Analysis of Sickness Absences:</u> Understanding the factors contributing to sickness absences to identify trends and implement targeted interventions to promote overall well-being and reduce absenteeism. ➤ <u>Increased Staff Networking:</u> Building a sense of community and camaraderie among our employees by organising more frequent staff get-together days, including lunches and outdoor events, to provide opportunities for relaxation, socialisation, and rejuvenation. <p>Staff Engagement and Wellbeing Forum: continues to drive new initiatives to support wellbeing, including:</p> <ul style="list-style-type: none"> ➤ Free menstrual packs in all the Authority’s toilets ➤ Free parking for staff in their leisure time to encourage use of the park for physical and mental health ➤ A Gratitude Wall in the officers to share positive messages and encourage a culture of recognition ➤ Urine colour Check Chart: Placed in toilets to promote awareness of hydration and physical well-being ➤ PWLS – Digital Wellbeing Tool: Enables staff to check their emotional wellbeing regularly through their computer screen. Anonymous data helps the Authority to monitor trends and adapt welfare strategies. ➤ Domestic Abuse Policy: Provides support and clear guidelines for staff who experience abuse, strengthening a culture of safety and equality. ➤ APCE Core Values: Launched to foster a culture of respect, collaboration and camaraderis, strengthening connectivity and well-being in the workplace. 	March 2026	Ho HR

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Qtr. 3

As part of our ongoing commitment in cultivating a supportive, healthy, and connected workplace, a range of initiatives has been progressed during Q3 to strengthen staff wellbeing and engagement across the Authority.

Health Surveillance

A general health surveillance clinic was offered to all Authority staff in December 2025, provided over a three-day period delivered by trained occupational health nurses. The clinic included:

- Blood pressure and pulse checks
- BMI and cholesterol testing
- Mental Health Screening and signposting session

Feedback indicated staff appreciation for the accessibility and preventative nature of this support.

Sickness Absence Analysis

A continued review of sickness absence data is underway to identify underlying trends, recurring themes, and emerging areas of concern. This analysis will inform targeted interventions aimed at addressing the root causes of absence.

Increasing Staff Connectivity and Wellbeing Activities

Several activities have been introduced or continued to encourage a sense of a workplace community and support positive mental health. These include:

- Regular yoga sessions held in the office for relaxation, mindfulness, and stress reduction.
- Lunchtime walks, promoting fresh air, time in nature, and informal conversations among colleagues.
- Book Club, offering a valuable opportunity for connection, reflection, and shared learning, helping to strengthen relationships, spark discussion, and support overall staff wellbeing.

These activities continue to reinforce the Authority's commitment to building a workplace where staff feel valued, supported, and connected.

Qtr. 4

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CW 3	EFFECTIVE PARTNERSHIP WORKING
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.1	 Qtrs. 1 - 4	Review Cynllun Eryri (Management Plan) to reflect the priorities of the State of the Park report The State of the Park Report was published in April 2025 and the process of reviewing Cynllun Eryri has started and will continue throughout 2026.	Ongoing June 2026	Dir. P&P Ho Partnerships
CW 3.2 	 Qtrs. 1 - 4	Support the work of the National Designated Landscapes Partnership (NDLP) in Wales Good practice and information about accessing grants is shared between the members of the Partnership. Consideration is given to skill needs across the 8 landscapes.	Ongoing	CEO
CW 3.3 	 Qtrs. 1 – 4	Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives The CEO attends all meetings as required. Collaborative initiatives are progressed by various sections throughout the Authority as opportunities arise.	Ongoing	CEO
CW 3.4 	 Qtrs. 1 – 4	Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC) The Chair and Chief Executive continue to attend meetings of the CJC. The Chair has been co-opted to sit on the Economy and Wellbeing sub-committee and Eryri NPA officers co-opted to sit on the NW Strategic Transport and Planning sub-committees.	Ongoing	CEO Do P&P Ho Partnerships

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.5 	 Qtrs. 1- 4	Publish and communicate the data collected in the State of the Park report A microsite has been launched for the data parts of the State of the Park Report. Discussions will be based on the findings of the Report during the review of the National Park Management Plan, Cynllun Eryri, which will take place throughout 2025 and into 2026	Apring 2025	Do P&P Ho Partnerships

This outcome will be achieved by:	CW 4 MODERNISING GOVERNANCE ARRANGEMENTS
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CW 4.1 	 Qtrs. 1-2 Qtr.3 Qtr. 4	Monitor Members attendance at Authority meetings 3 x Full Authority meetings – April, June, September – Attendance: 81.7% 4 x Planning and Access Committee – April, May, June, September – Attendance: 78% 1 x Performance & Resouces Committee – July – Attendance: 100% 1 x Full Authority meeting – December – Attendance: 100% 2 x Planning and Access Committee – October, November – Attendance: 89% 1 x Performance & Resources Committee – November – Attendance: 72%	March 2026	Dir. Corp. Svcs. Democratic Services Officer
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 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.2	  Qtrs. 1-2 Qtr. 3 Qtr. 4	<p>Support and develop Authority members through training and development</p> <ul style="list-style-type: none"> ➤ Continue to support WG to refine and deliver a training programme on the principles of good governance practice and accountability for Authority Members ➤ An induction session for new WG elected Members was held in July along with training sessions such as Planning and Governance. A member Development day was organised in June to visit the Dolgellau townscape Heritage Scheme. ➤ Arrangements have been confirmed for 2 members to attend the NPUK induction course for new NP members which will be held in Northumberland in November. ➤ Arrangements are underway to host the National Parks Wales Members Seminar in Eryri early October. <p>Two members attended the NPUK new members induction session during November which was hosted at Northumberland NPA</p> <p>The Wales NPA Members Seminar was hosted by Eryri NPA in October during which Members received presentations from various guest speakers on the theme “Nature Restoration: Sowing the Seeds of Change”. Members had the opportunity of attending site visits and an opportunity to network.</p>	Ongoing	Director Corporate Svcs.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CW 5	MAINTAINING AND IMPROVE THE UNDERSTANDING AND SUPPORT OF LOCAL COMMUNITIES TO THE WORK OF THE NATIONAL PARK
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.1 	 Qtrs. 1 – 4	Developing further volunteer opportunities at Yr Ysgwrn to enhance the current cohort of volunteers, seeking to recruit young people who are keen to develop new skills and gain experience, focusing on delivery of activities by volunteers as well as more traditional roles such as visitor guides Volunteers continue to be core to Yr Ysgwrn’s business model and key to carry out several aspects of activity e.g. group and school visits and there are a number of volunteers volunteering regularly. Attracting more regular volunteers remains a challenge. We managed to attract 3 new volunteers to work in the Ysgwrn gardens this year. An appeal was made over winter to try and attract new volunteers for 2026 season and we succeeded in attracting a further 3 volunteers.	Ongoing	Dir. Land Man. Ho Cultural Heritage Visitor Experience Mgr. (when in post)
CW 5.2 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Review and monitor measures in Communication Engagement Strategy via the annual Key Performance Indicators report to ensure local communities and stakeholders understand and are aware of the work of the Authority. No progress to date, meetings are scheduled to complete the work by the 4 th quarter. The Head of Communications will present a report to the March Performance and Resources Committee.	Ongoing	Dir. Corp. Svcs. Ho Comms.

