

# NOTICE OF MEETING



*Eryri National Park Authority*

*Jonathan Cawley*

*Chief Executive*

*Eryri National Park Authority*

*Penrhyndeudraeth*

*Gwynedd LL48 6LF*

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**Meeting:** Eryri National Park Authority

**Date:** Wednesday 29 April 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,  
Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas.*

*This Agenda is also available in Welsh*



## A G E N D A

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2.	<b>Corporate Update</b> To receive an update from the Chief Executive. (Copy herewith)	4 - 8
3.	<b>Public Question Time</b> The Authority has allocated up to 20 minutes at the start of its meeting to allow members of the public the opportunity to ask specific questions that relate to the work of the Authority (apart from planning applications) that is relevant to the Park's duties and purposes. Questions must be submitted in writing (by post or e-mail) to the Director of Corporate Services at least 7 days prior to the meeting.	
4.	<b>Declaration of Interest</b> To receive any disclosure of interest by members or officers.	
5.	<b>Minutes</b> The Chair shall propose that the minutes of the meeting of this Authority held on 4 February 2026 be signed as a true record. (Copy herewith)	9 - 13
6.	<b>Matters for Information arising from the minutes</b>	
7.	<b>Action Sheet</b> To submit the Action Sheet, for information and decision. (Copy herewith)	14 - 15
8.	<b>Calendar of Meetings 2026/27</b> To submit a Timetable of Meetings for the period 2026/27. (Copy herewith)	16
9.	<b>Eryri Nature Recovery Action Plan</b> To submit a report by the Biodiversity Officer (Copy herewith)	17 - 46
10.	<b>Community Engagement Strategy</b> To submit a report by the Community Engagement Officer (Copy herewith)	47 - 88
11.	<b>Statement of Accounts 2023/24</b> To submit a report by the Chief Finance Officer (Copy herewith)	89 - 201
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| 13. | <p><b>Anti-fraud, Bribery and Corruption Policy</b><br/>           To submit a report by the Head of Administration and Customer Care (Copy herewith)</p>                             | 233 - 242 |
| 14. | <p><b>Confidential Reporting Policy (Whistleblowing)</b><br/>           To submit a report by the Head of Administration and Customer Care (Copy herewith)</p>                        | 243 - 249 |
| 15. | <p><b>Strategic Grant Letter</b><br/>           To submit a report by the Chief Executive (Copy herewith)</p>   | 250 - 255 |
| 16. | <p><b>Corporate Work Programme 2026-27 (Draft)</b><br/>           To submit a report by the Director of Corporate Services (Copy herewith)</p>  | 256 - 279 |
| 17. | <p><b>Annual Report for 2025-26 on the Social Partnership Duty</b><br/>           To submit a report by the Head of Administration and Customer Care (Copy herewith)</p>              | 280 - 286 |
| 18. | <p><b>Members' Working Group Reports</b><br/>           To submit reports of the Members' Working Group meetings held on 21 January and 25 February 2026 (Copies herewith)</p>        | 287 - 293 |
| 19. | <p><b>Meetings of Other Organisations</b><br/>           To receive oral reports from Members on any recent meetings which they have attended as representatives of the Authority</p> |           |



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	Chief Executive's Update
<b>REPORT BY</b>	Chief Executive
<b>PURPOSE</b>	To update Members on any key issues arising since the last meeting

**1. INTRODUCTION**

2. This report provides an update on some of the key strategic and corporate issues that have arisen since our last meeting on the 4<sup>th</sup> February.

**3. NATIONAL ISSUES:**

**4. Nature Estate Cymru / Ystâd Natur Cymru**

5. Following the Senedd's approval of the Environmental (Principles, Governance and Biodiversity Targets) (Wales) Bill in late February, the Welsh Government launched Nature Estate Cymru in March 2026. This initiative brought together some of Wales's major landowners along with the 3 National Park Authorities. This initiative aims to build on the Environment Bill, and work towards the national 30x30 nature targets. Along with Eryri, Bannau Brycheiniog and Pembrokeshire Coast NPAs, Nature Estate Cymru also includes NRW, the National Trust and Dŵr Cymru. The group aims to deliver large-scale environmental change by coordinating efforts that individual organisations may not be able to achieve alone.

6. This is a complex area that is of real significance to the work of this Authority and I, along with colleagues, will endeavour to keep Members informed of progress.

**7. Tirweddau Cymru Landscape Wales (TCLW) - Independent Task and Finish Group on improving the efficiency and modernisation of Designated Landscape bodies:**

8. There is no further update at this stage on the work of the above group, and I will update Members once received.

**9. Enhancing Governance and Member Accountability in Wales' National Parks**

10. This work, led by the Welsh Government in partnership with the 3 Welsh NPAs is now complete. I will endeavour to get a Welsh Government representative to present the

findings to Members at a future Working Group meeting. The ability to do this has been delayed by the restrictions of the pre-election period.

## **11. REGIONAL ISSUES**

### **12. North Wales Corporate Joint Committee (CJC)**

13. I am conscious that there has been little in the way of updates to the Board on matters relating to the Corporate Joint Committee, despite the establishment of the CJC now being over 3 years ago. I will therefore endeavour to use this regular update to the Authority to provide Members with a brief update on some of the key issues emerging from the work of the CJC.
14. By way of a refresher, Members may recall that the CJC is a regional corporate body established to enhance collaboration and strategic planning across North Wales. It brings together six Local Authorities and Eryri National Park Authority to address key regional priorities. The CJC has its own staff and constitution and it convenes a main Committee and 3 Sub-committees – the central CJC itself, the Strategic Planning Sub-committee, the Strategic Transport Sub-committee and the Economic Well-being Sub Committee. Ultimately the role of the CJC is to produce a Strategic Development Plan, a Strategic Transport Plan and to promote and enhance the economic well-being of the north Wales region.
15. As Eryri's Chief Executive, I attend the main CJC along with Cllr Edgar Owen in his capacity as Chair of the Authority, and our voting rights on this group are restricted to strategic planning matters only. The other Members are made up of the Leaders of the 6 North Wales Councils (along with support from the 6 CEOs) and this committee meets 6 times a year.
16. The Director of Planning & Partnerships, Keira Sweeney, attends the Strategic Planning Sub-committee, along with Cllr Edgar Owen or Cllr Elwyn Edwards (As Authority Chair / Chair of Planning). We have been co-opted as non-voting Members on to both the Strategic Transport and Economic Well-being committee. A recent decision restricts our membership on those 2 latter groups to Members only (no officers), and Cllr Edgar Owen has been attending these.
17. CJC Central Committee:
18. By way of update on business during this calendar year (January onwards) – the main business has involved setting the budget and levy upon constituent authorities, reviewing revenue and capital position of the CJC, and approving items that have come from the sub-committees (Strategic Development Plan Delivery Agreement, report on the Strategic Transport Fund, North Wales Innovation Partnership Fund). At last month's CJC the Committee appointed Hedd Vaughan-Evans to the role of Portfolio Director for the North Wales Corporate Joint Committee. I was involved in the interview panel on this at the start of the month.
19. CJC – Strategic Planning, Strategic Transport and Economic Well-Being Updates
20. Transport Sub-committee: –
  - A presentation was given by Transport for Wales (TFW) on its development since 2015 and on bus franchising. It was agreed that TFW would provide, timetables for engagement with the public, the agreed approval process and an Memorandum of Joint Understanding with Local Authorities and funding arrangements to the sub-committee.

- It was resolved to recommend to the CJC co-option of a member of Eryri National Park onto the sub-committee (non-voting member)
- The bi-annual update report was discussed and accepted.

21. **Planning Sub-committee:**

- An informal meeting in person was held on the 09/03/24. Discussion was around the next steps for the preparation of the SDP (Strategic Development Plan). Initial discussions around the main focus topics e.g. housing, waste, transportation, flooding, climate with a view to creating a vision for the plan.
- It was acknowledged that members / councillors from all Authorities should be aware of the SDP's progress and have the opportunity to feed into the work. This is welcomed and officers will report further and seek members opinions when it is timely to do so.
- It was highlighted that Planning Policy teams would be contacted soon to provide information that will form part of the evidence base.

22. **Economic & Well-being subcommittee:**

- Matters of interest relevant to Eryri: - A conditional approval was given to the outline business case for the Trawsfynydd Innovation, Business and Skills Centre Project. Early contact has been made with planning officers within the Authority and pre-application advice given.

**23. LOCAL ISSUES:**

**24. Staff Recruitment**

25. New arrivals and departures:

26. Since the last meeting in February, the following staff have commenced employment with the Authority: Sharon Thomas, Betws-y-coed Information Centre Assistant; Lona Mason, Supervisor, Aberdyfi Information Centre; Gary Jones, Car Park Assistant; Carys Tecwyn, Beddgelert Information Centre Assistant; Fiona Evans, Betws-y-coed Information Centre Assistant, Elain Iorwerth, Yr Ysgwrn Welcome & Engagement Officer; Sion Owen, Beddgelert Information Centre Assistant; Ioan Roberts, Betws-y-Coed; Information Centre Assistant; and Siwan Owen, Conservation, Woodland and Agriculture Support Officer. On behalf of the Authority, I would like to welcome them all to the Authority and wish them every success in their respective roles.

27. I would also like to thank the following staff who have left the Authority since the last Authority meeting in February for their contribution to the work of the Authority: Michael Downey, Plas Tan y Bwlch Cook, Arwel Elias, Young People's Officer; and Elen Jones, Conservation, Woodland and Agriculture Support Officer.

28. Director of Corporate Services

29. A short-list of candidates was selected for an interview panel scheduled (at the time of writing this report) for the 15<sup>th</sup> April. It is hoped by the time of this Authority meeting an appointment will have been made. I am grateful to Members for being flexible with their diaries to attend these meetings in order for the Authority to recruit as quickly as possible.

### **30. Plas Tan y Bwlch Lottery Application**

31. This National Lottery Heritage Fund (NLHF) grant application is progressing well thanks to work from the Director of Land Management, along with the appointed consultants Donald Inshall Associates. I'm very pleased to report that the second Expression of Interest based on the gallery proposal, has now received approval from NLHF officers. An application will be submitted for 'development phase' funding by August should the figures demonstrate the project is financially sustainable. Members received an update on the Member Development Day last month, so emerging designs and ideas have now been viewed by most Members. A further update will be provided to Members at the May Working Group, along with a formal request for formal approval to submit the application at the June Authority Meeting.
32. Communications is a key component of this work, and we will be ensuring updates to the Board, all staff and the local (and potentially wider) community and other stakeholders prior to submission. These updates will be information providing sessions rather than a full consultation.

### **33. National Lottery Heritage Fund – Landscape Connections**

34. Landscape Connections is a relatively new fund within the National Lottery Heritage Fund structure, available to landscape-scale projects in designated landscapes across the UK.
35. The bid is being developed by the Woodland Trust on the theme of the temperate rainforest of Eryri, with a range of partners including ENPA, Plantlife, RSPB and the National Trust.
36. The bid will focus on three catchment areas, Mawddach, Dwyryd and Glaslyn. Officers are working closely with the Woodland Trust to ensure that synergies with the Plas Tan y Bwlch bid are complementary, rather than competing.
37. The development phase bid will be submitted in May 2026. A full report will be submitted to the Authority in June 2026.

### **38. Sycamore Gap**

39. The 15 UK National Park Authorities along with the National Trust took part in a partnership project to plant a tree taken from cuttings from the Sycamore Gap tree that was illegally felled 2 years ago.
40. The cuttings from the famous Northumberland tree signify a shared act of environmental stewardship in each of the UK's 15 National Parks. The tree planting generated significant media and press publicity, and I'm grateful to Cllr Edgar Owen, Cllr Ifor Glyn Lloyd and Cllr Elfed Roberts who were involved in planting the Eryri sycamore at Yr Ysgwrn last month.

### **41. Audit Wales – Financial Sustainability**

42. A Draft Report on the Financial Sustainability of the Authority was received last month, following an information gather exercise and a series of interview earlier in the year. We have provided some minor comments on the Draft Report and will present the final version to Members once received.

### **43. Internal Audit**

44. Internal audit reports on project management and Plas Tan y Bwlch have recently been received, and will be reported to Members in the Performance & Resources Committee.

**45. Eryri's 75<sup>th</sup> anniversary**

46. The Authority has been successful in securing National Lottery Heritage Fund grant to help support Gŵyl Eryri – a festival that will be held at Yr Ysgwrn to celebrate this anniversary and promote the work of the National Park.
47. A date has now been confirmed for the UK event celebrating the first 4 National Parks in the UK (Dartmoor, Lake District, Peak District and Eryri) – this will be held in the Peak District on the 15<sup>th</sup> July. I will bring more details to Members as they emerge.
48. Finally, the book that we are producing with publishers Y Lolfa to commemorate the anniversary is progressing well – thanks to the hard work of Gwen Aeron Edwards our Communications Officer. It is anticipated that this will be published in June.

**2. End of Project Conference – LIFE Celtic Rainforest, Bangor University, 13-15 April 2026**

3. The above conference was held in Bangor earlier this month – and it was very successful, with over 100 attendees and very successful feedback. As Members will be aware, this project now has just over a year left until it reaches the end, and there was therefore a significant emphasis on the project legacy and the next stages that will follow after 2027.

**4. Visibly Better Employer Standard, Royal National Institute for the Blind (RNIB)**

5. I'm pleased to announce that the Authority has recently been awarded the RNIB Visibly Better Employer Quality Standard. The Standard is a benchmark for organisations to become truly inclusive for blind and partially sighted people, ensuring accessible recruitment processes, supportive workplace adjustments, equal career opportunities, and staff awareness of sight loss, helping companies attract and retain talent with vision impairment by removing barriers and proving their commitment to diversity.

**53. RECOMMENDATION**

54. That Members note the update report on strategic issues since our last meeting and raise any relevant questions or issues.



**MINUTES**  
**ERYRI NATIONAL PARK AUTHORITY**  
WEDNESDAY 4 FEBRUARY 2026  
National Park Office

**PRESENT:**

**Members appointed by Gwynedd Council**

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

**Members appointed by Conwy County Borough Council**

Councillor Ifor Glyn Lloyd, Jo Nuttall, Nia Owen;

**Members appointed by the Welsh Government**

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

**Officers**

Jonathan Cawley, Iwan Jones, Keira Sweenie, Naomi Jones, Dewi Aeron Morgan, Sian Owen, Rhys Owen, Eifion Jones.

The Democratic Services Officer announced that the meeting would be webcast, and that it would be available online later.

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

Apologies were received from Councillor Louise Hughes.

2. **Corporate Update**

A report was *submitted* by the Chief Executive identifying some of the key issues that had arisen since the Authority's last meeting.

*It was further reported:*

- that a further update on Plas Tan y Bwlch would be presented at the Members' Working Group meeting on 25 February, and the Members' Development Day (to be held on 13 March) focussing on Plas developments;
- there would be a further update on the Carneddau Landscape Partnership at the Members' Working Group meeting on 25 February;
- the NPUK (National Parks of the United Kingdom) Conference is being held between 16 and 18 September 2026 at Macdonald Aviemore Resort, Aviemore, in the Cairngorms National Park. Two officers and two members usually attend, and the Chairman would look at who is able to attend;
- the Authority has been invited to apply for year-end underspend funds from the Welsh Government. It was not known how much money was available, but a substantial request had been submitted and it would have to be spent before the end of March.

