



Eryri National Park Authority Social Partnership and Public Procurement (Wales) Act 2023 Annual Report 2025-26

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Introduction

The Social Partnership and Public Procurement (Wales) Act 2023 (SPPP) requires Eryri National Park Authority, as a public body, to produce an annual report to evidence how we have complied with the Social Partnership Duty. This report must be submitted to the Social Partnership Council (SCP) for scrutiny.

The Act states:

- a public body must prepare, in respect of each financial year, a report of what it has done to comply with the duty;
- the report must be agreed with the public body's recognised trade unions or (where there is no recognised trade union) other representatives of its employees or contain a statement explaining why it was not agreed; and
- the public body must publish the report, and submit it to the SPC, as soon as reasonably practicable after the end of the financial year.

This report summarises the actions taken by Eryri National Park Authority with the recognised trade unions to implement the duty.

Background

The SPPP Act provides a framework to enhance the well-being of the people of Wales by improving public services through strengthening the role of social partnership within strategic decision making. It is intended to complement other legislation, including the Well-being of Future Generations (Wales) Act 2015 (WFGA 2015).

The SPPP Act 2023 requires the Authority, in carrying out sustainable development, in so far as is reasonable, to seek consensus or compromise with their recognised trade unions, when setting their Well-being Objectives (in line with the WFGA 2015) and making decisions of a strategic nature about the reasonable steps they intend to take to deliver those objectives.

Seeking consensus or compromise means a public body must include its recognised trade unions or other representatives of its employees in the process of setting objectives or making decisions, by:

- consulting them at a formative stage of the process, and

- otherwise involving them throughout the process by:
 - providing sufficient information to enable them to properly consider what is proposed, and
 - providing sufficient time to enable them to adequately consider what is proposed and respond.

Embedding the social partnership principles of Co-operation, Respect, Trust, Voice and Participation, and Mutual Gains into this process, will ensure open, transparent and meaningful relationships with our trade unions.

Well-being Objectives

The staff have always been integral in the development of the Authority's Objectives. The Authority's current Well-being Objectives for 2021 – 26 were adopted following a series of Member and Staff facilitated engagement sessions and formal consultations. These were formally adopted by the Authority on the 23rd of March 2021.

Balancing the Authority's Resources and Efforts was added to the Authority's Well-Being Objectives from 2024 onwards following a review of the Well-Being Objectives and the challenging financial situation facing the Authority.

The Authority's Wellbeing Statement clearly demonstrates how we, through embedding sustainable development in all aspects of our work, maximise our contribution to achieving the National Well-being Goals as set out in the WAFG Act 2015.

It was reported in last year's annual report that the Authority had started the process of revising Cynllun Eryri, the National Park Management Plan, which is now well underway. As Cynllun Eryri feeds directly into the development of the Authority's Well-being Statement, which includes our Well-being Objectives, the Authority agreed to delay a review of the Authority's Well-being Objectives so as to ensure a seamless golden thread will run between them.

Following a meeting with officers from the Future Generations Commissioner for Wales Office on the 16th of October 2025, a decision was made to combine Eryri National Park Authority's Well-being Objectives with Cynllun Eryri. In addition, a separate set of independent Corporate Objectives will be established, which will include a procurement objective as required by the SPPP Act.

Initial discussions on developing these commenced in February 2026, which involved the Leadership Team and the Delivery Team (Heads of Service). Engagement with staff and unions will commence at the earliest opportunity in the new 2026-27 financial year, once draft principles on the direction of travel have been established and agreed.

Meeting the Social Partnership Duty

Local Joint Working Group

The Authority has 2 officially recognised unions - Unison and GMB. The Authority has a well established committee called the Local Joint Working Group, whose constitution allows for 3 representative Members of the Authority and 3 Staff members appointed as local union representatives.

Meetings are held twice a year with the primary objective of establishing a regular method of consultation and negotiation between the Authority and its employees regarding their terms of appointment, conditions of service, health and safety, and to discuss general policy development.

In its meeting on the 14th of March 2025, the Local Joint Working Group considered and approved the draft Annual Report on the Social Partnership Duty for 2024-25.

In its meeting on the 28th of November 2025, the Chief Executive gave an update on the Authority's financial position and confirmed that a presentation had already been given on the 3rd of November 2025 to the Authority Staff Meeting. Staff were given an opportunity to raise questions directly with the Chief Executive in this meeting.

In the same meeting, the Head of Human Resources reported and updated the attendees on the policies and working arrangements recently introduced following staff and union consultation, the latest situation with regards to staff recruitment and retention, the staff training and development that had taken place, and presented key HR data and statistics. In addition, an overview was given on general industrial relations and trade union collaboration that had taken place.

The Staff Engagement and Well-being Forum

The Staff Engagement and Well-being Forum continues to drive initiatives that support staff well-being. During the year some of the initiatives introduced include free staff parking permits for Authority car parks, a staff lunchtime walking club, and the introduction of PWLS, a digital wellbeing tool developed collaboratively by the Human Resources and IT team, designed to help staff check in with their emotional well-being.

In addition, the Forum has had an opportunity to consider and give feedback on the development of various policies including:

- Additional Responsibilities Allowance, Honorarium and Stepping Up Arrangements Policy;
- Sabbatical Leave Policy;
- Dignity at Work: Anti-Bullying, Anti-Harassment and Anti-Victimisation Policy;
- Fleet Vehicles Telematics Policy; and
- Driver Policy and Procedures.

Staff Union Representatives

In addition to being part of the Local Joint Working Group, staff union representatives are included in the policy development process in the same way as the staff representatives on the Staff Engagement and Well-being Forum. They are also invited to the bi-monthly meetings of the Authority's Health and Safety Group.

Training

In June 2025, two staff union representatives (one Unison, one GMB) agreed to be the Social Partnership Champions for the Authority.

To familiarise themselves with the requirements of the SPPP Act and the role of Social Champions, they both completed the required on-line training modules, namely:

Chapter 1: Social Partnership, The Welsh Way eLearning

Chapter 2: The Social Partnership and Public Procurement (Wales) Act 2023

Chapter 3: The Social Partnership Duty

Conclusion

The last year has seen significant progress in strengthening the Authority's approach to workforce well-being, strategic decision making, policy development, and staff engagement. The adoption of new policies, enhancement of existing frameworks, and introduction of innovative wellbeing tools demonstrate a proactive and compassionate approach.

The Authority remains committed to fostering a workplace culture that is inclusive, respectful, and aligned with our core values. Continued collaboration with trade union representatives and staff forums has been instrumental in ensuring that staff voices are heard.

Report Approval

The Local Joint Working approved this report on 20.03.26.

The Staff Engagement and Well-being Forum approved this report on 21.04.26.

The National Park Authority approved this report on 29.04.26.

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