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.3 	 Qtrs. 1- 2 Qtr. 3 - 4	<p>Engage with and keep communities informed through meetings with Community Councils</p> <p>An Eryri Communities Forum has been established to update and involve Town and Community Councils in the Local Development Plan review process. Other general issues will be raised and discussed as necessary. A similar engagement format is being considered throughout the review of the LDP. Officers gave a presentation to members of the Eryri Communities Forum in May on the Delivery Agreement of the LDP, Review of Cynllun Eryri Management Plan and Ffermio Bro.</p> <p>Gwyl Fach Eryri has been a new and successful model of engagement with the Park's communities during 2025. A local Residents Questionnaire was prepared to receive community input on the main issues feeding into the process of preparing the new Local Development Plan. Shared with Community Councils and more use made of social media platforms.</p>	Ongoing	Dir. P&P Ho Policy Ho Partnerships
CW 5.4	 Qtrs. 1- 4	<p>Liaise with landowners and interested parties through meetings of the Eryri Local Access Forums (northern and southern)</p> <p>Continued liaison is maintained through the LAF meetings held 3 times annually in the north and south of the NP. Forum meetings are held in spring, summer and winter.</p>	On going	Dir. P&P Ho Partnerships Access & Wellbeing Manager
CW 5.5	 Annual meeting	<p>Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group</p> <p>The Annual Agricultural Liaison Group meeting took place in November, 2025.</p>	Annual meeting	Dir. Land Man. Ho CWA

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

This outcome will be achieved by:	CW 6	BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 6.1 	 Qtrs. 1 – 2	Review the Mid Term Financial Plan in order to address the financial situation Reported for discussion by the Working Group and adopted by the Authority in September. Reported to: Adopted:	Working Group 06.25 Authority Sept.	CEO Ho Finance
CW 6.2	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Subject to the Authority's final decision(s) on 30.04.25. on the future of Plas Tan y Bwlch, report on the progress of any decision(s) In accordance with the Authority's decision, external Consultants have been commissioned to prepare the Authority's application to the National Lottery Heritage Fund – we aim to submit the application by February 2026. Members will receive an oral update on the Development project during the February meeting of Members Working Group.	March 2026	CEO Dir. Land Man.
CW 6.3	 Qtrs. 1- 2 Qtr. 3	Collect data during the 2025 season to inform a review of the Authority's car parking fees and if relevant proogress preparatory work for tariff adjustment and fee review in line with other car parking providers in the area Data collected and report presented to members Working Group. A final decision will be made by the Authority in December. During the December Authority meeting, Members agreed to revise the fees in line with other car parking providers in the area.	March 2026	Dir. Corp. Svcs. Ho Property

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 6.4	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	<p>Progress a review of the commercial potential of the Authority's Information Centres including:</p> <ul style="list-style-type: none"> ➤ Adoption of a plan for the redevelopment of the Betws y Coed centre ➤ Submitting an application for financial support to Visit Wales ➤ By investing in the shop, collect data during the 2025 season for reviewing the use of the Pen y Pass Centre <p>➤ Donald Insall Associates are drawing up plans for the Centre site.</p> <p>➤ Financial support for external work was received from Visit Wales.</p> <p>➤ Plans are underway to upgrade the Pen y Pass Centre during winter 2025 in order to maximise income.</p> <p>The Betws y Coed plans have reached RIBA Stage 2. There will be a pause in the project until Spring 2026 when we engage with the local community and move through the planning process.</p> <p>The Pen y Pass development work is being realised during the fourth quarter.</p>	March 2026	Dir. Corp. Svcs. Ho Comms. Information Centres Manager

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

OUTCOMES:

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

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

CW2, 3: Cynllun Eryri is being implemented successfully.

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

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

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

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

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

* New Well-being Objective, March 2024

 Progressed and within Timetable. Work Achieved and/or Completed for 2025-26

 Delayed and/or to be progressed in next quarter for completion by March 2026

 Not progressed and/or will **not** be completed by March 2026

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WELSH GOVERNMENT REMIT LETTER: ENVIRONMENT

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

WELSH GOVERNMENT REMIT LETTER: PEOPLE AND PLACE

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

WELSH GOVERNMENT REMIT LETTER: EXCELLENCE IN GOVERNANCE AND PLANNING

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

WELSH GOVERNMENT REMIT LETTER: COLLABORATION

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

MEETING	Performance and Resources Committee
DATE	11 March 2026
TITLE	External Grant Funding Update Report
REPORT BY	Chief Executive
PURPOSE	To provide an update on the projects supported by the Authority and confirm priorities for future external grant support

1. BACKGROUND / INTRODUCTION

1.1 Audit Wales have previously highlighted the pressures that supporting project delivery through grant sources places on the Authority and subsequent measures were taken to address those issues identified, mainly:

- A project toolkit was adopted for the use of officers.
- Members agreed to review the Authority’s grant application priorities annually (**Appendix 1**).
- Members adopted a project approval programme (**Appendix 2**).

1.2 The project toolkit was amended in 2022 to include the Authority’s Welsh Language Policy on awarding grants. It is now considered timely that the toolkit is reviewed, updated and simplified. The work will be completed shortly.

2. PROJECTS UPDATE:

Members have previously requested a six-monthly update on the active projects being progressed by officers:

2.1 Carneddau Partnership:

The Carneddau Partnership project was completed successfully on schedule December 2025. The work continues with information gathered through the scheme and the partnerships made is now the foundation for the scheme’s legacy programme, which will reinforce several project elements over the next few years. A detailed report was given to Members at the last Working Group meeting in February.

2.2 Celtic Rainforest LIFE Project:

The project is progressing on target for completion in 2027. Arrangements are now being finalised for the End of Project Conference, a significant deliverable of the project, to be held at Bangor University on the 14th and 15th April 2026. The two day event will celebrate the achievements of Celtic Rainforests LIFE, whilst giving opportunities for delegates and stakeholders to contribute their thoughts on future initiatives through interactive workshops. The second day of the conference will consist of fields trips to see first hand some of the work undertaken by the project.

The project remains on schedule to achieve the set targets and outputs.

2.3 **Plas Tan y Bwlch:**

National Lottery Heritage Fund Application (NLHF):

Members have been updated separately on the progress of commissioned work for preparing plans and documentation to support the Authority's application for the "development phase" of the Lottery bid. A costed business plan will assess all the potential requirements of the main building, associated outbuildings and from other activities such as the woodlands, trails and gardens. Options will be assessed for sustainable and low carbon energy use and opportunities to install renewable systems to reduce running costs.

Currently, the main resource implication is use of officer time. Existing Authority resources were utilised for commissioning the work to help prepare the NLHF application.

2.4 **National Park Partnership (NPP) and National Park Foundation (NPF):**

Further smaller scale funding opportunities are being provided through the efforts of either National Park Partnership or the National Park Foundation:

NPP: Vodafone. A one off £40k traditional boundary repairs programme, (predominantly hedgerows), fully committed and contracted.

NPP: AMEX. A two-year agreement to upskill our woodland trainees and assist in the provision of more volunteer opportunities within the tree nursery (£5.6k/yr).

2.5 **Ffermio Bro:**

Ffermio Bro is a three-year capital grant programme for the designated landscapes of Wales running until 2028 and is a transition programme to the new Sustainable Farming Scheme collaborative layer. It has a budget of £1.8M in year one, and £3.2M per annum in years two and three. National terms of reference for the approving panels have been established by the Welsh Government. Eryri NPA has delivery responsibility for Llyn and Mon AONB.

An Evaluation Panel has been set up and EoI's issued, the take up for Llyn has been very good to date, less for Môn and a slight reduction in volume in Eryri but officers anticipate an increase in demand. The Head of Conservation, Woods and Agriculture is currently recruiting additional staff to reflect an uplift in the budget.