*Noted:*

- the Members appreciated having the update in written form;
- the Authority's planning department is now fully staffed following the recent appointment of a Senior Planning Officer;
- more money has been received for Ffermio Bro, and this has enabled:
  - the creation of two additional posts which meant that 5 officers and one administrative officer would work for Ffermio Bro;
  - the allocation of a further £100,000 (on top of the employment money) to the scheme;
- it was resolved that there would be no developments at Beddgelert or Aberdyfi TIC's in the short term because the opportunities there are limited; there was an opportunity for big developments at the Betws-y-coed centre in the medium term but there was no the capacity to do so at the moment but we are in a position to develop the shop/centre in Pen-y-Pass over the Winter.

3. **Public Question Time**

No questions were received from the public.

4. **Declaration of Interest**

There was no declaration of interest.

5. **Minutes**

The minutes of the Authority's meeting held on 10 December 2025 *were submitted*.

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

6. **Matters for information arising from the minutes**

No matters arising from the minutes.

7. **Action Log**

The Action Log was *presented* by the Chief Executive.

*Reported:*

- there have been no development relating to matters on the action sheet since the last meeting and they will remain on the log for the time being.

*Recommendation:* retain both items on the Log.

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

8. **The Authority's Budget and Constituent Authority Levies for 2026/2027**

The report was *presented* by the Chief Finance Officer.

An overview of the situation was provided and the following was *reported*:

- the situation is much better than predicted but a baseline deficit would remain;
- a 3% wage increase has been established for 2026/27;
- a significant increase in income is anticipated.

*Recommendation:* –

- (i) To approve the Eryri National Park Authority's revenue and capital budget for 2026/27, as presented in the relevant appendices
- (ii) Approve the levies on the billing authorities, as stated in part 6.3 of the report.

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

## 9. **Capital Strategy 2026/2027**

The report was *submitted* by the Chief Finance Officer providing a high-level overview of how capital expenditure, capital funding and treasury management activity supported the delivery of National Park services.

*Recommendation:* –

- (i) Note that there is no intention to borrow money for capital purposes, but the restrictions below are recommended on a prudent level as a precautionary measure in case there is an emergency or expenditure is required at short notice.
- (ii) To approve no change in:
  - a. the Authorized Borrowing Limit of £500,000 for 2026/27, and an Operational Limit of £100,000, and
  - b. no limit on the proportion of interest payable at the variable rate.
- (iii) To adopt the Capital Borrowing Strategy for 2026/27 as outlined in paragraph 3.3 of the report and note the content relating to the Prudential Code (see the tables under paragraphs 2.2, 3.3 and 7.1 of the report).
- (iv) To adopt the Investment Strategy for 2026/27 as outlined in paragraphs 3.5-3.14 of the report and identify the organizations listed in paragraph 3.7.

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

## 10. **INRS Grant Scheme (Integrated Natural Resources Scheme)**

The report was *presented* by the Head of Conservation, Trees and Agriculture providing an overview of two projects that had received grants under the INRS Grant Scheme, namely:

- (i) The right tree in the right place;
- (ii) Regenerative farming.

*Reported:*

- on the purposes, implications and risks of the two schemes;
- the Welsh Government has offered less time to deliver the plan than was hoped for, but discussions have begun with Welsh Government officers to try to extend the time until March 2029;
- the ability to recruit suitable persons causes some concern, and failure to recruit would place additional pressure on the current team, which was already under workload pressure;
- another risk was being able to start the plan but not being able to complete it, and therefore not being able to reclaim the funding;
- working via the Rural Payments Wales (RPW) programme is difficult, faceless and slow;
- the team is confident about the plans and eager to deliver them.

*Noted:*

- in response to a question as to whether there was something different that could be

done to increase the chances of successfully recruiting someone it was said:

- in terms of the scheme, "The right tree in the right place", the RSPB is going to finance part of the scheme for the Wnion catchment area, and that a part-time officer with the Park wants to increase their working hours and is keen to be part of the scheme; and in relation to the Project Manager position, there are members of staff who were on short-term contracts that were due to expire in the near future and there is an option to extend their contracts to the scheme;
- the "Regenerative Farming" scheme could prove to be more difficult: it was a new and specialist area and recruitment for it caused some concern, but some members of staff who worked on Ffermio Bro were considering the possibility of switching to the new scheme;
- there were some organizations (e.g. Bangor University) that could be contacted to see if they had people who would be interested and have the skills to work on the schemes;
- the figures given include staff costs, and that those costs account for about a third of the total costs;
- the scheme, "The right tree in the right place", includes the removal of INNS trees from SSSI areas (e.g. Waun y Griafolen), the removal of conifer trees nearing end of life and replanting something more suitable and native, and work to make ancient trees more resilient to climate change;
- money has been set aside in the "Regenerative Farming" scheme to employ specialist consultants;
- there is money in the plan to expand the Park's nurseries and the Park already buys produce from external nurseries.

*Recommendation:* – To accept the proposals relating to both projects BUT vigilance is required with the RPW claim system.

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

#### 11. **Minutes of the Performance and Resources Committee**

The minutes of the Performance and Resources Committee held on 26 November 2025 were *submitted* for information.

*Resolved* to **note** the minutes.

#### 12. **Minutes of the Local Joint Working Group**

The minutes of the Local Joint Working Group held on 28 November 2025 were *submitted*.

*Resolved* to **note** the minutes.

#### 13. **Meetings of Other Organizations**

*Reported:*

- Delyth Lloyd had attended a meeting of the Trawsfynydd Stakeholder Group, and that Elfed Powell Roberts was elected Chairman of the Group at the meeting;
- Tim Jones attended a meeting of the Access Forum, and management of fly camping and climbing Crib Goch were discussed.

It was announced that there was an intention to organize a walk/run under the supervision of Arwel Ellis and Ioan Gwilym - individuals would start their journey from different places in Eryri (Cader Idris, Yr Wyddfa etc.), each carrying a piece of a jigsaw, and would meet approximately the same time at Plas Tan y Bwlch and complete the jigsaw together.

It was announced that Tom Ellis, a former member of the Authority, had recently lost his partner, and condolences were extended to him.

**The meeting ended at 11:00**



## TAFLEN WEITHREDU – ACTION SHEET

### AUTHORITY MEETING – 11.06.2025

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



# TAFLEN WEITHREDU – ACTION SHEET

## AUTHORITY MEETING – 10.09.2025

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

**AWDURDOD PARC CENEDLAETHOL ERYRI NATIONAL PARK AUTHORITY**

Amserlen / Timetable 2026/2027

CYFARFOD	DYDD	AMSER	2026							2027							TIME	MEETING	
			MEH	GOR	AWST	MEDI	HYD	TACH	RHAG	ION	CHWE	MAW	EBR	MAI	MEH	DAY			
AWDURDOD	MER	10.00	CCB 10 AGM				23			9		3		28		CCB 9 AGM	WED	10.00	AUTHORITY
PWYLLGOR PERFFORMIAD AC ADNODDAU	MER	10.00		15					11			3					WED	10.00	PERFORMANCE & RESOURCES COMMITTEE
PWYLLGOR CYNLLUNIO A MYNEDIAD	MER	10.00	24				9	14	25		20	17	17	14		23	WED	10.00	PLANNING & ACCESS COMMITTEE
PWYLLGOR SAFONAU	GWE	pm						2					19				FRI	pm	STANDARDS COMMITTEE
PANELI YMWELD Y GOGLEDD A'R DE	MER	am		1			16	21		2	27	24		7	19		WED	am	NORTHERN AND SOUTHERN INSPECTION PANELS
BWRDD PLAS TAN Y BWLCH	MER	am/pm	(10)				(23)					(3)		(28)		(9)	WED	am/pm	PLAS TAN Y BWLCH BOARD
GWEITHGOR AELODAU	MER	am/pm	24				9	14	25		20	17	17	14		23	WED	am/pm	MEMBERS' WORKING GROUP
CYD-WEITHGOR LLEOL	GWE	am							27				5				FRI	am	LOCAL JOINT WORKING GROUP
DIWRNOD DATBLYGU AELODAU	GWE	am/pm	19										12			18	FRI	am/pm	MEMBER DEVELOPMENT DAY
SEMINAR AELODAU TIRWEDDAU DYNODEDIG CYMRU (Parc Cenedlaethol Bannau )				8-9															DESIGNATED LANDSCAPES WALES MEMBERS' SEMINAR (Bannau National Park )
CYNHADLEDD PARCIAU CENEDLAETHOL Y DG							16-18												NATIONAL PARKS UK CONFERENCE
EUROPARC																			EUROPARC
CYFARFOD	DYDD	AMSER	JUNE	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	DAY	TIME	MEETING	



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Eryri Nature Recovery Action Plan (NRAP)</b>
<b>REPORT BY</b>	Biodiversity Officer
<b>PURPOSE</b>	Provide the final draft of the Action Plan

## 1. BACKGROUND

The Authority is required to create a Nature Restoration Plan which is in line with the Wales Nature Restoration Plan as well as the Well-being of Future Generations (Wales) Act 2015 and the Environment Act, 2016 (Wales).

The Nature Recovery Action Plan (NRAP) is a strategic plan for the restoration of the natural environment. The Eryri NRAP is a document aimed at promoting biodiversity and ecosystems within the National Park through cooperation with local communities. It replaces the previous Biodiversity Action Plan and aligns with international calls for nature recovery, as well as Welsh Government legislation, policies, and global targets. It is also aligned with both the Climate Emergency and Nature Emergency declarations announced in 2019 and 2021 respectively. It will provide a starting point on how to respond and adapt to pressures in Eryri National Park. It summarises the desired outcomes for nature recovery in policy and legislation and outlines the steps to be taken to achieve these objectives within Eryri National Park.

The NRAP includes:

- Background to the Plan
- Overview of Eryri's biodiversity and habitats
- The key pressures affecting biodiversity in Eryri
- General Action Plan for Eryri up to 2031
- An overview of ways groups, organisations, businesses and individuals can help to restore nature.

The NRAP is a dynamic document to ensure changes can be implemented as needed. It enables us to respond to developments in policies and targets as the climate changes. The aim of the NRAP - "To increase the diversity and abundance of nature and improve ecological resilience throughout Eryri" - is in line with the aim of *Cynllun Eryri* and links the two plans together.

This document is expected to act as a basis for action to restore nature in Eryri. The intention is to create specific task groups once again this year, working alongside the partners of the Eryri Nature Partnership, focusing on creating habitat profiles for Eryri. These profiles will be available as individual appendices to this basic document and

will include details about priority species for each of the habitats as well as an action plan for each habitat. The General Action Plan follows the structure of the Welsh Government's Action Plan and sits under the objectives they have set. The goals of the Eryri Action Plan align with the Welsh Government's action plan, but on a local scale in Eryri.

The document has received public feedback, feedback from the Members, feedback from the Eryri Nature Partnership partners and from a task group that was appointed to develop the NRAP with the input of experts from different fields.

### **3. RESOURCE IMPLICATIONS**

This document will provide better focus on the Authority's work and priorities in response to the loss in biodiversity crisis, support grant and funding applications and steer individuals, volunteers and stakeholders on track towards recovery nature in Eryri.

The action plans developed from the habitat profiles will provide an overview of the current situation, and the vision for the situation the habitat and its relevant species will be in within five and 10 years. This will be essential for navigating projects and managing resources to reach our targets.

The document is being developed internally by the biodiversity team which is funded by Welsh Government funding. Currently there are sufficient funds to maintain staff and fund actions until the end of March 2027.

### **4. RECOMMENDATION:**

That Members discuss the latest version of the Plan for its presentation and adoption

### **5. BACKGROUND PAPERS:**

Draft (V8) of the Nature recovery Action Plan

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# Eryri Nature Recovery Action Plan

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2026-2031



PARTNERIAETH NATUR  
**ERYRI**  
NATURE PARTNERSHIP



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## Foreword

The exceptional natural beauty of Eryri is what makes it truly unique. The National Park Authority's collaboration with others to help achieve nature-friendly land management not only enhances the lives of its residents but also draws thousands of visitors each year. However, in Wales and worldwide, there is an alarming decline in biodiversity.

This Plan takes into account various strategic and legal influences available to the Authority with the aim of reversing this decline. It outlines essential actions for promoting nature recovery by prioritising biodiversity in decision-making, enhancing the resilience of our natural environment, and taking specific measures for habitats and species.

Eryri National Park is a place where significant positive changes can and do occur. Many opportunities for restoring nature in the National Park involve relatively large, extensive, and high-quality ecosystems and habitats. However, the challenges are too immense for any single government agency, non-governmental organisation, community, or landowner to address alone. Achieving meaningful nature recovery on a large scale requires collaboration across geographical boundaries, various land uses, involving many people, and often spanning years or even generations. This necessitates the participation of all partners and stakeholders, working together. This inclusive and landscape-scale approach to nature recovery is the aspiration of this Plan, which involves considering all lands, listening to all voices and empowering everyone to make a difference.



## 1. Introduction

### 1.1 What is biodiversity?

Biodiversity, short for 'biological diversity', refers to the variety and variability of life on Earth. It encompasses all living organisms, the ecosystems they are a part of, and the genetic diversity within species. Biodiversity refers to three main concepts:

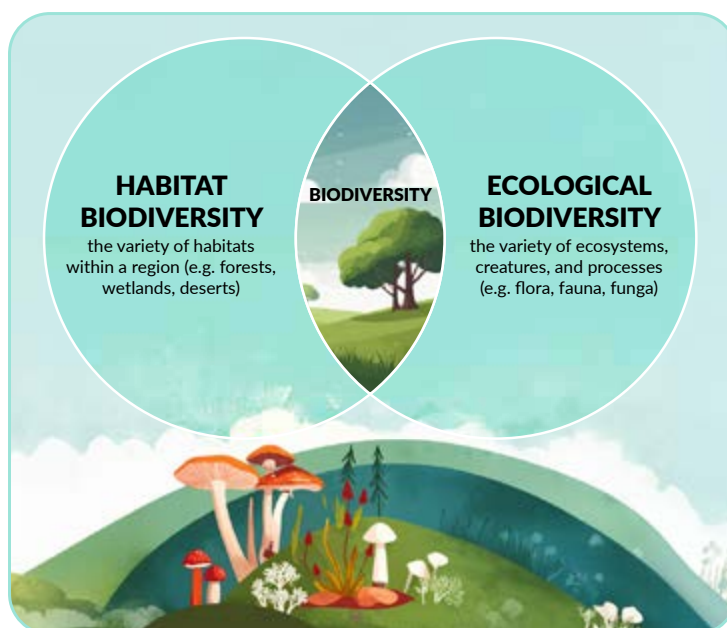
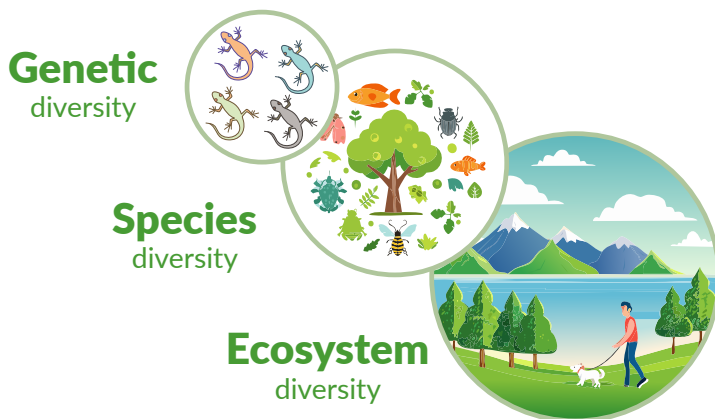
- **Species Diversity:** This is all about the different types of living things. The more types of animals, plants, fungi, and microorganisms we have, the higher the species diversity.
- **Genetic Diversity:** Within each species, there's a range of genetic differences. It's the unique combination of genes that make individuals within a species slightly different from one another, reducing the chances of inbreeding and genetic defects. Genetic diversity is crucial because it helps species adapt to changes in their environment and evolve over time.
- **Ecosystem Diversity:** An ecosystem is formed of communities of living organisms, which interact with their physical and chemical environments. They can be as small as a pond or as large as a rainforest. Ecosystem diversity is all about the different types of environments on Earth. The more ecosystems we can support, the higher the ecosystem diversity.

Biodiversity is essential for several reasons. Ecosystem stability often requires high levels of biodiversity, where a multitude of different species maintain different roles that keep the ecosystems in balance. This also makes the ecosystem more resilient, as increased biodiversity

will help ecosystems ‘bounce back’ from disturbances such as wildfires, floods or diseases. If one species is vulnerable, others can step in to fill the gap. Increased biodiversity is crucial for the existence of human life, providing us with many things we need, such as food, medicine, clean water and air. As well as enriching our lives by offering beauty, wonder, and inspiration, it is also deeply connected to many of our cultures and traditions.

However, biodiversity is currently under threat worldwide due to human activities like deforestation, pollution, overfishing and climate change. Human impacts like these have already diminished the resilience of our ecosystems here in Eryri and will continue to do so if the correct legislation is not in place. Ecosystems with significantly diminished resilience will find it difficult to adjust, withstand, and rebound from additional stress. As a result, their condition may deteriorate further, which impairs their capacity to deliver the vital services required for life to flourish. Conservation efforts are crucial to preserving biodiversity for the well-being of both the planet and future generations.

# Biodiversity



## 1.2 What is a Nature Recovery Action Plan?

In short, a Nature Recovery Action Plan (NRAP) is a strategic plan for the restoration of the natural environment. The Eryri NRAP is a document aimed at promoting biodiversity and ecosystems within the National Park through cooperation with local communities. It replaces the previous Biodiversity Action Plan and aligns with international calls for nature recovery, as well as Welsh Government legislation, policies, and global targets. It is also aligned with both the Climate Emergency and Nature Emergency declarations announced in 2019 and 2021 respectively. It will provide a starting point on how to respond and adapt to pressures in Eryri National Park. It summarises the desired outcomes for nature recovery in policy and legislation and outlines the steps to be taken to achieve these objectives within Eryri National Park. You can find more details about the relevant legislation and policies in the appendix of this document.

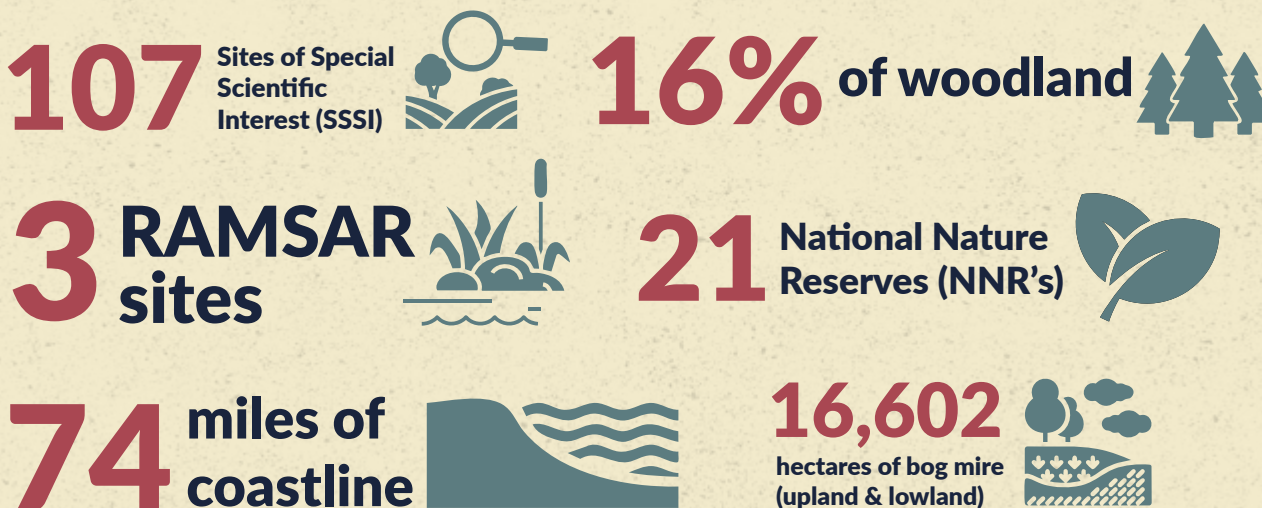
## 1.3 Who is the Nature Recovery Action Plan for?

The Nature Recovery Action Plan is designed to be for anyone interested in enhancing and safeguarding the natural world. This includes individuals, community groups, schools, landowners, land managers, local and regional authorities, businesses, and nonprofit organisations. The main overarching goal of the Eryri NRAP is to encourage initiatives that protect, conserve, and enhance nature, benefiting both people and the environment in our local communities and beyond. This NRAP covers the area within Eryri National Park, which is shared between the County Councils of Gwynedd and Conwy.

Gwynedd Nature Partnership are currently developing Gwynedd and Llŷn National Landscape's NRAP. Conwy's NRAP is formed as part of Bionet and can be accessed [here](#).

For ideas and inspiration on how you can help deliver the Eryri NRAP, see section 4.4 How Can You Get Involved.

# Eryri National Park





## 2. Biodiversity in Eryri

Nature exists all around us, whether its dandelions sprouting along a pavement in town or lush temperate rainforests officially recognised as Sites of Special Scientific Interest (SSSI). Each facet of nature plays a role in Eryri's biodiversity, and any efforts to preserve the ecological connections within the National Park contribute to the endurance of ecosystems for generations to come.



## 2.1 Habitats

Eryri National Park boasts a diverse range of habitats due to its varied geology, topography and climate. Within a relatively compact geographical area, there is a diverse array of landscapes in Eryri. This diversity sustains a multitude of plant and animal species, benefiting from the temperate and moist climate influenced by Atlantic weather patterns fostering the existence of thousands of species. To reflect this, Eryri accommodates 107 Sites of Special Scientific Interest (SSSI), 21 National Nature Reserves and three RAMSAR sites.

Eryri is well known for its mountainous terrain, accommodating 9 different mountain ranges that support a variety of upland habitats including rocky slopes, scree, heathland, and upland grasslands. Yr Wyddfa alone attracts over 600,000 visitors a year, making sustainable tourism one of the vital strategies for protecting these upland habitats so that they can be enjoyed by future generations. These habitats are important for species adapted to the challenging conditions of higher altitudes, such as the Snowdon Lily (Lili'r Wyddfa) and Ring Ouzel.

While the iconic peaks of Eryri are the first thing many picture when thinking of the National Park, the forests and woodlands that surround us account for 16% of the National Park's area. Our woodlands are incredibly important, providing a home for many species including fungi, birds and amphibians in addition to us as human beings. They can help reduce the impact of flooding events, improve our well-being and air quality and play a role in a large portion of the mythology and culture found in the area. Eryri is also home to internationally important Temperate Rainforests which are a unique type of forest ecosystem found in regions with mild temperatures and high rainfall throughout the year. They are important habitats that are home to a rich diversity of species including mosses and lichens.



Eryri is crisscrossed by rivers and dotted with numerous lakes. It is home to Wales' largest natural lake, Llyn Tegid, and a variety of aquatic invertebrates, semi-aquatic mammals, bird species and species such as the Freshwater Pearl Mussels, Water Voles and Kingfishers. These freshwater habitats also provide breeding grounds for fish including Brown Trout and Atlantic Salmon.

Extensive moorland can be found throughout the uplands and lowlands of Eryri, consisting of heathland, acid grasslands and peatlands. Peatlands are especially important as they provide a home for a multitude of species as well as being an incredible carbon store. 52% of the total soil carbon in Eryri is stored in our peatlands, making them incredibly important for tackling the climate change emergency. The moorlands support numerous different species including reptiles, insects, birds and bryophytes. The National Peatland Action Programme (NPAP) is a 5-year plan funded by the Welsh Government dedicated to restoring peatland in Wales, and addresses both the Nature and Climate emergencies by improving ecosystem resilience.

The coastal region of Eryri consists of 74 miles of sandy beaches, rocky shores and estuaries. The Dyfi (part of the UNESCO Dyfi Biosphere Reserve) and Mawddach estuaries are integral components of Eryri's coastline. Additionally, the sand dune system located in Morfa Harlech stands out as one of Britain's most significant dune systems. These areas support a variety of bird species, marine mammals, marine invertebrates, and are important for dune-specific species such as Marram Grass and Mining bees.

A habitat less frequently thought of that is as important as any other habitat is true darkness. Eryri is a Dark Sky reserve, a designated area awarded by the International Dark Sky Association for areas with no or very little light pollution. Eryri is considered one of the darkest remaining places in Southern Britain and as a result, is important to a variety of nocturnal species such as owls and bats, but also for migratory birds and fish as they use natural light sources to navigate.

Eryri's habitats aren't limited to only natural landscapes. Built landscapes where people live and work (such as houses, schools, churches, commercial, industrial and farm buildings) also provide vital habitats for synanthropic (building-dwelling) species like swifts and bats.

Conservation efforts within Eryri National Park aim to protect and enhance these habitats, ensuring the preservation of its natural heritage and incredible ties to our language and culture. The diverse range of ecosystems and landscapes within the National Park contributes to its status as an area of high biodiversity and ecological significance. A full list of habitat types can be found in the Appendix which will subsequently be followed by the addition of individual habitat profiles which will be developed with the Eryri Nature Partnership in 2026 and 2027.

Efforts to preserve and enhance species biodiversity in Eryri National Park are constantly ongoing. Conservation initiatives aim to protect the habitats that support these species, manage invasive species, and monitor wildlife populations. One example is the LIFE Celtic Rainforest Project is large project focussing on gradually restoring ancient oak woodlands, managing invasive species and utilising conservation grazing to restore sites. Additionally, the Ffermio Bro Scheme provides an essential mechanism for farmers and land managers to work towards sustainable land management processes within the National Park. A list of projects and schemes within Eryri National Park can be found in the Appendix.

Eryri's biodiversity contributes to its significance as a protected natural area and is a draw for ecotourism and outdoor enthusiasts. One of the key methods to boost Eryri's biodiversity and ecological resilience is by using a landscape-scale approach. An approach where habitats in Eryri are bigger, better, and more connected based on Lawton Principles.

- **Bigger**

- Increasing the size (where possible) of sites already known to have high levels of biodiversity. These include Sites of Special Scientific Interest (SSSIs), Special Areas of Conservation (SACs), Special Protection Areas (SPAs) and any species rich habitats that are known to us. This will provide more space for populations to thrive.
- Empowering and facilitating farmers and land managers to increase the extent of quality habitat where possible throughout Eryri

- **Better**

- Improving the management of these important sites and taking measures to protect them further. This will ensure different species are provided with the different resources needed to flourish.

- **More Connected**

- Make connections between habitats by using 'stepping stone' habitat patches big enough and in good enough condition to sustain local populations of species.
- Reduce the chance of creating isolated, fragmented sites with reduced biodiversity in-between.
- Connections such as hedgerows, rivers, woodlands and meadows facilitate the movement of species throughout Eryri's landscapes.
- Making spaces for nature no matter how small, everywhere (gardens, roadsides, parks, cemeteries, and more).



Due to the complex and dynamic nature of ecosystems, assessing their resilience can be challenging. A framework to measure and assess ecosystem resilience has been developed by Natural Resources Wales which relies on five key attributes:

**Diversity**

**Extent**

**Condition**

**Connectivity**

[other] **Aspects of ecosystem resilience**

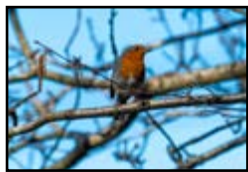
This is known as the DECCA framework. DECCA will provide us with a standardised measure to evaluate the resilience of ecosystems in Eryri.

Ecological resilience is crucial for maintaining healthy ecosystems and adapting to changing conditions. Creating a Bigger, Better and More Connected Eryri is the key to improving and safeguarding this resilience for future generations. One way of working towards the creation of a Bigger, Better and More Connected Eryri is through developing Resilient Ecological Networks (RENs). RENs are a relatively new concept which take into consideration managing ecosystems at landscape scale, taking into account the positions of different stakeholders. More information can be found on the National Resources Wales website.

**Ecological resilience = the capacity of an ecosystem to respond to disturbances or disruptions by resisting damage and subsequently recovering.**

## 2.2 Species

Eryri National Park is known for its rich and diverse species biodiversity, thanks to its varied landscapes and habitats. The National Park is home to a wide array of plant and animal species, including some that are rare and iconic. Priority species are those that are considered most at risk and are targeted species for conservation efforts.



**Birds:** Eryri hosts a variety of bird species, ranging from common ones like robin and blue tit to more specialised species such as chough, ring ouzel, hen harrier, red kites, swifts and various owls. The National Park is also important for migratory birds, and its diverse habitats make it an excellent location for resting and feeding points as well as for birdwatching.



**Mammals:** The National Park is inhabited by various mammal species, including otters, deer, stoats, pine martens and dormice, with beavers being our most recent newcomer. Additionally, many bat species are a notable presence in some parts of Eryri.



**Invertebrates:** Eryri's diverse habitats support a wide range of invertebrates, including butterflies, moths, dragonflies, and damselflies. Some rare and specialized species can be found in the National Park's unique ecosystems.



**Plants:** Eryri boasts a variety of plant species, from mountain flowers to woodland flora. The Snowdon Lily (*Gagea serotina*) is an iconic species, and the National Park is also home to various semi-aquatic plants, alpine plants and ferns. Marsh clubmoss is a species considered a 'living fossil' found here in Eryri, though currently in very low numbers largely due to heathland habitat fragmentation.



**Lichens and bryophytes:** Eryri's damp and temperate climate provides the perfect habitat for a plethora of lichens and bryophytes (mosses and liverworts) within the remaining temperate rainforest habitat.



**Fungi:** Woodlands and good quality unimproved/semi natural grasslands in Eryri provide suitable conditions for a diversity of fungi, including the iconic fly agaric and a multitude of colourful waxcap species.



**Reptiles and Amphibians:** Eryri's heathlands and grasslands are home to reptiles like the common lizard and adder. Amphibians, such as frogs and newts, can be especially abundant in Eryri's extensive wetland areas.

**Aquatic life:** The rivers and lakes in the National Park are essential habitats for fish species such as brown trout, Atlantic salmon and the Torgoch which rely on clean and well-maintained freshwater systems.



A full list of priority species including both Section 7 species and those expressed as priority by partners can be found in the Appendix. Relevant priority species will be included in the individual habitats profiles.



### 2.3 Biodiversity Decline

The loss of biodiversity has become an increasing concern globally. According to the International Union for Conservation of Nature (IUCN), approximately 28% of evaluated species are presently facing the threat of extinction. This alarming trend primarily stems from habitat destruction caused by human actions such as deforestation, urbanisation, and agricultural expansion. Additional pressures such as invasive species, unsustainable tourism, pollution and climate change introduce further challenges for global biodiversity. Unfortunately, the situation here in Eryri is not exempt.

The State of Nature Report 2023 for Wales highlights the uniqueness and fragility of Welsh biodiversity, showcasing species like the Snowdon Beetle and Snowdon Lily, which in a British context are exclusive to Eryri. However, the report also indicates concerning trends in biodiversity loss. The Biodiversity Intactness Index for Wales stands at 37%, indicating significant alteration and depletion of species abundance and composition, ranking among the lowest globally. This decline in biodiversity has repercussions for human well-being, including impacts on health, adaptation costs, and loss of ecosystem services.