Welsh Government officers have recently conducted a first year evaluation on the scheme based on feedback from farmers, landscape staff and external stakeholders including NRW which provided valuable information to develop the scheme rules, policies and guidelines for 2026-28.

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

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

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

2.7 National Grid Projects:

Waliau Eryri. A £300k funded programme to reinstate and erect new drystone walling and jump fencing. Funding has been commitment and agreements in place.

Mind the gap. A £200k project operating in Talsarnau and Tremadog with works on the Wern estate on the boundary of the National Park a mix of traditional boundary and woodland management.

Pentir- to Llanberis upgrade offset works: An £85k project. £25k for traditional boundary repairs within 1.5Km of Grid infrastructure in the Pentir area, and funding for woodland and tree nursery trainee for 2 years.

2.8 Local Places for Nature:

Funding confirmed for next financial year on same basis as '25-'26. The funding provides resource for two biodiversity officers and capital funding for community based projects. The Authority receives half the capital funding of a Local Authority which is currently £148k.

2.9 Eryri Dywyll (NOS):

The working area has been reduced now to Eryri and Mon due to lack of funding on Llyn and Bryniau Clwyd opting out due to financial pressure which has a direct funding implication on the Authority and post funding. The Officer will be delivering Sustainable Landscapes Sustainable Places funded projects and £5k per annum NNF5 grant. The 2 year grant funding will contribute towards officer time focusing on Dark Ecological Networks work. The funding was awarded to a collaborative bid led by Bryniau Clwyd

2.10 Integrated natural Resources Scheme (INRS)

- i. **The right tree in the right place** (£999k): At the February Authority meeting Members approved the Head of Conservation, Woods and Agriculture to accept the grant funding and progress the project. We will update Members as the project develops.
- ii. **Ffermio Adfywiol** (£780K) At the February Authority meeting Members approved the Head of Conservation, Woods and Agriculture to accept the grant funding and progress the project. We will update Members as the project develops.

2.11 Brilliant Basics 2025-26/27:

£300k awarded for improvement works within the property portfolio.

Yr Hen Stablau Information Centre: £300k has been received towards landscaping and interpretation work in the courtyard outside the Betws y Coed Information Centre, part of the redevelopment work on site. Plans for Yr Hen Stablau, Betws y Coed are being developed by Donald Insall Associates.

Brilliant Basics funding will focus on three key projects:

- Landscaping of the courtyard at Yr Hen Stablau, to improve opportunities for biodiversity, health and wellbeing and interpretation.
- Improving facilities at Yr Hen Stablau retail units.
- Developing Hwb Pen y Pass to improve the retail offer and commercial viability of the site.

3. Sustainable Landscapes Sustainable Places (SLSP) Welsh Government's 2 year capital funding for Landscapes Wales

- 3.1 Building on the preceding 3 year SLSP programme, the Welsh Government approved a further 2 year programme of capital investment across Wales's eight Designated

Landscapes to ensure they could contribute to key WG objectives. Funding of up to £1m each has been approved over the two years. In addition to this targeted programme a separate allocation of general capital funding of £330k per annum has been awarded.

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

The Fund has two main strands:

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

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

- 3.2.1 **Nocturnal Eryri: £270k.** The project spins off from the Project NOS works and delves more into the biodiversity aspects of darkness and the species reliant in dark conditions to thrive. The works will safeguard and enhance conditions of priority species habitats creating better conditions to thrive and breed more effectively. We have a particular focus on bat roosts.
- 3.2.2 **Wild Water Eryri: £200k.** This aquatic focus project will look to deliver river restoration projects leading to the naturalization of channels and flows, removal of fish migration barriers opening up more habitat and improving connectivity along riparian areas.
- This will improve conditions for key species such as Atlantic salmon, lamprey, trout and otter to name a few. These are key species in several Eryri SAC's
- 3.2.3 **Trees and Ancient Woodland: £170k.** Continued support of the Ancient Woodland Survey and work program.
- 3.2.4 **On-site renewable electricity generation: £160k.** Solar PV roof installation and roof insulation improvement works at Aberdyfi Information Centre, Solar PV roof installation at yr Ysgwrn Bungalow and Llyn Tegid Boathouse, office, public toilets and showers.
- 3.2.5 **Decarbonisation Historic Dolgellau: £200k.** The project will progress opportunities to restore nature within the Dolgellau Conservation Area by placing biodiversity boxes (bats, swallows etc.) on traditional buildings. The project will also act on opportunities to improve the dark sky condition of the area improving habitats and conditions for biodiversity.
- 3.2.6 **General Capital Fund:** Allocation of the funding (£330k in years 1 and 2) has been discussed by officers and projects agreed which include updating of Eryri boundary marker stones, funding decarbonisation projects within the Cronfa Cymunedau Eryri Fund, developing a sustainable tourist platform app and work on the Abergwynant multi user path to increase provision for users.

Officers are progressing the various projects with year 1 work on target.

4. ADDITIONAL WELSH GOVERNMENT CAPITAL FUNDING, 2025-2026:

4.1 Early in 2026 the WG invited Designated Landscapes to submit bids for short term projects to:

- reduce capital maintenance backlogs
- reduce future operating costs and emissions and
- enable bodies to be better placed to contribute to the Authority's priorities, including nature recovery, decarbonisation and sustainable tourism

A comprehensive wish list was submitted to the WG of projects varying from upgrading IS systems, footpath maintenance equipment, additional funding for existing projects, digital data platforms, interpretation projects and nature recovery projects to name a few. All the projects were supported and £1,003,300 additional capital funding was awarded to Eryri NPA.

5. FUTURE PROJECTS:

5.1 Over the past few years, Members have provided a strategic steer to officers in terms of the Authority's priorities in applying for grant funding. Members are aware of timescales involved with some grant applications and this is why the Authority reviews its priorities annually - Listed as thematic headings in **Appendix 1**.

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

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

Proposals that should be noted are:

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

6. RECOMMENDATIONS:

6.1 To note the update on the capital funded projects.

6.2 To review and agree the priorities in applying for grant funding (Appendix 1).

6.3 To note the Project Development and Approval Flow Chart (Appendix 2).

ENPA PRIORITIES FOR CAPITAL AND REVENUE BIDS:

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

1. Nature Recovery
2. Adaptation and mitigation to climate change
3. Management of cultural heritage
4. Addressing the challenges of visitor pressure on our environment and communities,
5. Developing new/improved recreation opportunities (walking/cycling/horse riding)
6. Developing wellbeing opportunities
7. Decarbonisation proposals – internal and external to the Authority,
8. Promoting the use of the Welsh language with our users/customers
9. Developing a sustainable tourism economy
10. Supporting young people
11. Management and understanding of our Special Qualities
12. Increase opportunities for people in vulnerable or disadvantaged groups to benefit from the landscape.
13. Ensure National Park Communities are aware of and benefit from the Authority's projects.

March 2026

EXTERNAL FUNDING : PROJECT/PROGRAMME DEVELOPMENT & APPROVAL



APPENDIX 3.