The Swift is the fastest declining species in Wales having decreased by **76%** since 1995

Alongside this, a baseline study conducted by Natural Resources Wales found that of all protected sites in Wales, only 20% are in favourable condition and 50% are unknown. In Eryri, 27.3% of protected site features are in favourable condition, while 24.3% are in unfavourable condition and the condition status of 48.3% are unknown. Knowledge gaps like these indicate that more needs to be done through collaborative monitoring and targeted conservation action to ensure the resilience of these sites and surrounding habitats. Filling these knowledge gaps is part of the work that the North Wales Nature Consortium is trying to achieve, working with multiple partners including the Eryri Nature Partnership, Eryri National Park, North Wales Wildlife Trust, Gwynedd Local Nature Partnership, National Trust, Woodland Trust and RSPB to name a few. More information can be found about the North Wales Nature Consortium in the appendix.

In addition, the State of Natural Resources Report (SoNaRR) assembled by Natural Resources Wales in 2020 discusses the importance of living as one – where the wellbeing of both people and the planet exist alongside each other and complement one another. This intertwines with the Welsh Government’s Well-being of Future Generations Act and Environment Act, as does this plan. While the biodiversity in Wales is declining at an alarming rate, our future is supported by nature-oriented legislation, including the Global Biodiversity Framework’s 30x30 target, and having previously established processes that facilitate collaborative decision-making and partnerships throughout Eryri and across Wales.

Efforts to address biodiversity loss are underway, with initiatives like the Wales National Peatland Action Programme aiming to restore degraded peatlands, which play a crucial role in carbon sequestration and flood mitigation. Another example is the Eryri Tree and Woodland Strategy which is in place to advise planners, landowners, land managers and stakeholders on the management of trees and woodlands in Eryri. Additionally, the Ffermio Bro scheme prioritises delivering collaborative projects across multiple farms, building support for both resilient ecosystems and resilient farm businesses.

Initiatives to control species such as goats and deer also play an important role in conservation as a means of ensuring natural tree regeneration and reducing species overpopulation. Protecting and restoring healthy natural systems is essential, not only for nature but also for human society.

While there are successful conservation practices to draw upon, the report emphasises the need for increased efforts in conservation and restoration, alongside addressing the drivers of biodiversity loss. Society-wide involvement is crucial, as evidenced by public support for nature protection and restoration initiatives in Wales and the UK. Increased future involvement in data collection and monitoring of species and habitats by partners within the National Park are needed to secure a baseline for the state of biodiversity in Eryri.

“Between 1970 and 2013, **56%** of UK species declined. Of the nearly 8,000 species assessed using modern criteria, **15%** are threatened with extinction. This suggests that we are among the most nature-depleted countries in the world.”



## . Key Pressures Affecting Biodiversity in Eryri

- **Climate Change:** Changes in climate patterns can have various impacts on National Parks, including alterations in temperature, precipitation, and the frequency of extreme weather events. These changes can affect ecosystems, wildlife habitats, species (particularly species on the edge of their climatic ranges such as arctic-alpine species) and water resources.
- **Development:** The demand for infrastructure and housing projects can lead to habitat fragmentation and negatively impact the natural landscape, and material and lighting choice can increase the level of impact. Additionally, failing to acknowledge the potential for habitat creation within new developments that could cater for a number of synanthropic bird species.

- **Invasive non-native species (INNS):** Invasive non-native species (such as *Rhododendron ponticum*) can negatively affect our environment by outcompeting native species, introducing disease, altering ecosystem function, and hybridising with native species. A lack of biosecurity awareness and measures are a key reason for INNS dispersal.
- **Pests and Disease:** Pests and disease such as ash dieback and phytophthora can negatively impact habitats and disrupt ecosystem function through loss of species, leading to a cascade of negative effects for other species such as lichen and fungi. Lack of biosecurity awareness and INNS dispersal can play a role in disease spread.
- **Unsustainable Tourism:** National Parks often face the challenge of managing increasing visitor numbers. High volumes of tourists can lead to issues such as habitat degradation, soil erosion, disturbance to wildlife and increased pressure on local infrastructure (water & waste-water systems). Balancing the economic benefits of tourism with conservation efforts is a common challenge.
- **Woodland Management:** A large portion of native woodland has been converted to conifer planting since the 1950s, and we are now managing the effects of having a lack of established broadleaved woodlands in Eryri. The Eryri Tree and Woodland Strategy (TAWS) will play a key role in addressing loss of woodland biodiversity, Park-wide management planning, working towards more resilient landscapes and meeting carbon sequestration goals while preserving the cultural and historic connections with our trees and woodlands.
- **Land management:** Reduced biodiversity and ecological productivity can result from development and intensive land management practices. Housing/industrial development, quarrying, overgrazing/undergrazing, increased use of fertilisers, water pollution/ increased phosphate levels and soil degradation are some of the negative impacts as a result.
- **Pollution:** All types of pollution often have an adverse effect on ecosystems. What often seems like a small change to us could be detrimental to some species. For example, increased artificial light at night in our skies and waterways can negatively affect bat, invertebrate and fish species. Additionally, increased nitrogen in our waterways and soils can negatively impact lichen, fungi, and wildflower growth.
- **Water Management/hydrological change:** Sustainable water management is crucial for both environmental conservation and meeting the needs of local communities. Issues such as water pollution, over-abstraction, impoundments, canalisation, and changes in precipitation patterns can impact water resources and the ecosystems that rely on access to clean water and high-status geomorphology within the National Park.
- **Lack of collaboration:** Effective management of a National Park often requires collaboration among various stakeholders, including government agencies, local communities, and conservation organizations. Ensuring effective governance structures and community engagement is vital for the National Park's long-term sustainability.

By implementing a combination of strategies including widespread/landscape scale habitat restoration, management of invasive non-native species, and collaborating effectively with partners and landowners, Eryri National Park plans to effectively deal and adapt to the key pressures affecting its biodiversity. Ultimately ensuring the long-term conservation of its unique ecosystems and species.



## 4. Eryri Action Plan

### 4.1 The Wales Nature Recovery Action Plan

Due to the continued loss of biodiversity globally, the Welsh Government has developed and released its Nature Recovery Action Plan for Wales. This plan is for everyone in Wales and outlines six primary objectives aimed at bringing a stop to the decline of biodiversity:

- Engage and support participation and understanding to embed biodiversity throughout decision making at all levels.
- Safeguard species and habitats of principal importance and improve their management.
- Increase the resilience of our natural environment by restoring degraded habitats and habitat creation.
- Tackle key pressures on species and habitats.
- Improve our evidence, understanding and monitoring of ecological resilience.
- Put in place a framework of governance and support for delivery.

These objectives are linked to The Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016, which go hand in hand with what the NRAP sets out to achieve. (See Appendix 1 for more information on policy and legislation.)



## 4.2 Eryri Nature Recovery Action Plan

The Eryri NRAP outlines these objectives set by the Welsh Government in a local context, drawing on the specific priorities within Eryri. While the Eryri National Park Authority doesn't have direct management control over the vast majority of land within its boundaries it can influence planning decisions for buildings in order to promote awareness and habitat creation measures. In addition, through working with the public, land managers, local authorities and our partners in the Eryri Nature Partnership, we aim to achieve the main overarching goal of the Eryri NRAP: **To increase the diversity and abundance of nature and improve ecological resilience throughout Eryri.**

To develop this plan a Task Group was established following the Eryri Nature Partnership meeting in May 2024. The Task Group includes representatives from various partner organisations. The Task Group considered two different Action Plans: the first Action Plan followed the Wales NRAP's six primary objectives, and the second was a draft Designated Landscape NRAP template which, once developed and complete, will form part of a document currently called "Designated Landscapes: Officer Guidance for Nature's Benefit" due to be completed March 2025. A decision was made to follow the six primary objectives laid out in the Wales NRAP, but the Task Group will look again at the Eryri NRAP if the Welsh Government decides to encourage the adoption of the Designated Landscape NRAP template and/or the revised version of the Wales NRAP when published. Actions will be measured through SMART goals which will be developed with key partners in 2026.

The NRAP will adapt accordingly depending on changes in policy, legislation, funding, new information and research. A full review of the plan will take place in 2031.

## 4.3 General Action Plan

Engage and support participation and understanding to embed biodiversity throughout decision making at all levels
Action
Continue to seek opportunities to engage, support and raise awareness of Eryri's biodiversity within communities.
Collaborate with the public and private sector to embed biodiversity in decision making.
Promote Eryri National Park and partners' presence online to reach more people about our nature recovery activities and ensure information is accessible and inclusive.
Make all NRAP data accessible and digestible to help inform integrated decision making, including within our own governance structures.
Support nature connection and knowledge transfer to aid uptake of beneficial practices, reduce detrimental practices, and improve well-being.
Engage and support biodiversity in communities through cultural connections with their local places, e.g. names of fields, rock and peaks often reflect what grows there.

Safeguard species and habitats of principal importance and improve their management
Action
Update current Eryri NPA Priority Species and Habitat list (LBAP) and develop appropriate indicators to measure the abundance and viability of priority species populations.
Use geographical Information Systems (GIS) to record species' distributions and highlight focus areas.
Survey and monitor species and habitats of principal importance in Eryri to inform conservation and management efforts.
Provide information and support to farmers, landowners, land managers, homeowners and developers on how best to safeguard and enhance biodiversity.
Facilitate and encourage close partnership working between conservation and agriculture, as better relationships yield better outcomes.
Facilitate working relationships with agro-ecologists to map farm habitats and assist in providing advice and guidance to farmers.
Work with communities and the public to raise awareness to help reduce erosion and trampling of species on Public Rights of Way (PRoW).

## Increase the resilience of our natural environment by restoring degraded habitats and habitat creation

### Action

Provide farmers, land managers and decision makers with the information they need to make informed decisions about ecological resilience, long-term sustainable site management and connectivity across landscapes to help secure the future viability of their landholdings.

Support local partnerships that wish to develop and deliver any projects that meet the Wales NRAP objectives.

Utilise more sustainable, nature-based solutions such as wetland restoration and increase the number of biodiverse grasslands.

Enact Eryri Tree and Woodland Strategy to integrate more native trees into the landscape to increase biodiversity and build on farming and community relationships.

Enact Eryri Peatlands Strategy to restore high carbon storage peatlands, increase sustainable management of lowland peatlands and marsh peatlands and help ensure peatland recovery.

Seek to support Natural Resources Wales in reviewing the condition of protected sites to facilitate effective management.

Contribute to the Global Biodiversity target of protecting and effectively managing at least 30% of our land and freshwater sources by 2030.

Seek opportunities to work closely with farmers on a landscape scale to deliver the collaborative element of the Sustainable Farming Scheme.

## Tackle key pressures on species and habitats

### Action

Work and support diverse communities, including farmers and Local Action Groups to help tackle Invasive species, pests and diseases and especially non-native invasive species.

Identify and address specific pressures and opportunities for species within the National Park and develop key indicators for reporting and monitoring identified pressures.

Utilise the importance of the 'right tree, right place' approach in all tree establishment projects.

## Improve our evidence, understanding and monitoring of ecological resilience

### Action

Identify gaps in our knowledge/evidence by collating past, present and future projects and programmes by Eryri Nature Partnership partners, such as collaborative multi-landowner initiatives and community-based programmes.
Work with partners to use ecological network and species-specific mapping to inform future planning and policy decisions
Support Eryri Nature Partnership partners in research and data collection that aids nature recovery.
Use the DECCA framework to standardise all surveying, monitoring and reporting in the National Park to aid better communication and collaboration between partners.
Invest in the education and training of individuals to enable adequate ecological and species surveys.
Support local citizen science recording projects and encourage schools/local communities to get involved.
Collect and collate data from relevant policies and strategies to inform decision-making (such as SoNaRR, State of the Park Report, area statements, and Eryri Tree and Woodland Strategy).
Develop appropriate indicators to monitor the progress of the Action Plan.
Work alongside Cofnod to provide partners with easy and effective recording methods for monitoring habitats e.g. fixed-point photo monitoring.

## Put in place a framework of governance and support for delivery

### Action

Establish a robust and effective Local Nature Partnership to serve as a bridge between local and national delivery partners and the Welsh Government.
Collaborate closely with other LNPs to maximise project effectiveness and impact in terms of the Eryri NRAP objectives.
Link the Eryri NRAP with Government funding schemes to escalate action for nature (such as SFS, NNF, INRS, etc).
Link the Eryri NRAP with private funding opportunities to escalate action for nature (such as green finance initiatives, business investments etc).
Quantify and highlight staff capacity needs to coordinate and implement NRAP objectives.



#### 4.4 How can you get involved?

The projects and activities coordinated by the Eryri Nature Partnership and our partners within Eryri National Park improve our nature here in Eryri, in addition to enhancing the well-being of the people in our communities and those who visit. Over the next few years, we'll be adding case studies to this section to help inspire everyone to take part and aid nature recovery.

Many of our projects within the Eryri National Park rely on the contribution of people like you, who are ready to help in any way they can. Whether it's by volunteering or making your garden more accessible for wildlife, everyone can help nature recover in some way! This section hopes to provide some inspiration and guidance for the people of Eryri and beyond who want to make a positive difference to nature in their area and help deliver the Eryri Action Plan. Whether you're an individual, community group, business, or visitor – each of us has the power to make a difference and motivate others to join the journey.



#### 4.4.1 Individuals

Everyone can help contribute to biodiversity, even the smallest of actions can have a positive impact for nature. The changes you make will also be beneficial for your well-being not just nature, and getting started could look something like this:

- Volunteering with a local community group
- Gardening for wildlife and creating more wild areas in your garden
- Use peat-free compost in your garden
- Recording your local wildlife and submitting the data to the local environmental records centre (COFNOD is the Local Environmental Records Centre for North Wales)
- Recording any Invasive Non-Native Species (INNS) you find, and removing them from your garden
- Adding swift bricks/boxes to your house
- Reduce, Reuse, Recycle – in that order!

#### 4.4.2 Communities

Community action can be used to improve nature in many ways and is not only beneficial for the local species in your area but is also beneficial to the health and well-being of everyone. It's a great opportunity for locals to socialise and learn as well as helping local biodiversity by creating green spaces. Some ideas of how a community group can take action and get involved could start like this:

- Creating a community garden, orchard, or local green space
- Organising litter picks
- Creating and setting up bird boxes or dead wood log piles in the local park
- Working with a local church or chapel to improve biodiversity in cemeteries
- Creating or joining a Local Action Group to target invasive non-native species (INNS) such as Himalayan Balsam
- Creating spaces for pollinators and becoming a Bee-Friendly community



### 4.4.3 Businesses

Enhancing biodiversity is possible in some way for all businesses, whether it's something you start to incorporate in your future plans or changes you make to current operations, there's always a way to get involved and help nature. Making a change to your business could look something like this:

- Working towards becoming a net zero business and taking more environmentally friendly measures through product procurement and production.
- Raising staff awareness about your local environment
- Reviewing your external light usage
- Adding swift bricks/boxes to your buildings
- Getting involved with biodiversity and conservation projects - through directly taking part or help with funding.
- Managing your green spaces more effectively for wildlife
- Target wildlife tourism possibilities where possible

#### 4.4.3.1 Farms

There is a substantial amount of agricultural land within the National Park (around 80%), making farmers key allies and collaborators for biodiversity recovery and habitat creation. Making changes to how you take care of your land to help nature doesn't have to happen on a grand scale. Many changes to how you take care of your land to benefit nature can also benefit your farming practice. Making changes to your farming practices might look like this:

- Looking at case studies from other farms and see what you can incorporate into your own practices
- Establishing flower-rich field margins for pollinators
- Adding swift bricks/boxes to your buildings
- Introducing rotational hedgerow management
- Incorporating herbal leys in your pastures
- Introducing rotational grazing where possible
- Reducing the brightness of external lights on your farm to benefit nocturnal species
- Increasing amount silvopasture where possible
- Retaining more decaying deadwood in woodlands and hedgerows
- Redirecting as much clean rainwater as possible from 'dirty' yards



#### 4.4.3.2 Forestry

Forestry is another key sector in Eryri National Park that plays an essential role in nature recovery. Plantations on Ancient Woodland Sites (PAWS) are some of the key sites for targeting restoration and can serve as a natural starting point for increasing biodiversity and increasing carbon sequestration. Here are a few ways changes to your forestry practices could look like:

- Referring to the Eryri Tree and Woodland Strategy
- Establishing controlled woodland grazing (seek advice on grazing type)
- Working towards eradicating invasive species in your woodland
- Removing any trees planted on deep peat
- Planting a variety of tree species where possible to aid lichen and bryophyte diversity
- Working towards expanding your woodland (seek advice on possibilities)

#### 4.4.5 Schools

The next generation will be responsible for protecting nature one day, and it's our duty to teach them the importance of understanding and connecting to nature. Linking environmental education into the current curriculum doesn't have to be difficult. Nature is all around us, and increasing pupil engagement with the natural world could start with something like this:

- Creating space for wildlife on school grounds and buildings (e.g. bat and swift boxes)
- Undertaking a wildlife survey on school grounds – mapping locations and counting species can link into geography and numeracy curriculums as well as science.
- Becoming an eco-school
- Taking the classroom outside whenever possible
- Joining and taking part in nature activities/events

## 4.4.6 Starting Points

This list is not comprehensive, and is intended to be used as a guide and for inspiration of things you can do to help improve your local biodiversity:

### Gardening

- Community Gardens: <https://www.biodiversitywales.org.uk/Community-Gardens>
- Bee Friendly: <https://www.biodiversitywales.org.uk/Bee-Friendly>
- How to make a hedge for wildlife: <https://www.wildlifetrusts.org/actions/how-make-hedge-wildlife>
- Gardening for bugs: <https://www.buglife.org.uk/get-involved/gardening-for-bugs/>
- Gardening for butterflies and moths: <https://butterfly-conservation.org/how-you-can-help/get-involved/gardening>
- Helping birds and wildlife: <https://www.rspb.org.uk/birds-and-wildlife/helping-birds-and-wildlife>
- Wildlife Gardening: <https://www.northwaleswildlifetrust.org.uk/WildlifeGardening>
- Gardening for Wildlife: <https://www.biodiversitywales.org.uk/Gardening-for-Wildlife>

### Businesses

- Business for bees: <https://www.pollinator.org/biz-for-bees>
- Business conservation partnerships: <https://www.rspb.org.uk/helping-nature/what-we-do/influence-government-and-business/business-conservation-partnerships>
- Eco-friendly hosting/accommodation: <https://www.hostaway.com/blog/eco-friendly-airbnb/>

### Farms

- Nature Friendly Farming: <https://www.nffn.org.uk/>
- Buglife farming hub: <https://www.buglife.org.uk/resources/farming-hub/>
- Barn Owl conservation: <https://www.barnowltrust.org.uk/>
- Farming for pollinators: <https://friendsoftheearth.uk/nature/farming-bees-and-pollinators>
- Pasture for Pollinators: <https://businesswales.gov.wales/farmingconnect/business/european-innovation-partnership-eip-wales/approved-eip-wales-projects/pasture-pollinators>
- Greener Primary Care Framework and Award Scheme for Wales: <https://primarycareone.nhs.wales/topics/greener-primary-care/>
- Hedgerow Management: <https://www.nffn.org.uk/resources/nature-friendly-hedgerow-management>
- Woodland Trust – Agroforestry: <https://www.woodlandtrust.org.uk/plant-trees/agroforestry-benefits/>
- Farming Connect Case Studies:
  - Hafod y Llyn Isaf: <https://businesswales.gov.wales/farmingconnect/our-farms-projects/current-farms/hafod-y-llyn-isaf-0>
  - Brynllech Uchaf: <https://businesswales.gov.wales/farmingconnect/our-farms-projects/current-farms/brynllech-uchaf>

## Forestry

- Forest Stewardship Council: <https://fsc.org/en/blog/sustainable-forestry>
- UK Forestry standard: <https://www.gov.wales/uk-forestry-standard>
- Become FSC certified: <https://fsc.org/en/find-the-right-certification-or-licence>
- Climate resilient forests: <https://www.forestryengland.uk/climate-resilient-forests>

## Schools

- Eco-schools: <https://www.eco-schools.org.uk/>
- Rewilding childhood: <https://thewildnetwork.com/>
- How to build a bug hotel: <https://www.woodlandtrust.org.uk/blog/2019/09/how-to-build-a-bug-hotel/>
- RHS School Gardening: <https://schoolgardening.rhs.org.uk/home>
- Bat boxes: <https://www.bats.org.uk/our-work/buildings-planning-and-development/bat-boxes/putting-up-your-box>

## Extras

- Wildlife watch: <https://www.wildlifewatch.org.uk/>
- COFNOD: <https://www.cofnod.org.uk/>
- INNS Mapper – record invasive species: <https://innsmapper.org/home>
- INNS Toolkit for communities: <https://www.northwaleswildlifetrust.org.uk/waren>
- Plantlife: <https://www.plantlife.org.uk>
- Y Bywiadur (a Welsh dictionary on species): <https://www.llennatur.cymru/Y-Bywiadur>
- National Nature Service Wales: <https://www.natureservice.wales/>
- PlantNet app: <https://plantnet.org/en/>
- Gwreiddiau Gwyllt: <https://mentrauiath.cymru/en/gwreiddiau-gwyllt-wild-roots/>
- A database of nature resources available in Welsh language suitable for different age groups: <https://www.gwreiddiaugwyllt.cymru>
- Swift Conservation: <https://www.northwaleswildlifetrust.org.uk/widerlandscape/swift-conservation-project>
- House Martin Conservation UK & Ireland: <https://housemartinconservation.com/>



## 5. Delivery and monitoring

### 5.1 Delivery

Fundamentally, successful delivery of the Eryri NRAP relies on effective and consistent collaboration with partners. The Eryri NRAP replaces and follows on from the Local Biodiversity Action Plan (LBAP) for Eryri. The LBAP resulted from the 1992 Convention on Biological Diversity and comprised of action plans for many individual species and habitats. These original Action Plans help provide a foundation for this NRAP, however the document will continue to be updated and more relevant actions based on current legislation and pressures will be included. The Eryri NRAP will remain adaptable, ready to be adjusted in light of alterations in habitats, species, legislation, funding and resources.

Both the Eryri Nature Partnership and Eryri National Park Authority will spearhead the development and supervise the implementation and monitoring of the Nature Recovery Action Plan. However, it is the extensive participation and cooperation among the partners that will propel the delivery forward.

### 5.2 Monitoring

To monitor the progress of the Eryri NRAP, the Eryri National Park Authority will collate and regularly update a list of all projects and activities taking place that contribute to the delivery of the NRAP in Eryri. Updates will be released every two years and be available on the Eryri National Park Authority website. Continued monitoring under Section 6 of the Environment (Wales) Act 2016 and production of the State of The Park Report will also be used to monitor progress.



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Community Engagement Strategy</b>
<b>REPORT BY</b>	Community Engagement Officer
<b>PURPOSE</b>	To present the Community Engagement Strategy for adoption by the Authority

## 1. BACKGROUND / INTRODUCTION

1.1 Effective community engagement is a core element of the work of Eryri National Park. The Park does not exist in isolation from the people who live and work here. It is a social, cultural and environmental ecosystem that depends on a strong relationship between the Authority and its communities. To ensure that the Authority's decisions reflect the true needs and aspirations of the residents, a clear and consistent framework for engagement is required.

1.2 The Community Engagement Strategy lays the foundation to:

- strengthen the relationship between the Authority and local communities
- ensure decisions are informed by evidence and community feedback
- build trust, transparency and shared ownership and
- create opportunities for everyone to contribute to the future of Cynllun Eryri, including young people and under-represented groups.

1.3 This strategy builds on the excellent engagement work already taking place across the Authority. Staff are already engaging effectively with communities as part of their day-to-day work, with some examples of good practice included in the appendices. However, there is now a need to strengthen and unite these efforts by creating a clear, coherent and sustainable framework that enables the following:

- sharing learning and good practice across departments
- provide resources and equipment to support staff, and
- ensure that all engagement activities contribute to one common vision for Cynllun Eryri.

This strategy is therefore intended to ensure that engagement is an intrinsic element of our organisational culture and part of the way we work on a day-to-day basis.

- 1.4 A strategic approach to engagement is essential to:
- prevent duplication and inconsistency between sections
  - ensure engagement opportunities are inclusive and accessible
  - measure impact and learn from experiences
- 1.5 To facilitate implementation, a series of supporting appendices have been included within the Strategy. They provide templates, checklists and examples of good practice to support staff in planning and delivering engagement activities. The appendices ensure that the Strategy is not only a document of principles, but a practical document for use by all those involved with the community.

## **2 . PROGRESS REPORT**

- 2.1 Since May 2025, significant work has taken place to develop the Community Engagement Strategy. Input and advice have been received from a wide range of departments, officers and Members within the Authority, including:

- Administrative Services and Customer Service
- Conservation, Woodlands, and Agriculture
- Planning and Development Management Policy
- Cultural Heritage
- Warden Service
- Communications and Partnerships
- Leadership Team
- Authority Members
- Fforwm Eryri

In addition, Anna Jones, Strategic Lead for Inclusion, Diversity and Landscape Excellence Tirweddau Cymru Landscape Wales Governance has provided advice to ensure that the principles of inclusion, accessibility and equity are fully integrated.

This process has resulted in a document that reflects diverse perspectives and expertise within the Authority, ensuring that the strategy is relevant and practical across all work fields.

- 2.2 The development of the Community Engagement Strategy is taking place in conjunction with the review of Cynllun Eryri and the Local Development Plan. It is essential to ensure complete consistency between the three documents in terms of the objectives and methods of engagement but also the use of language and terminology. By using the Strategy as a framework for action, the Authority can ensure that community voices are fully taken into account, and that what matters to people living and working in the Park is consistently reflected across the Cynllun Eryri Plan, the Local Development Plan and all related engagement activities. This will strengthen strategic coherence, promote effective co-production, and maximise opportunities for community engagement.

## **3. KEY POINTS TO NOTE**

- 3.1 The Community Engagement Strategy is not a statutory document, but it does provide a strategic and operational framework to ensure a consistent, fair and effective approach to engagement across the Authority. The Strategy is a practical tool for staff and members and supports the delivery of existing statutory duties under the Well-

being of Future Generations (Wales) Act 2015, the Equality Act 2010, and the Welsh Language (Wales) Measure 2011.

- 3.2 The Strategy is a living document that will continue to evolve as more input is received from communities, partners and staff. The action plan will be updated regularly to reflect progress, learning and new requirements.
- 3.3 The full implementation of the Strategy will depend on staff capacity, time and resources to co-ordinate engagement activities.

## **RECOMMENDATIONS**

That members:

1. Adopt the document as the Community Engagement Strategy for the Authority

## **Appendix 1:**

# Eryri's Community Engagement Strategy

## 2026-2031



AWDURDOD PARC CENEDLAETHOL ERYRI  
ERYRI NATIONAL PARK AUTHORITY

[eryri.llyw.cymru](http://eryri.llyw.cymru)



## Foreword

Eryri National Park is more than a protected landscape of outstanding beauty – it is also a home and a place where nature, culture, and community are deeply intertwined. As an Authority, we recognise that meaningful engagement with the communities and residents is essential to maintaining the natural beauty of the park and its relevance to future generations.

This strategy reflects the commitment to protect what makes Eryri unique by finding ways of working together that are rooted in respect, fairness and a sense of purpose. We put people of all ages, backgrounds and experiences at the heart of our work.

Our goals are clear: to deepen relationships, create equitable opportunities to participate, and ensure that every community feels connected, heard, and valued in the life of the Park. Through co-design and co-production opportunities, forums, and partnerships we aim to open up avenues for engagement that are authentic, sustainable, and effective. This strategy is not a conclusion – but the beginning of the journey.

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## Preface: Key terms and concepts

To ensure clarity and consistency, this strategy uses specific terms to describe communities, engagement approaches, and the principles guiding our work. Reading this glossary first will help all readers including staff, partners, and community members understand the language used throughout the strategy, ensuring that everyone shares a common understanding of key concepts.

Term	Definition
<b>Residents / Trigolion</b>	People who live in Eryri.
<b>Community/ Cymuned</b>	Any group of people who have something in common, such as location, identity, language, interest, or life experience. Within Eryri, this can include geographical, cultural, social, or thematic communities connected with the Park, e.g. residents, businesses, land users, visitors, volunteers, and anyone with a sense of connection to the Park.
<b>Audiences / Cynulleidfaoedd</b>	A general term covering all groups with an interest in the Park, such as residents, communities, visitors, school groups, and volunteers.
<b>Underrepresented groups / Grwpiau sydd heb gynrychiolaeth ddigonol</b>	Underrepresented groups are groups of people who, because of their characteristics or circumstances (for example disability, ethnicity, gender, socio-economic disadvantage, etc.), are present in much lower proportions in certain arenas (such as public office, senior roles, or public engagement) than would be expected based on their share of the relevant population. These groups often face additional barriers to participation (structural, cultural, economic) compared to the majority.
<b>Global Majority Communities / Cymunedau'r mwyafrif byd-eang</b>	The term is used as a positive alternative to 'ethnic minorities' to describe Black, African, Asian and Brown people, people of dual heritage, and those who are indigenous to the Global South. These groups represent around 80% of the world's population.
<b>Diversity / Amrywiaeth</b>	A mix of different people and the added value that comes from their life experiences and unique perspectives.
<b>Inclusion / Cynhwysiant</b>	Creating a culture where everyone feels comfortable and confident being themselves. People are socially and culturally valued, with respect for individual strengths rather than expecting everyone to be the same.
<b>Co-creation / Cyd-greu</b>	Working in partnership with people to shape decisions and services at every stage: planning, implementation, and evaluation.
<b>Engagement / Ymgysylltu</b>	Engagement refers to the broad process of enabling dialogue between communities and decision-makers.
<b>Involvement/ Cynnwys</b>	Involvement is the process of working in partnership with individuals and communities to shape decisions, services, and actions. It is based on ongoing relationships, where people and groups contribute at various stages of planning, implementation, and evaluation.