SUMMARY OF MAIN GRANT FUNDED PROJECTS, 2025-26-27:

CURRENT PROJECTS	FUNDING BODY	VALUE £
Carneddau (Project completed December 2025)	National Heritage Lottery Fund	£4.1m
Celtic Rainforest	LIFE European Funding	£7.6m
Ffermio Bro	Welsh Government Year 1 Year 2 Year 3	£1.9m £3.2m £3.2m
National Peatland Action Programme	WG	£1.2m
National Grid Projects	NG	£585k
Local Places for Nature	NHLF	£148k
Integrated Natural Resources Scheme Right Tree in the Right Place Ffermio Adfywiol	WG	£999k £780k
Brilliant Basics (2 grant funding streams)	Visit Wales	£600k
Sustainable Landscapes Sustainable Places x 2 years	WG	£1.6m
Additional Capital Funding	WG	£1m
		£26,812,000



MEETING	Performance and Resources Committee
DATE	11 March 2026
TITLE	Annual Report for the Year 2025: Communication and Engagement Strategy Performance Indicators
REPORT BY	Head of Communications
PURPOSE	Report on 2025 Website, Social Media and Media Statistics

1. OVERVIEW

The Annual Report for 2025: Communication and Engagement Strategy Performance Indicators provides an overview of the Authority’s communications performance across website, social media and press activity.

While some media outputs were lower than 2024, the year focused on consistency of messaging and strengthening our partnership work and our internal foundations in preparation for a significantly busier 2026.

The report highlights key performance metrics, digital engagement trends and strategic developments, demonstrating how the Authority continued to deliver clear, bilingual and proactive communications.

It also outlines the steps being taken to modernise communications governance, ensuring the organisation is well prepared for increased public engagement, policy development and anniversary activity in the year ahead.

2. RECOMMENDATION

That the Committee note the content of the report

3. BACKGROUND PAPERS

Appendix 1 – Annual Report 2025 - Website, Social Media and Press Matters

Appendix 2 – 2024 Hootsuite Report

Appendix 3 – 2025 Hootsuite Report

Eryri National Park Authority

Annual Report 2025 - Website, Social Media and Press Matters

Overview

2025 was a transitional year for communications at Eryri National Park Authority. Activity levels in traditional media were lower than 2024, reflecting a shift away from the exceptional volume of coverage driven by major organisational and reputational matters in the previous year including the situation at Plas Tan y Bwlch, a change in the Chief Executive position, and the Authority's decision to only use Eryri and Yr Wyddfa consistently across all communications.

We saw growth in the Authority's social media and website statistics during 2025 compared to 2024, as a result of the team's increasing experience, investment in new equipment, and stronger collaboration with our partners across North Wales.

While some media outputs reduced compared to 2024, 2025 was a year of consolidation, forward planning and strategic development. It allowed the Communications team to strengthen internal foundations, refine messaging and prepare for what is anticipated to be a significantly busier 2026.

Press and Media Relations

2025 Outputs

- 7 press releases
- 10 reactive statements
- 38 media interviews
- 4 contributed articles to local newspapers

Although these figures are lower than 2024, this reflects a more stable operating environment. In 2024, media activity was heavily influenced by high-profile matters including Plas Tan y Bwlch, leadership transition, and naming policy changes.

In contrast, 2025 focused on clear, proactive communication supporting policy, partnership work and visitor management.

Key Themes in 2025

- Responsible access and visitor safety, particularly around Yr Wyddfa during peak periods

- Planning and housing policy communications, including the implementation of the Article 4 Direction
- Climate resilience and woodland strategy adoption
- Partnership-led management planning, including the relaunch of Cynllun Yr Wyddfa
- Cultural and community-focused storytelling whilst emphasising our Special Qualities

Website and Digital Performance

The Authority's website remains a primary source of public information.

- 3.67 million page views
- Average engagement time: 1 minute 51 seconds

Search visibility for key terms including *Eryri*, *Yr Wyddfa*, and Authority-related searches remained strong, reinforcing the continued transition to consistent place-based terminology.

Social Media and Digital Channels Statistics

- 2,000 posts published
- 8.4 million impressions
- 75,649 followers across platforms
- 16,975 Instagram followers
- 6,595 TikTok followers
- 1,437 LinkedIn followers
- 62,687 YouTube views
- 15,582 podcast streams
- 5,784 newsletter subscribers
- 41.5% average newsletter open rate

Strategic Communications Development in 2026

A significant focus of 2026 will be strengthening the Authority's communications framework and future readiness.

During the year, work will commence on:

- Revising the Authority's Communications Strategy to ensure it reflects evolving organisational priorities, digital behaviours and stakeholder expectations.
- Reviewing and updating the internal Brand Book, ensuring clarity and consistency in tone, visual identity and bilingual standards across departments.
- Developing and implementing the Authority's first Artificial Intelligence (AI) Policy for staff, providing guidance on responsible, secure and ethical use of AI tools within public sector communications and operations.
- Producing the Authority's first standalone Social Media Strategy, establishing clearer objectives, platform roles, governance principles and measurable performance indicators.

These developments mark an important step in modernising the Authority's communications infrastructure and ensuring preparedness for future growth in demand and complexity.

Looking Ahead to 2026

We anticipate 2026 will be a significantly busier year for communications, with major workstreams including:

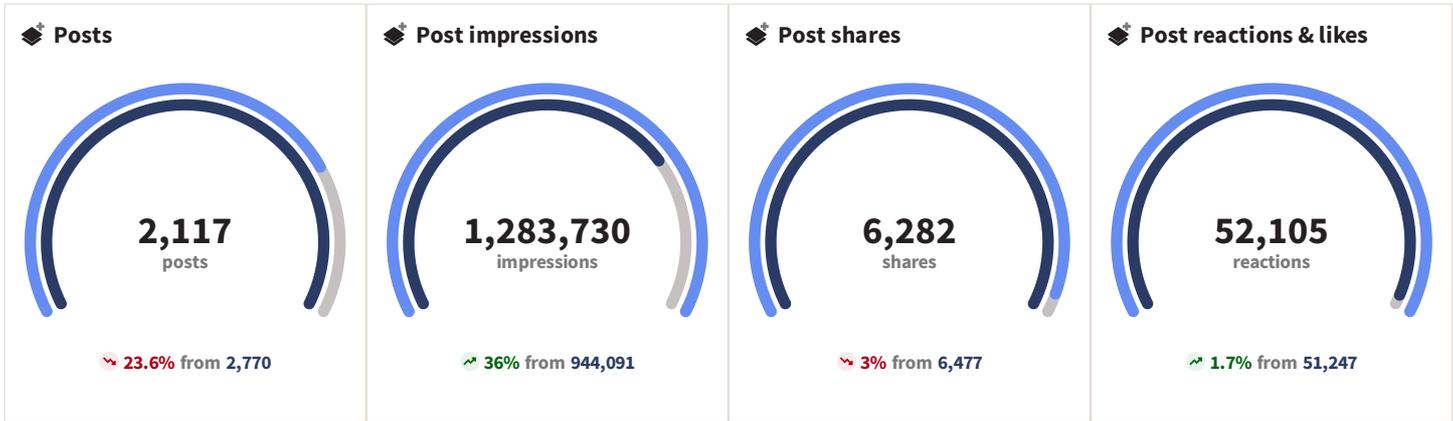
- The review of Cynllun Eryri
- The review of the Local Development Plan
- The Authority's 75th anniversary celebrations
- Ongoing developments relating to Plas Tan y Bwlch
- Additional notifiable projects and partnership initiatives

2025 has therefore provided a valuable period of consolidation by allowing the Authority to refine its communications approach, strengthen governance and build the foundations required for the increased public, media and stakeholder engagement anticipated in 2026.