<b>Participation / Cyfranogaeth</b>	Participation means the active contribution of individuals and communities in decision-making or service delivery. It goes beyond consultation to ensure real influence, often through co-production or co-design.
<b>Stakeholders / Rhanddeiliaid</b>	Anyone with an interest in or affected by the Park's activities.
<b>Public Consultation / Ymgynghoriad cyhoeddus</b>	A formal process for collecting opinions on proposals or policies.
<b>Co-production / Cyd-gynhyrchu</b>	Working with communities as equal partners to design solutions and services.
<b>Fair Representation / Cynrychiolaeth Deg</b>	Ensuring all voices, including underrepresented groups, are listened to.
<b>Lived Experience / Profiad bywyd</b>	Personal knowledge and understanding gained through experiencing specific situations, challenges, or contexts. Offers unique insights not always visible in data or policy.
<b>Added Value / Gwerth ychwanegol</b>	Additional benefits or impact arising from activities, partnerships, or contributions, such as social impact or sustaining cultural heritage.
<b>Custodianship / Gofalwriaeth</b>	The responsibility of all - staff, volunteers, residents, and communities - to care for, protect, and improve the Park, encouraging active participation.
<b>LGBTQI</b>	The term LGBTQI refers to people who identify as Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, or Intersex. It is used to recognise the diversity of sexual orientations, gender identities, and sex characteristics, and to ensure that all these communities are visible, included, and supported in policy, practice, and community engagement.
<b>Intersectionality/ Croestoriadedd</b>	Recognising that individuals may possess multiple protected characteristics, leading to unique experiences of discrimination or disadvantage.
<b>Social Model of Disability/ Model Cymdeithasol o Anabledd</b>	The Social Model of Disability (Welsh Government) distinguishes between 'impairment' and 'disability' and recognises that people with impairments are disabled not because of their impairment, but because of the barriers that often exist in society or the workplace.
<b>Migrants/ Mewnfudwyr</b>	Individuals born outside the UK, including recent arrivals and long-term residents.
<b>Asylum seekers/ Ceiswyr lloches</b>	People who have applied for asylum and are awaiting a decision.
<b>People seeking sanctuary/ Pobl yn chwilio am lloches</b>	Individuals seeking refuge or protection, regardless of immigration status.
<b>Refugee/ Ffoadur</b>	An individual granted asylum and recognised as needing protection.
<b>Equity/ Tegwch</b>	Providing fair access, opportunities, and treatment, recognising some groups may need extra support to achieve equal outcomes.

**Protected characteristics  
(Equality Act 2010)/  
Nodweddion Gwarchoddedig  
(Deddf Cydraddoldeb 2010)**

The Equality Act 2010 protects people from discrimination because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

These categories are known as the 'protected characteristics'

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## Section 1 - Why engagement matters?

This engagement strategy goes hand in hand with the Eryri Management Plan, *Cynllun Eryri*, and the Eryri Local Development Plan – both of which are significant documents relating to the future of Eryri National Park. Eryri has nine [special qualities](#) that led to its designation as a National Park in 1951 and help us to understand what should be protected and enhanced.

When National Park Authorities deliver their [purposes](#), they also have a duty to seek to foster the economic and social well-being of local communities within the National Parks. We recognise that engagement is not a one-off exercise but a continuous process that is purposeful, inclusive, transparent, and continually evaluated. Our approach is based on the National Principles for Public Engagement in Wales, ensuring that all engagement activities are designed to make a difference, are accessible, and lead to learning and improvement. Furthermore, in fulfilling statutory planning duties, legislation underpins the minimum nature and type of engagement required.

As an Authority, we are committed to providing excellent services to the residents of Eryri. This strategy outlines the approach we will take to ensure that our engagement activity is optimal to achieve our vision.

## 1.1 Purpose, strategic context and objectives

The purpose of this strategy is to create a culture of effective collaboration between Eryri National Park Authority (ENPA) and the communities, enabling community members to actively contribute to decisions regarding the Park's future.

This strategy applies to all residents and communities connected to Eryri – including local villages and towns, Welsh language communities, young people, underrepresented groups, and neighbouring areas with strong cultural and economic links.

Community cohesion is one of Eryri's special qualities, with a deep sense of identity and belonging being essential for communities to thrive. 'Anchor' community organisations are important as they understand local needs and are committed in the long term to the area they serve. The aim of the strategy is to support and promote these important elements and build even stronger links between the National Park, its residents and the wider communities.

### Strategic context

This strategy will be delivered in the context of a number of organisational and local/national strategies as well as legislation affecting communities including:

- **Cynllun Eryri:** the statutory National Park management Plan as well as a partnership document outlining a shared vision and action plan for the area.
- **Local Development Plan (LDP):** a document expressing the purposes and duties of the Park in relation to land use, planning and development policies.
- **Well-being of Future Generations Act 2015:** which relates to improving the social, economic, environmental and cultural well-being of Wales. The Act recognises that close-knit communities are essential to the well-being of individuals.
- **The Equality Act 2010:** which provides a legal framework to protect the rights of individuals and develop equal opportunities for all.
- **The Welsh Language (Wales) Measure 2011:** which gives official equal status to the Welsh and English language in Wales, establishing the principle that Welsh should not be treated less favourably than English.
- **National Principles for Public Engagement in Wales (2011, Welsh Government):** which provide a nationally recognised benchmark for meaningful engagement.
- **Welsh Government's Wellbeing Objectives for National Park Authorities:** which focus on increasing opportunities for vulnerable, disadvantaged, and underrepresented communities.

## Objectives and guiding principles for community engagement

- 1 Build community capacity to influence and participate in decisions.
- 2 Ensure clear, purposeful, inclusive and timely communication
- 3 Be accountable and transparent about how feedback influences decisions.
- 4 Continuously improve engagement practice using evidence and learning.
- 5 Integrate environmental sustainability into all engagement.

Also essential to the process is effective collaboration across all ENPA departments to coordinate community engagement, ensuring consistency and avoiding duplication.

For the work to be sustainable, it must be embedded into daily activities, reflected in strategies, action plans, policies, and processes. Community cohesion is not the job of one person or department—it is everyone's responsibility.

A core principle of engagement is that **'Every conversation counts.'** Community engagement is not just about large events. It is about the everyday conversations and connections that build trust and a sense of ownership with the community.

## The Welsh Language

The Welsh language is an important part of the cultural heritage of Eryri. It is a living language that is an integral part of the area's everyday life. Therefore, the Authority is proud to reflect the area it serves. We affirm that bilingualism will be embedded in every aspect of engagement work, ensuring that people can communicate in their language of choice.

## Climate Change and environmental impact

All engagement will be guided by a commitment to environmental sustainability. This includes reducing the carbon footprint of our activities (for example, using digital tools, minimising travel, and choosing sustainable materials) and embedding environmental messages across all objectives.

We recognise that while people in Eryri care deeply about nature, views on climate change can vary. Our approach will focus on openness and inclusivity, highlighting positive progress and supporting community-led projects so that climate action feels relevant and possible for everyone.

### 1.2 The Authority's core values and engagement

Our values define who we are and the ways in which we work together to protect these special landscapes. They inform our actions, inspire our commitment, and shape how we support each other to do our best for Eryri. These same values also guide how we engage with our communities.

<p><b>Aim</b> – <i>We strive for excellence and give our best for Eryri by supporting each other every step of the way.</i></p>	<p>→ In engagement, this means committing to high standards of transparency, fairness and inclusivity. We work consistently and collaboratively across all teams so communities experience one clear, joined-up voice from the Park Authority.</p>
<p><b>Respect</b> – <i>We encourage each other to achieve our best by creating an inclusive environment of understanding and collaboration.</i></p>	<p>→ In engagement, this means creating opportunities for everyone to take part and be heard, listening carefully, treating everyone with dignity, and respecting people's values and choices.</p>
<p><b>Welshness</b> – <i>We are proud of the Welsh language and the special qualities of the National Park. We protect them and improve them for future generations.</i></p>	<p>→ In engagement, this means creating a bilingual and culturally sensitive approach, rooted in the heritage, identity, and lived experiences of local communities. We listen to what makes each place and community unique, letting local knowledge guide what we do.</p>
<p><b>Energy</b> – <i>We are an energetic workforce, unanimous in facing challenges by communicating positively and professionally with each other.</i></p>	<p>→ In engagement, this means approaching communities with openness, flexibility, and courage - working together to find solutions and learning along the way. We use feedback, local insight and lived experience to shape our actions and improve what we do.</p>

### 2.1 What is engagement and why is it important?

An effective and meaningful engagement process enables relationships to be established with all members of the community. When it comes to community engagement, the most important thing to aim for is a safe, transparent, supportive and accessible environment for all.

According to the Welsh Government's *Practitioners Manual for Public Engagement*, engagement strengthens democracy, builds trust and leads to better decisions.

It is most meaningful when:

- Communities feel their input has genuine influence.
- Diverse voices are heard, especially underrepresented groups.
- Feedback is shared openly.

### 2.2 Good practice in community engagement

Good engagement is about listening, asking questions, encouraging ideas, and building relationships. ENPA will:

- Be clear about the purpose of engagement.
- Manage expectations honestly.
- Treat everyone with respect and empathy.
- Value lived experience as expertise.
- Be flexible and open to learning.
- Engage with purpose and ask for opinions and ideas.









Each engagement process should answer these four key questions:

**1** Why are we engaging?

**2** Who needs to be involved?

**3** How will people's voices influence the outcome?

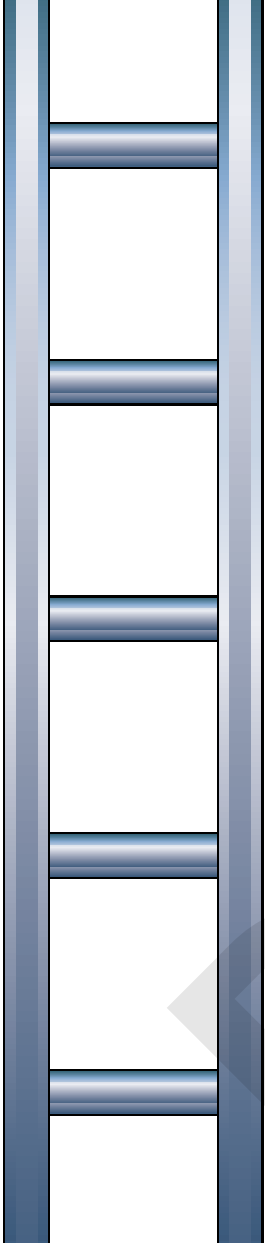
**4** How will we feedback and evaluate?

<p><b>Listen</b></p>  <ul style="list-style-type: none"> <li>• Listen to the whole community.</li> <li>• Identify what the community needs.</li> <li>• Notice who is included and who is excluded.</li> <li>• Seek out the voices from underrepresented groups</li> </ul>	<p><b>Talk</b></p>  <ul style="list-style-type: none"> <li>• Ask questions.</li> <li>• Encourage open conversations.</li> <li>• Build trust through dialogue.</li> </ul>
<p><b>Support</b></p>  <ul style="list-style-type: none"> <li>• Encourage open thinking and creativity.</li> <li>• Support people to take small but meaningful steps.</li> <li>• Open doors to new opportunities.</li> </ul>	<p><b>Inspire</b></p>  <ul style="list-style-type: none"> <li>• Introduce yourself and share practice.</li> <li>• Be visible, active and approachable.</li> <li>• Celebrate stories of change.</li> </ul>
<p><b>Enable</b></p>  <ul style="list-style-type: none"> <li>• Communities are the driving force.</li> <li>• Remove barriers to participation.</li> <li>• Provide resources, skills and access.</li> </ul>	<p><b>Operate</b></p>  <ul style="list-style-type: none"> <li>• Small actions can have big impacts.</li> <li>• Be consistent and avoid over-complication.</li> <li>• Celebrate successes – large and small.</li> </ul>
<p><b>Cooperate</b></p>  <ul style="list-style-type: none"> <li>• Work across communities and groups.</li> <li>• Connect different groups and areas</li> <li>• Welcome collaboration and curiosity.</li> </ul>	<p><b>Share</b></p>  <ul style="list-style-type: none"> <li>• Publish and display results.</li> <li>• Hold workshops and record stories.</li> <li>• Archive learning for the future.</li> </ul>
<p><b>Managing expectations</b></p> <ul style="list-style-type: none"> <li>• Be clear and honest from the start</li> <li>• Explain what is not possible</li> <li>• Share the process and timeline early</li> <li>• Empathetically acknowledge and respond to frustration</li> <li>• Remember that expectations change – check regularly</li> </ul>	

## 2.3 The Spectrum of engagement

The depth of engagement will depend on:

- The scale and impact of decisions.
- The community's interest and readiness to participate.
- Available time and resources.
- Legislative requirements



<b>Co-production</b>	Equal partnership between communities and ENPA from design to delivery; shared power and responsibility.	<b>Do with</b> (highest level)
<b>Co-design</b>	Communities shape services based on their lived experience. They have real influence but have not been involved in strategic decision-making.	<b>Do for</b>
<b>Engage</b>	People can share views and may influence aspects. Compared to the consultation phase below, people may be able to influence some decisions about how services are planned or delivered.	
<b>Consultation</b>	Opinions are sought but influence is limited e.g. People who use services may be asked to fill out surveys or attend meetings, but this can be considered tokenistic if they do not have the power to influence or affect change.	<b>Do to</b> (lowest level)
<b>Educate / Inform</b>	Decisions are made; information is shared afterwards. This can include telling people what decisions were made and why.	
<b>Obligation</b>	This is the bottom of the ladder. People are passive recipients.	

Our approach is adapted from both the Arnstein Ladder of Participation<sup>1</sup> and the National Principles for Public Engagement in Wales guidance<sup>2</sup>. It recognises levels ranging from informing and consulting, through to co-design and co-production.

Case studies for good practice within the Authority can be found in Appendix 3.

<sup>1</sup> [Stakeholder engagement: Learning from Arnstein's ladder and the IAP2 spectrum -](#)

<sup>2</sup> [Integration and Implementation Insights National-Principles-for-Public-Engagement-in-Wales.pdf](#)

## Deciding what type of engagement is needed

Before starting a project or activity, consider these guiding questions to decide the right approach. They help ensure engagement is proportionate, inclusive, and meaningful.

### 1. Scope and influence

- What decisions are genuinely open for discussion, and what is beyond our control?
- Who has the power to make these decisions?
- What is the scope of community influence?

### 2. Who is affected

- Have we identified who will be most affected?
- Have we reached out to those who are often excluded from discussions?
- Who is affected the most because of this project, and should they have a say?

### 3. Depth of engagement needed

- Does the community want to lead, collaborate, or simply be heard?
- Do we want people to co-create solutions, or respond to proposals already made?
- Will this project have a significant impact on people's lives, land, or cultural heritage?
- Are there tensions, inequalities, or trust issues that need careful handling?
- Does the engagement comply with legislation? e.g. advertising planning applications, Local Development Plan process

### 4. Readiness and capacity

- How do we show that we have listened to and taken opinions into account when making decisions?
- Are we prepared to act on what we hear, or are decisions already fixed?
- Do we have the time, resources, and relationships to support deeper engagement?
- Could part of the work be transferred to a local group or leader?

### 5. Outcomes and Learning

- How will we show that community voices have shaped the outcome?
- How will we identify or measure success in its various forms?
- What would success look like for the community, not just the Authority?
- Is there an opportunity here to build relationships or trust for the future?
- Can this project be a chance to try more participatory approaches in a low-risk way?
- Have we considered the possibility of creating unintended consequences?
- How will we monitor and document outcomes as we move forward?

## 2.4 Stakeholders

When collaborating with our communities, it is important to recognise our stakeholders, as collaborating with them can strengthen the engagement process. This list highlights key stakeholders, though there will naturally be others at departmental level or depending on specific projects.

1. Residents / local people
2. Community groups including groups that represent people with protected characteristics
3. Town and Community Councils
4. Partners through forums
5. Elected representatives:
  1. 9 Local Councillors appointed by Gwynedd Council
  2. 3 Local Councillors appointed by Conwy County Borough Council
  3. 6 members appointed by the Welsh Government
6. Public sector partners
7. Government agencies
8. Health services
9. Local businesses
10. Third sector partners
11. Social enterprises
12. Partnerships
13. Landowners
14. Education organisations and youth services
15. Community Benefit Companies
16. Social Housing Sector
17. Media
18. Faith groups / places of worship
19. Cultural and heritage organisations
20. Emergency services / resilience partners
21. National Park visitors / users
22. Transport providers
23. Environmental NGOs not already captured under partnerships
24. Professional bodies
25. The outdoor sector



## 2.5 Co-production

Co-production is a process that creates change. It is a way of working with, rather than doing to. The term co-production refers to a way of working, which enables providers and recipients of services to share power and responsibility. It is built on the principle that those who use a service are best placed to help design it. Co-production is more than just consulting or informing people about decisions. It means including and enabling their participation to allow for a more effective, efficient, and sustainable future.