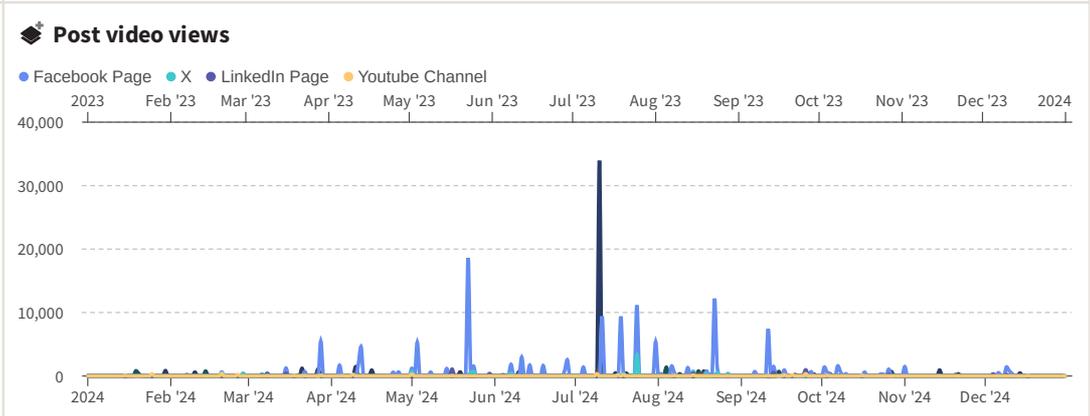
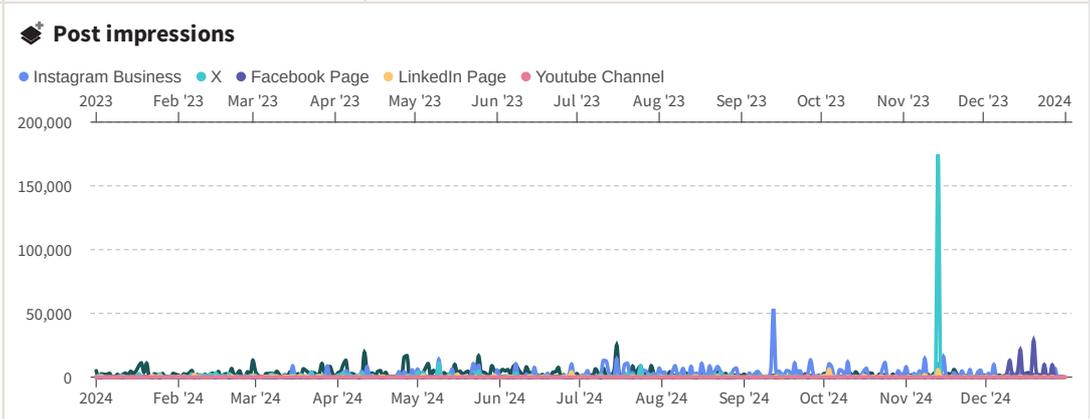
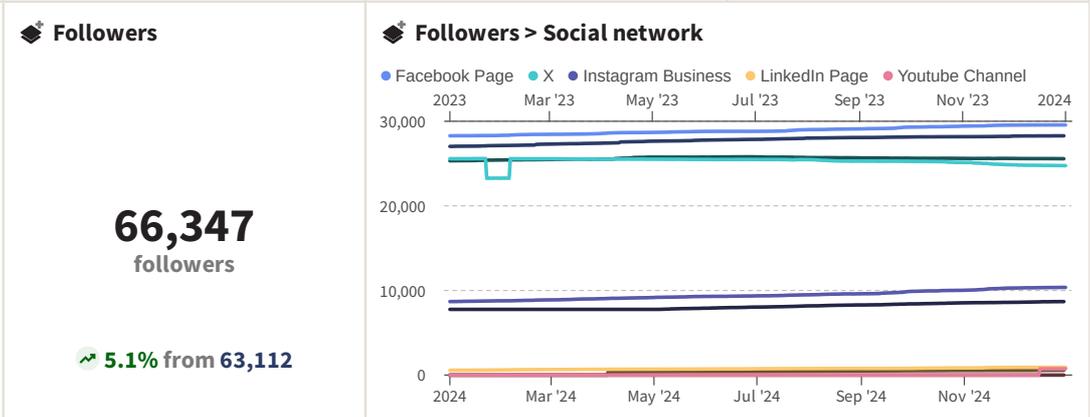


Year in review 2024

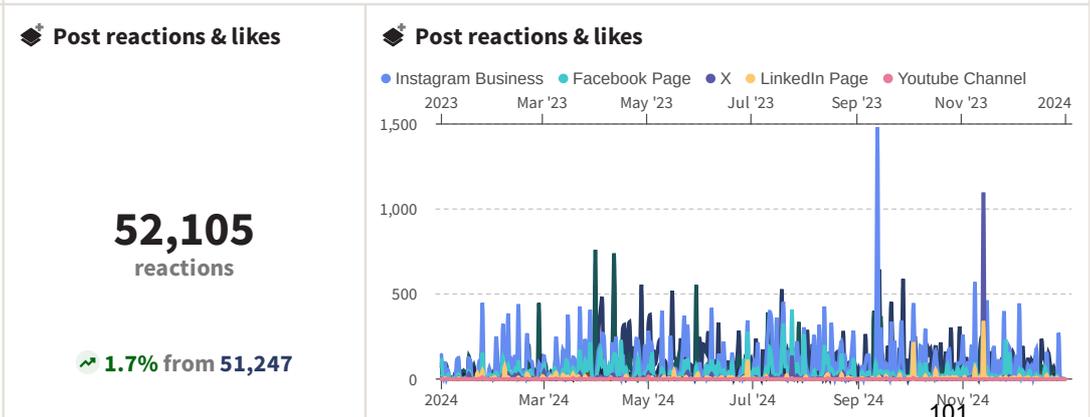
Comparison between [Jan 01 - Dec 31, 2024](#) and [Jan 01 - Dec 31, 2023](#)



How your brand evolved and connected in 2024 🤝



How people reacted to your posts 👍

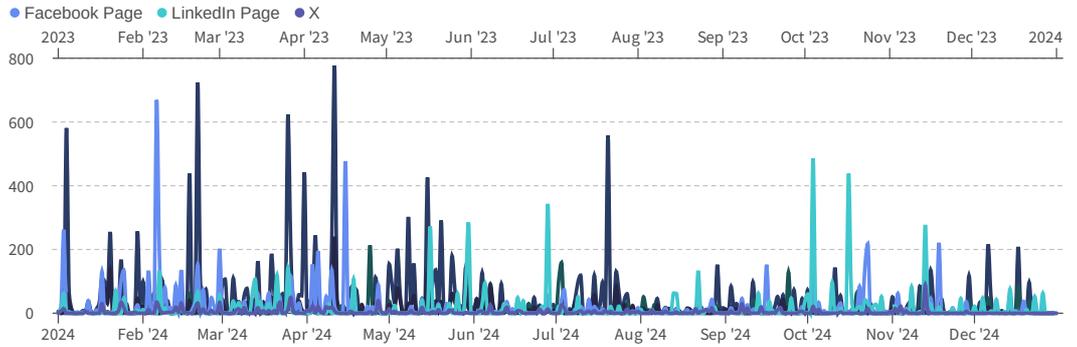


Post link clicks

14,584
clicks

↘ **34.1%** from 22,140

Post link clicks

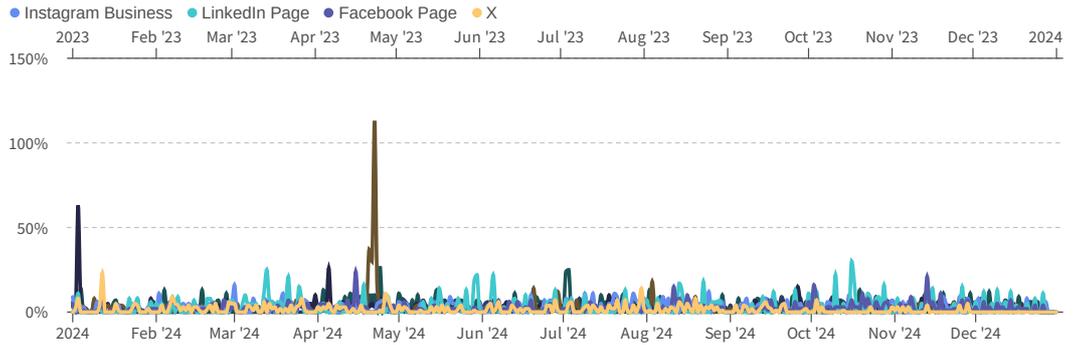


Average post engagement...

4.41%
engagement rate

↗ **19.9%** from 3.68%

Average post engagement rate > Social network



How much interest your posts generated

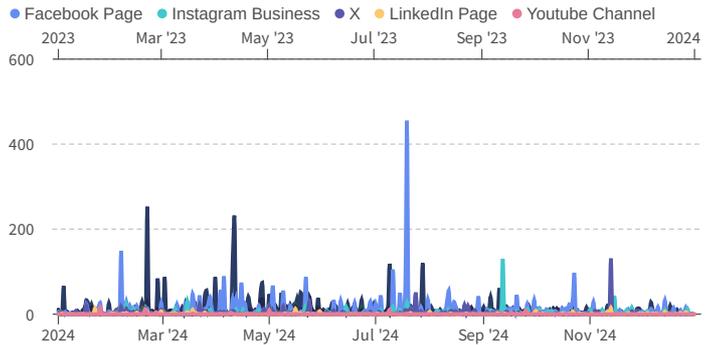
Tip: Discover more conversations about your brand and how people feel about it by running a quick search in Listening.

6,282
shares

↘ **3%** from 6,477

Post shares

Post shares > Social network

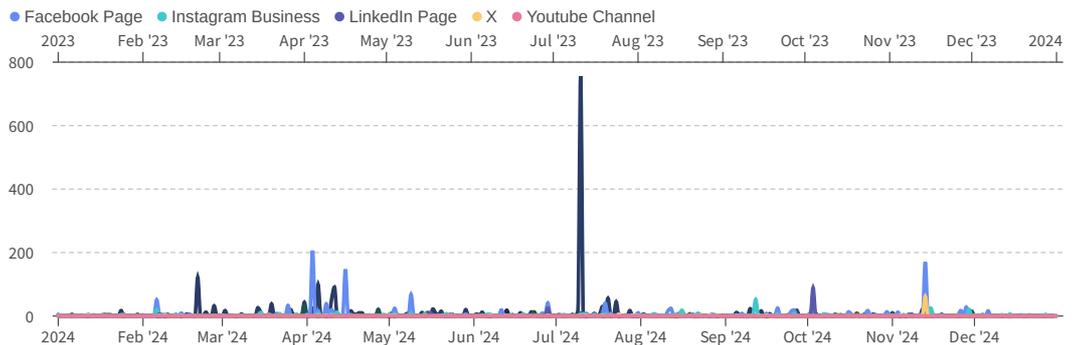


Post comments & replies

2,362
comments

↘ **16.5%** from 2,829

Post comments & replies > Social network



Your top posts from last year 🔥

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

f Top posts > Likes



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

324 likes



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

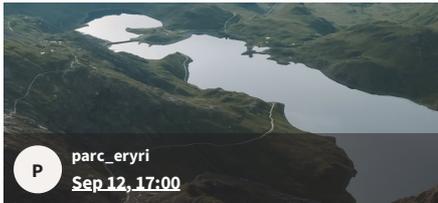
266 likes



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

207 likes

@ Top posts > Likes



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

1,169 likes



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

463 likes



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

434 likes

in Top posts > Reactions



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

270 reactions



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

159 reactions



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

101 reactions

🐦 Top tweets > Likes



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

946 likes



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

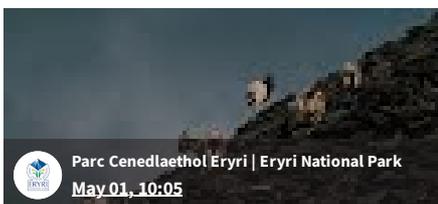
151 likes



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

94 likes

📺 Top posts > Likes



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

10 likes



Dyma fideo sy'n dangos uchafbwyntiau rhai o'r syniadau gan y bobl ifanc o bob rhan o Ogledd Cymru 🇬🇧 Llongyfarchiadau enfawr i'n henillwyr o'r diwrnod: 🏆

8 likes



7 likes

Report sources

Analytics

Facebook Pages

 Parc Cenedlaethol Eryri - Eryri National Park

Instagram Business

 parc_eryri

LinkedIn Pages

 Awdurdod Parc Cenedlaethol Eryri // Eryri Na...