A co-production project sees people as the assets and builds on their existing capabilities. In addition, it breaks down the barriers between service users and professionals. Co-production projects are planned, developed and delivered by a group of people with different backgrounds and interests, where the power is shared between them.

Co-production works best when communities are treated as assets and power is shared fairly. It requires time, trust, and clarity about decision-making power.

### Co-production principles

- All participants should be valued and built on their strengths (including all voices and allowing full participation for all in a way that works for them.)
- Develop mutual support networks for the transfer of knowledge and skills.
- Do what is important to everyone involved.
- Build relationships of trust; Power and responsibility should be shared. Equal partners in the design and delivery of services.
- People should be empowered as change-makers. Erase definite boundaries between professionals and service users.

## 2.6 Equality, Diversity and Inclusion and sense of belonging

ENPA's State of the Park Report has identified the high-level priority of encouraging safe and responsible access to nature and wellbeing for residents and the National Park users alike. This aligns with the Welsh Government's wellbeing objective for National Park Authorities to:

*Celebrate diversity and move to eliminate inequality in all of its forms, with a target to increase opportunities for people in vulnerable or disadvantaged groups and under-represented communities to benefit from the landscapes we manage.*

This focus reflects the national recognition that ensuring access is not just about physical paths into the Park, but also about addressing the social, cultural and economic barriers that some groups face.

During 2024, all UK National Parks, led by the EDI (Equality, Diversity and Inclusion) Working Group, in partnership with National Parks England and the Protected Landscapes Partnership, commissioned Soil Collective as creative practitioners to produce a shared inclusion and vision statement for each National Park.

The co-production pilot project explored what our National Parks mean to people in order to co-create a vision and goals for equality, diversity and inclusion. As a result of the project, a transferable model has been created to support National Parks as they adopt the vision and develop on the work.

Community engagement must reflect the diversity of Eryri. The 10 Principles of Belonging provide a people-centred lens for engagement, complementing the 10 National Principles for Public Engagement for Wales. Our work will be guided by the principles developed nationally for UK National Parks:-

1. **Wonder** – As stewards of our natural environment, as well as our social environment, we believe in the wonder of nature, and the wonder of the human spirit – both inspiring in their own way.
2. **Connection** – As members of the wider community of nature, we believe that connection is needed – the need to be in touch with people, nature and the climate while serving our individual and collective well-being.
3. **Community** – As individuals who are part of it all, we believe in the central role of a community in trying to belong. We care deeply about each other and act to serve each other.
4. **Environment** – As champions of green spaces, we understand and commit to our responsibility as stewards and guardians of our environment, respecting all that nature gives us and teaches us.
5. **Diversity** – We recognize that diversity is a joy and essence to human life, as it is in nature. Diversity is our strength and resilience. Our people are as diverse as our landscapes, and we celebrate both.



6. **Welcome** - When we say ‘everyone is welcome here’ we are committed to removing the many barriers to access to connection and community in our National Parks and green spaces. We particularly welcome the most marginalised in our communities and recognise the role that National Parks can play as safe spaces, especially in challenging times.
7. **Wellbeing** – We believe in the vital role of nature and the potential that green spaces have for our physical, emotional and mental wellbeing. We work towards ensuring that they are available and easily accessible to those who need them most.
8. **Creativity** – We celebrate creativity as a way that allows us to anticipate new ways of working and being together. We recognise collective creativity as a way of solving creative problems in our communities and a key way of being in touch with nature.
9. **Roots** – We recognize that building a community is a deeply rooted work that requires us to pay careful attention to the soil in which we plant everything. We recognise the role of intergenerational bridging of our histories, memories and links to green spaces.
10. **Legacy** – We want to leave a legacy that future generations can feel connected to and proud of. We adapt to change and evolve as nature does, and so do our communities. We respect our role as stewards of our heritage and seek to pass the baton.

## Barriers to Inclusion

Effective engagement requires actively addressing potential barriers to ensure **all community voices are heard**. Key considerations include:

- **Socio-economic status** – We will offer flexible meeting times and locations and explore ways to reduce barriers such as travel costs or access to resources, in order to facilitate broader participation.
- **Language and literacy** – We will use plain language, avoid jargon, and provide interpretation or translation where required. Ensure communication is accessible to participants for whom English is not a first language.
- **Cultural considerations** – We will engage with community leaders and be aware of significant cultural events or festivals that could affect participation.
- **Race and ethnicity** – We will take proactive steps to include voices from diverse racial and ethnic communities. Extra care should be taken when engaging with communities that include refugees or asylum seekers, who may have experienced trauma, displacement, or language barriers. Collaborate with community leaders and interpreters to ensure participation is safe, respectful, and accessible.
- **Age** – We will tailor engagement methods for different age groups, from young people to older adults, and consider where and how to reach them effectively.
- **Geography** – We will plan events in accessible and neutral locations, e.g., with a nearby bus stop.
- **Gender identity and sexuality** – We will ensure LGBTQI-inclusive processes, including pronoun sharing and, where appropriate, safe spaces such as women-only groups.
- **Consent and privacy** – We will ensure participants' consent before sharing identifiable photos or information. We will also inform people of circumstances where comments made may be included in documents available to the public, e.g., planning application files or consultations on the Local Development Plan.
- **Access needs** – We will consider how spaces can be made suitable for disabled people, older people, parents with babies, and anyone with other barriers. Where possible, we will also consider how to ensure that presentation materials and resources are as accessible as possible to everyone. It is important to remain aware of the additional needs of individuals participating and, where practical, take reasonable steps to reduce these barriers. This includes ensuring that planning site notices are displayed in locations accessible to all.



## 2.7 Partnership projects

When working in partnership with other organisations on projects, it is essential to ensure that community engagement remains a central and coherent consideration. The Partnership should act to ensure that the voice of local communities informs the work, and that the values of the National Park are respected and reflected.

See Appendix 4 for guidance and examples and a *Partner Engagement Agreement template*.

## Section 3 – Putting engagement into practice

### 3.1 Implementation framework

For each of our 5 objectives, ENPA will deliver actions in partnership with communities. Understanding the needs and priorities of local people is central to this process, and we will continue to shape the action plan through ongoing engagement.

#### Objective 1: Build community capacity

- Deliver co-production training for staff and members and develop resources to support with community engagement.
- Develop an organisation-wide approach to include community engagement in planning, projects and services.
- Support intergenerational projects (youth and older residents).
- Establish a Youth Forum.
- Strengthen existing partnerships and ensure visibility across the sector, including new collaborations to improve connections with communities.
- Continue to build community capacity by supporting communities through Community Grant opportunities for small, medium and large projects.

#### Objective 2: Involve and inform

- Communicate opportunities through bilingual, accessible channels.
- Create a central database of community groups and contacts.
- Host engagement sessions in community-led spaces.
- Explore the idea of funding “community ambassadors” rooted in local networks.
- Produce materials in accessible formats.
- Hold online and in-person events for equal access.

#### Objective 3: Transparency and accountability

- Publish timely “What we heard” reports.
- Ensure visible links between feedback from the community and decisions.

#### Objective 4: Continuous improvement

- Conduct reviews with community partners to evaluate engagement.
- Gather qualitative and quantitative data (including lived experience).
- Use research and data to update engagement practices and methods.
- Include underrepresented groups in all reviews.

#### Objective 5: Integrating environmental impact

- Measure and reduce carbon footprint of engagement.
- Continue to hold well-being activities with the communities (walks, mindfulness).
- Support community-led climate and nature projects.



### 3.2 Monitoring and Evaluation

We will ensure that the implementation of the Engagement Strategy is continuously monitored and formally reviewed to ensure transparency, accountability and impact.

We will:

- Track who participates (and identify who is not reached).
- Evaluate both the process (was it inclusive, timely, accessible?) and the outcomes (did engagement influence decisions?).
- Publish timely “What we heard from our communities / What we Did” summaries.
- Use feedback from communities to improve future practice.
- Share learning openly with partners and the public.

# Appendices

## Appendix 1 - National principles for public engagement in Wales<sup>3</sup>

Principle	What it means in Wales	Possible ways that ENPA could do this
<b>1. Engagement is effectively designed</b> – Clear purpose, appropriate methods, and inclusive processes from the start.	Clarify purpose and scope	State clear objectives in all projects
<b>2. Encourage involvement</b> – Make it easy and appealing for people to take part.	Remove barriers	Accessible venues, bilingual, digital and offline methods
<b>3. Plan and deliver appropriately</b> – Match the scale of engagement to the scale of the decision.	Fit methods to people’s lives	Early engagement, proportionate approach
<b>4. Work with relevant partner organisations</b> – Avoid duplication and extend reach by collaborating.	Collaborate to avoid duplication	Shared platforms with Gwynedd/Conwy/third sector
<b>5. Information is clear and accessible</b> – Provide timely, accurate, easy-to-understand information in appropriate languages and formats	No jargon, bilingual, multiple formats	Plain Welsh/English, Easy-read, audio/visual
<b>6. Information is clear and accessible</b> – Provide timely, accurate, easy-to-understand information in appropriate languages and formats	Meet people where they are	Local spaces, schools, online forums
<b>7. Information is clear and accessible</b> – Provide timely, accurate, easy-to-understand information in appropriate languages and formats	“You said, we did”	Annual report and project feedback loops
<b>8. Work with participants and stakeholders</b> – Co-produce where possible; value lived experience.	Evaluate & share	Annual review with communities
<b>9. Feedback and demonstrate impact</b> – Show people how their contributions have influenced decisions.	Beyond consultation	Co-design and co-production
<b>10. Learn and share lessons</b> – Evaluate and improve engagement practices continuously.	Be clear on limits	State what is and is not possible

<sup>3</sup> [National-Principles-for-Public-Engagement-in-Wales.pdf](#)

## Appendix 2 – Overview of Eryri communities

Within the boundaries of the Park, there are 24 small villages and 5 towns with Bala and Dolgellau being the two main centres. Both towns are important ancient market towns in their own right. In Eryri around 56% of the population speaks Welsh. There are also towns and villages bordering the Park which are crucial to include when considering community engagement e.g. Llanberis, Bethesda, Porthmadog, Llanrwst, Machynlleth and many more.

Some key indicators for the population of the National Park come from the 2021 National census.

### Population

From 2011-2021 the population of the Eryri National Park has decreased by 5% to 24,418 inhabitants. By 2021, there was an increase in the number of older people (65+ years old) living in the National Park. The percentage was 28.7% in Eryri compared to 21.4% in Wales.

### Education

According to the 2021 Census, the percentage of those with a Level 4 qualification or above within the National Park is 4.7% above the national average (36.2% for Eryri compared to 31.5% for Wales). The percentage for 'no qualifications' is lower in Eryri (16.3%), compared to the percentage for the whole of Wales (19.9%).

### Economic Activity

The percentage of people who are economically active and in employment is above the national average (52.6% in Eryri, 51.9% in Wales). As of Census 2021, the percentage of unemployed people in Eryri is slightly below the national average (2.1% in Eryri compared to 2.5% across Wales).

The percentage of people who are economically inactive (due to retirement) within the National Park is 6.5% higher than the national average of 31.2% (compared to 24.7% across Wales).

### Industry

The most important work industries for the population of Eryri are Human Health and Social Work (13.3%), Wholesale trade and retail; motor vehicle and motorcycle repair (11.1%), Hospitality and food service activities (10.8%), 5.6% above the national average and Education (10.7%)

The industries that are more important to the Eryri National Park, compared to the national average, are 'Agriculture, energy and water' (10.4% Eryri, 3.7% Wales) and 'Hospitality and food service activities' (10.8% Eryri, 5.2% Wales).

In terms of occupation, Eryri has a much higher percentage working in the skilled trades occupations category than across the rest of Wales (20.3% Eryri, 12.2% Wales).

For more information on the health, life expectancy and priorities of Eryri residents visit the State of the Park Report - [link](#)

# Appendix 3 – Organisational good practice

## Case studies

### a. Eryri Trees and Woodlands Strategy

The Strategy was developed through extensive public engagement using a variety of methods:

- 2 joint face-to-face and online workshops
- 7 online workshops plus additional one-to-one meetings on request
- 3 open-access online documents for public feedback
- Surveys on woodland creation and local relationships with woodlands
- 3 stakeholder meetings
- Regular updates and discussions with Fforwm Eryri
- Ongoing conversations with local experts in forestry, conservation, and agriculture

This resulted in over 160 hours of discussion with 404 participants across multiple sectors, including farming, tourism, conservation, and forestry. Efforts were made to reach a broad range of woodland users, ensuring the Strategy reflected diverse perspectives from the conservation farming and forestry sector.

### b. Cynllun Yr Wyddfa

The Management Plan for Yr Wyddfa was developed through true co-design with partners and communities, recognising the mountain's significance to both the landscape and local communities.

Key steps included:

- Reflection on the original 2023 Plan and audit of past consultations
- Planning and review workshops with ENPA staff and partners
- Series of three partner and stakeholder workshops
- Engagement with children and young people from local schools
- Drop-in sessions in Beddgelert, Llanberis, and Waunfawr
- Three-week online public consultation and launch event

The process emphasised open, equal discussion, co-creation of ideas, and iterative review, ensuring that all voices could shape the Plan.

### c. Local Development Plan (LDP) community forum

The Community Forum was created to improve early engagement with Town and Community Councils. Two representatives from each council receive information ahead of consultations to:

- Understand consultation documents
- Clarify processes and submission methods
- Share updates and discuss queries

To promote participation, the Forum usually uses a digital platform with simultaneous translation, although other methods may also be considered. The Forum enables representatives to be confident and to provide informed feedback during the LDP process. The pilot session in 2023 demonstrated the value of the Forum for early participation and transparency.



#### d. Eryri Nature Partnership

The Eryri Nature Restoration Action Plan (NRAP) was co-developed with partners, experts, and the public through:

- Updates and discussions in newsletters and Partnership meetings
- 3 Task Group meetings/workshops to review and amend drafts
- Circulation of 3 draft plans for feedback
- 2 updates and discussions with ENPA Members

A total of 42 engagement hours involved 33 organisations, targeting conservation, farming, residents, forestry, and tourism. Actions were designed to account for overlapping sectors, ensuring collaborative input.

#### e. Cultural Heritage Service

**Yr Ysgwrn** The relationship between the Trawsfynydd community and Yr Ysgwrn dates back to Hedd Wyn's death in 1917 and has been nurtured over the decades. Since Eryri National Park purchased the site in 2012, support from the Welsh Government and the National Lottery has enabled major investment to protect the heritage and improve access. Through regular engagement, recruiting volunteers, and collaborating with local organisations such as Ysgol Bro Hedd Wyn and the Young Farmers' Club, strong partnerships have been built. Although the pandemic and local events weakened some connections, recent creative projects have revived the relationship, bringing the community together through workshops and memorable performances. Today, these community ties are vital to sustaining the spirit of Yr Ysgwrn, reflecting Hedd Wyn's legacy as the poet of his people.



**Dolgellau Townscape Heritage** – The Dolgellau Townscape Heritage scheme focuses on protecting over 200 listed buildings, enhancing the town’s built environment, and creating local economic benefits. Working closely with Dolgellau Partnership and community groups, the scheme delivered projects such as a heritage app, community interpretation, illustrated history books, and a walking trail designed by local art students. These initiatives not only safeguard the town’s unique historic character but also deepen public understanding and appreciation of Dolgellau’s cultural and built heritage for the future.