YouTube

 Parc Cenedlaethol Eryri | Eryri National Park

X

 Missing option

 Missing option

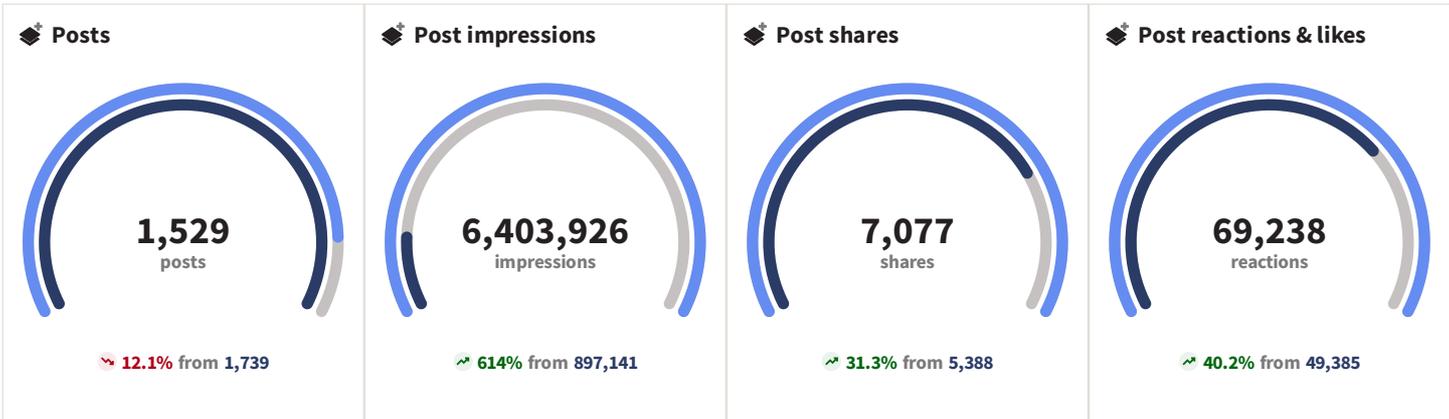
Extra notes

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

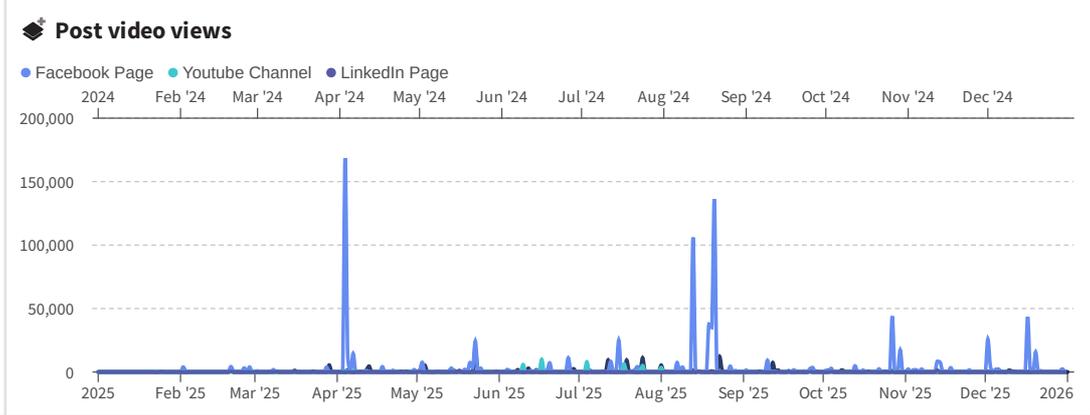
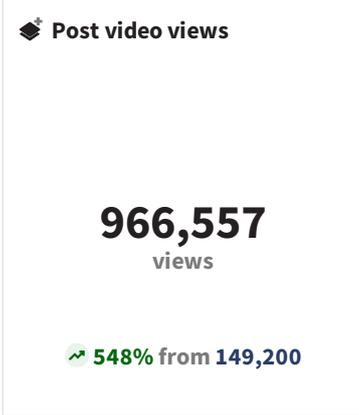
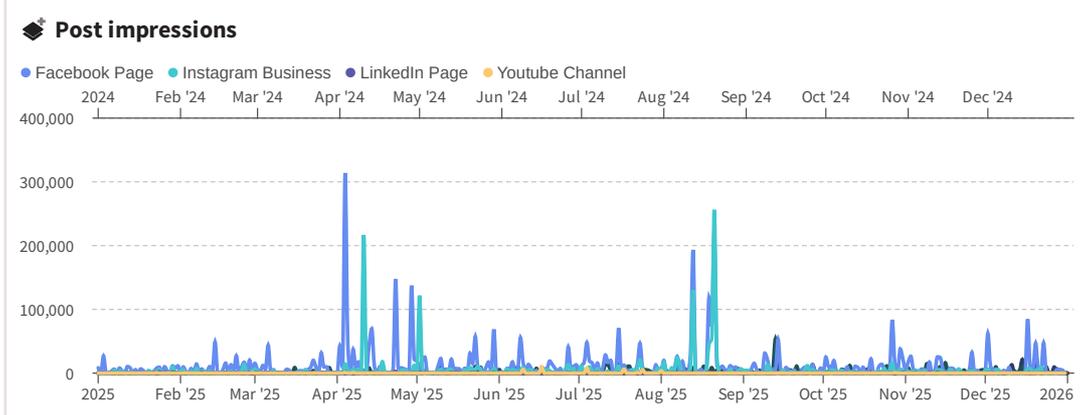
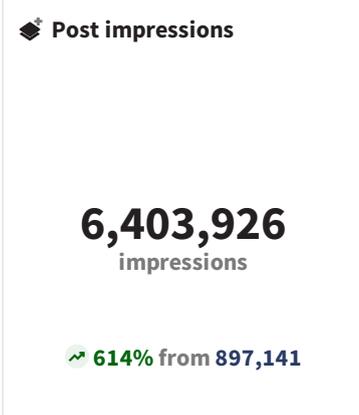
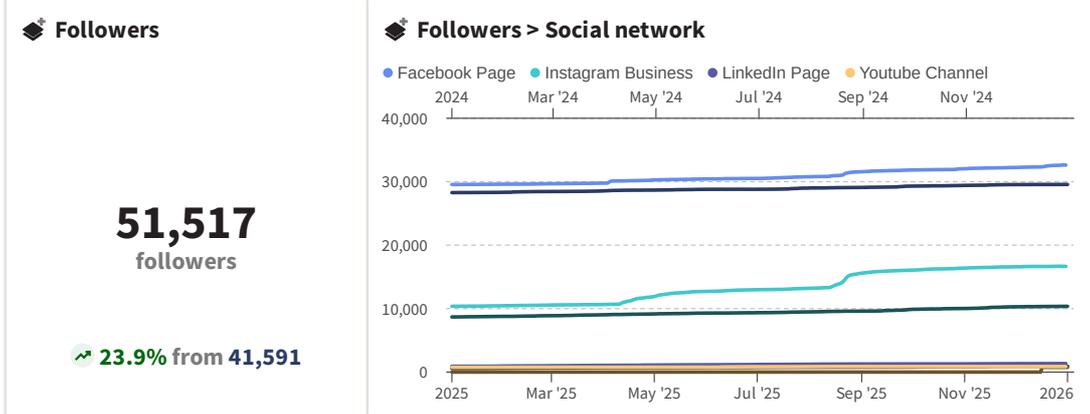


Year in review 2025

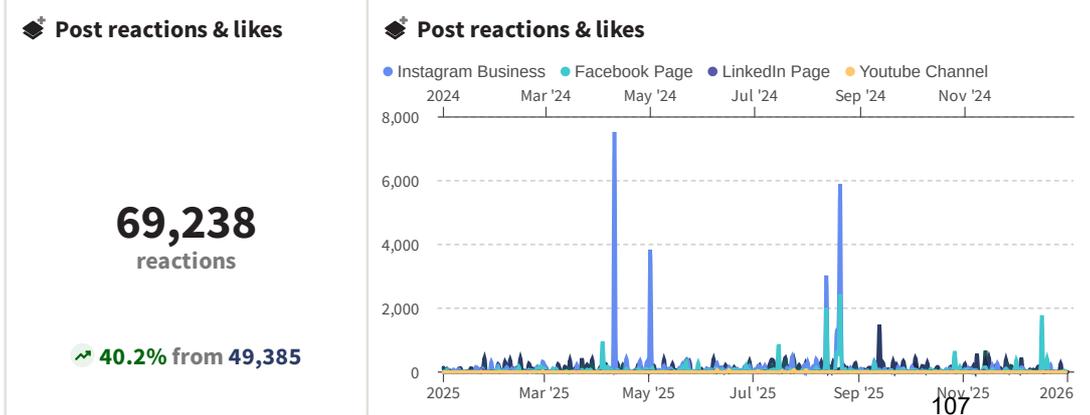
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How your brand evolved and connected 🤝



How people reacted to your posts 👍

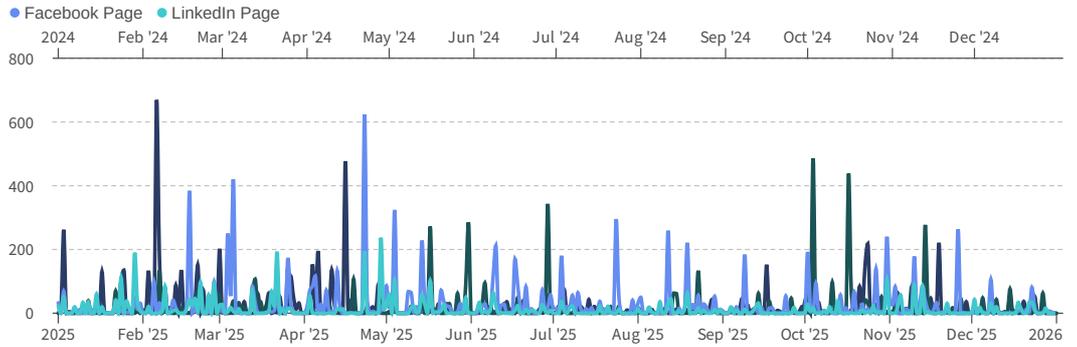


🔗 Post link clicks

14,403
clicks

📈 9.4% from 13,165

🔗 Post link clicks

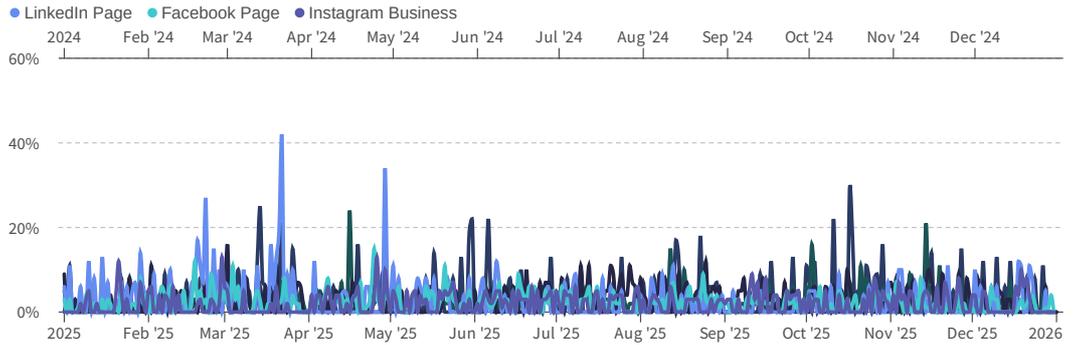


🔗 Average post engagement...

4.28%
engagement rate

📉 8% from 4.65%

🔗 Average post engagement rate > Social network



How much interest
your posts
generated 🗨️

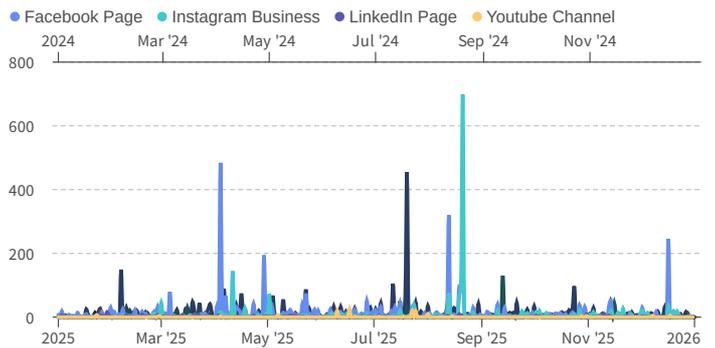
💡 **Tip:** Discover more conversations about your brand and how people feel about it by running a quick search in Listening.

7,077
shares

📈 31.3% from 5,388

🔗 Post shares

🔗 Post shares > Social network

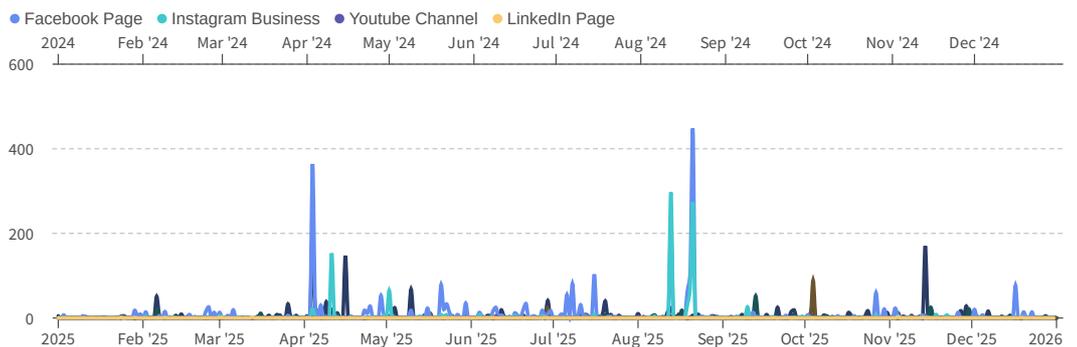


🔗 Post comments & replies

3,968
comments

📈 76.7% from 2,245

🔗 Post comments & replies > Social network



Your top posts from last year 🔥

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

f Top posts > Likes



Do you have the skills and knowledge for walking up Yr Wyddfa? Be #AdventureSmart Choosing the right path → <https://ow.ly/94nU50WHyL2> #GwyneddEryriNi #YrWyddfa

2,341 likes



If you're thinking of climbing Yr Wyddfa via the Llanberis Path, here's an important message from Inspector Jason Diamond from North Wales Police 🚔 Cyngor Gwynedd Eryri

1,847 likes



Are you familiar with the tradition of Canu Plygain? 🌲 Here's Jade to tell you more...!👁️

1,537 likes

@ Top posts > Likes



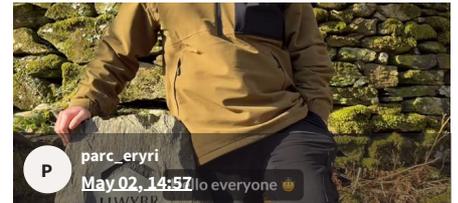
@osiang_herbert presents the Countryside Code 🏠📱 Visit the link in our bio for more information. @visit_eryri ⭐ #Eryri #Cymru #Wales #VisitWales #VisitEryri

7,084 likes



Preparation is the first step to the summit. Research your route before you set off. Be #AdventureSmart #Eryri #YrWyddfa #Cymru #Llanberis #RhydDdu #Cwellyn

5,810 likes



An important message from Oshi G before the Bank Holiday weekend...Remember to be #AdventureSmart ✅ @osiang_herbert 🏠 @visit_eryri @cyngorgwynedd

3,545 likes

in Top posts > Reactions



Fe fuodd Ioan Gwilym, Pennaeth Cyfathrebu Awdurdod Parc Cenedlaethol Eryri, a Dr Daniel Bos o Brifysgol Caer yn ymweld ag ysgolion lleol sydd wedi helpu i greu llyfr

36 reactions



👋 We are looking for a Planning / Research Assistant to join us on a full-time, permanent basis. In this role, you will support the development, implementation and monitoring

36 reactions



Rydym yn edrych ymlaen at rannu Flogs Yr Wyddfa – cyfres fideo newydd sy'n archwilio'r chwe phrif lwybr i gopa'r Wyddfa. 🏠 Ymhob pennod, bydd grŵp o bedwar gwestai yn

34 reactions

📺 Top posts > Likes



🏠 Yr Wyddfa Vlogs | Episode 5: Snowdon Ranger Path Join Peter Rutherford, Alun Jones, Awel Jones, and Ken Latham from Eryri National Park, along with Mary Williams from

63 likes



🏠 Yr Wyddfa Vlogs | Episode 1: Rhyd Ddu Path The Rhyd Ddu Path is one of two routes to the summit of Yr Wyddfa that ascend the western slopes of the Yr Wyddfa massif. It

62 likes



Join us as we take on the Watkin Path — the most challenging route to the summit of Yr Wyddfa! 🏠 Beginning just above sea level, it climbs steeply up the southern slopes

60 likes

Report sources

Analytics

Facebook Pages

 Parc Cenedlaethol Eryri - Eryri National Park

Instagram Business

 parc_eryri

LinkedIn Pages

 Awdurdod Parc Cenedlaethol Eryri // Eryri Na...

YouTube

 Parc Cenedlaethol Eryri | Eryri National Park

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