#### **f. LIFE Celtic Rainforests project**

Antur Natur delivered 60 sessions to primary schools and 5 coach training sessions between 2022 and 2023. Engagement reached 1,200 pupils and over 130 staff, promoting outdoor education and environmental awareness.

#### **g. Conwy Valley local action groups**

To manage Himalayan Balsam, local communities were engaged through:

- 3 open evenings to explain support and funding
- Appointment of community leaders per district
- Open days to encourage collaboration
- Agreements on management sites and contractor-led clearance

The approach fostered community cohesion and active participation, enabling scalable management across the valley.

#### **h. Wellbeing activities**

Our wellbeing activities include monthly Mindful Walking Tours and outdoor yoga sessions, held in peaceful and scenic locations across Eryri National Park. These activities encourage mindful awareness, connection with nature, relaxation, and improved mood, including special sessions for children aged 2–12 to foster learning and play in local woodlands. Through these initiatives, we aim to create a welcoming environment that promotes wellbeing, a lasting connection with nature, and healthier, happier communities.

## Appendix 4 – Partnership projects

Principle	Practical Guidance
<b>Shared principles</b>	Agree community-centred values (e.g., transparency, inclusiveness) to guide engagement.
<b>Roles and responsibilities</b>	Clarify who leads communication, events, and feedback collection.
<b>Consistent communication</b>	Ensure messages are clear, accessible, coherent, and collaborative, including translation or branding where needed.
<b>Co-planning with communities</b>	Involve community members early in decisions and engagement planning.
<b>Cultural and local sensitivity</b>	Tailor engagement to the community's historical, linguistic, and cultural context.
<b>Feedback and impact</b>	Share insights with communities and show how input shapes outcomes.
<b>Evaluation and collaborative learning</b>	Review engagement approaches with partners and communities to improve future projects.
<b>Support community-led initiatives</b>	Enable community groups to take the lead with support, resources, or training.

## Partner engagement agreement (Template)

This agreement sets out the shared principles and expectations for all partners involved in [XXXX]. It is designed to ensure consistency, transparency, and commitment to high standards of community engagement.

### 1. Shared principles

All partners agree to:

- Work collaboratively and openly to deliver project objectives.
- Respect and uphold the values of inclusion, accessibility, and sustainability.
- Recognise the importance of the Welsh language and culture within engagement activities.

### 2. Engagement standards

Partners commit to:

- Aligning their engagement activities with the [ENPA (if a lead organisation)]'s Community Engagement Strategy.
- Ensuring community voices are represented fairly and meaningfully in decision-making.
- Sharing lessons learnt and feedback with the partnership.

### 3. The Welsh language and cultural commitment

Partners agree to:

- Consider Welsh language requirements in recruitment, communication, and events.
- Provide bilingual materials, in line with the standards set by the [Lead Organisation].
- Ensure staff and volunteers are briefed on cultural context and expectations.

### 4. Roles and responsibilities

Each partner will:

- Nominate a named contact for engagement activity.
- Ensure adequate resourcing (time, staff, budget) to contribute effectively.
- Participate in joint planning and evaluation sessions.

### 5. Accountability

Progress against this agreement will be reviewed at partnership meetings.

Where issues arise, they will be addressed collaboratively and constructively.

Signatories:

On behalf of [Lead Organisation]: \_\_\_\_\_ Date: \_\_\_\_\_

On behalf of [Partner Organisation]: \_\_\_\_\_ Date: \_\_\_\_\_

# Appendix 5: Engagement considerations for underrepresented groups

## 1. Vulnerable adults and young people

Includes: NEET (Not in education, employment or training), deprived backgrounds, individuals with mental health conditions

Engagement implications:

- Use confidence-building activities to encourage initial participation.
- Offer volunteer training as a pathway to skill development and empowerment.
- Provide supportive environments that reduce anxiety about joining new activities.
- Collaborate with local schools, youth services, and mental health providers to reach participants.

## 2. LGBTQ+, trans, and non-binary individuals

Engagement implications:

- Create and promote safe, inclusive spaces that are welcoming.
- Engage through LGBTQ+ networks, social groups, and community organisations.
- Ensure staff and volunteers are trained in diversity, equity, and inclusion principles.
- Consider communication and promotion that reflects diverse identities.

## 3. Older adults (65+)

Engagement implications:

- Focus on low-impact activities suitable for varying mobility levels.
- Develop intergenerational programs to build connections with young people.
- Address barriers such as transport, accessibility, and confidence to encourage participation.
- Partner with relevant healthcare organisations, and community groups.

## 4. People living in deprivation

Engagement Implications:

- Offer free or subsidised activities to remove financial barriers.
- Highlight access to local green spaces and wellbeing benefits.
- Provide mental health support or link with existing services.

## **5. Disabled and neurodivergent people**

**Includes:** Autism, ADHD, physical and sensory disabilities, neurological conditions, additional learning/support needs, and long-term health conditions.

Engagement implications:

- Ensure accessibility in venues, trails, and activities.
- Provide adapted equipment and support to enable participation.
- Foster inclusive social opportunities to reduce isolation.
- Engage through specialist organisations, support groups, and networks for disabled and neurodivergent individuals.

## **6. People from ethnically and culturally diverse communities**

Engagement implications:

- Develop culturally sensitive activities and programmes.
- Provide outreach and promotion in multiple languages.
- Partner with cultural organisations, faith groups, and community leaders to build trust.
- Ensure environments are inclusive and respect cultural norms and practices.

DRAFT

# Appendix 6 – Useful tools in engagement

## 1 Stakeholder mapping

### Equity-focused stakeholder mapping

#### Purpose

This strategy adopts an Equity-focused impact-influence matrix to support fair and proportionate engagement.

The purpose of this tool is not to categorise stakeholders for management purposes, but to:

- Identify structural imbalances in influence
- Highlight communities most affected by decisions
- Prioritise engagement where impact is high

This approach reflects our commitment to moving beyond consultation toward meaningful participation and partnerships.

#### a. The Impact–Influence Matrix

This matrix is used to identify communities experiencing high impact but low influence, and to prioritise co-design and empowerment approaches with these groups. Stakeholders are mapped across two dimensions:

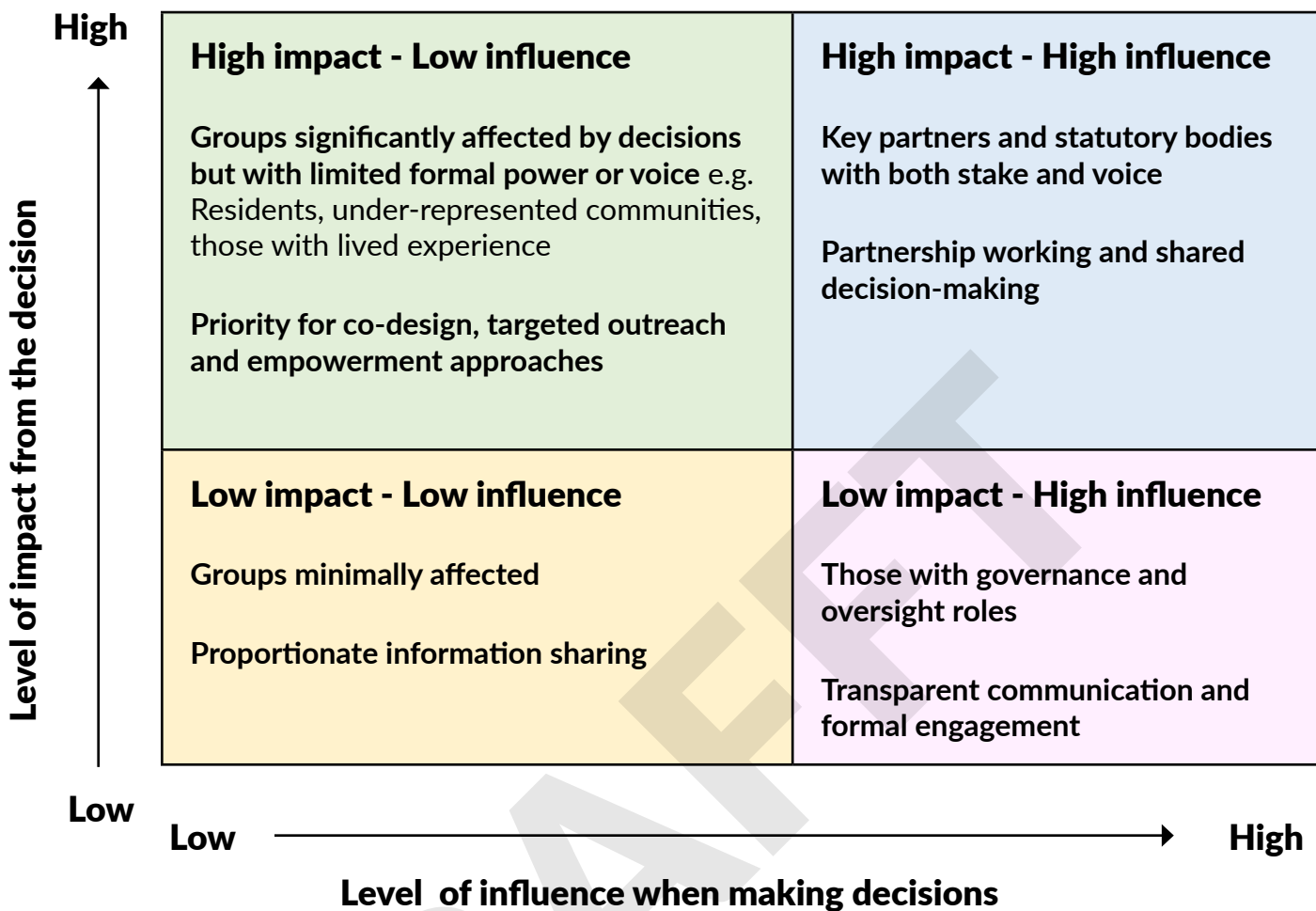
##### 1. Level of Impact

The degree to which a decision, policy or service change will affect a person, group or organisation.

##### 2. Level of Influence

The extent to which that person, group or organisation currently has access to decision-making or a voice within governance structures.

## b. Impact-Influence Equity Matrix



### Prioritising equity

The most critical quadrant in this framework is:

#### High impact / Low influence

Without deliberate intervention, these groups are at risk of underrepresentation.

Where stakeholders fall within this quadrant, the default expectation is:

- Early involvement
- Co-design or collaborative approaches where feasible
- Removal of participation barriers (timing, accessibility, language, childcare, digital access)
- Clear feedback on how input shaped decisions

Engagement intensity should correlate with impact.

### Practical application

For all significant policies, changes and projects, we should:

1. Map stakeholders using the matrix.
2. Identify any high impact / low influence groups and plan for engagement.
3. Outline how feedback will be reported back.

**c. Influence mapping / Network mapping** – illustrating the relationships between stakeholders to better understand how influence flows within and between communities, organisations, and decision-makers.

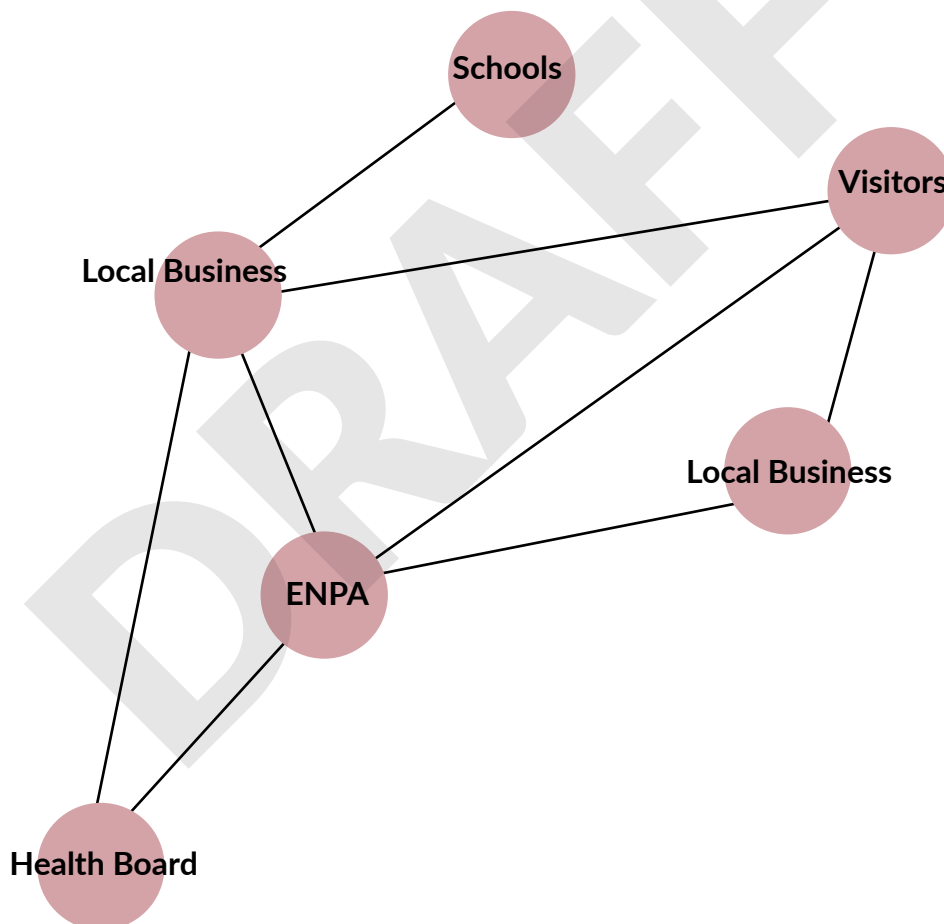
**Use:**

- Identify who is already working with whom
- Discover gaps or opportunities to build connections
- Strengthen partnership work

**How to create it:**

1. Write the stakeholders' names on cards or in circles.
2. Draw lines to show current or potential connections.
3. Use colours or symbols to indicate the nature of the relationship (e.g., collaboration, support, formal communication).

**Dylanwad rhanddeiliaid/ Mapio rhwydweithiau**



These techniques can be applied at different stages of a project or programme and should be adapted to suit the context. Used well, they help ensure that engagement is proportionate, inclusive, and effective.

## 2. Deciding on the right type of engagement

### 1. Has the decision already been made?

- ✓ Yes → Inform / Educate - Only inform or explain the service.
- ✗ No → Proceed to the next question.

### 2. Is the community expected to contribute opinions without making decisions?

- ✓ Yes → Consult / Engage - Allow the community to express opinions; they can influence decisions.
- ✗ No → Proceed to the next question.

### 3. Is there an opportunity for the community to shape or co-design solutions?

- ✓ Yes → Co-design / Co-produce - Equal partnership in designing or making decisions.

## 2a - Deciding on the right type of engagement for planning applications.

### 1. Does the chosen publicity comply with relevant planning legislation?

- ✓ Yes - proceed to the next question
- ✗ No (or not sure) - Guidance can be found in the Development Management Manual, check the regulations or ask a colleague.

2. Considering the scale and potential impacts of the development, together with location and topography, is the chosen publicity likely to reach impacted or likely interested parties?

- ✓ Yes - arrange publicity.
- ✗ Not sure - re-assess during site visit and arrange for further publicity if required

### Site notice display:

Care should be taken to display site notices in locations accessible to all, taking into consideration height of display and ground conditions without the need to enter the site to be read.

A development site that may have several roads and footpaths leading to it, or with more than one frontage, will normally require more than one notice.

# 6 steps

1

## Planning

- Define the purpose and objectives of the event.
- Identify target groups, including protected characteristic groups and Welsh language speakers.
- Consider accessibility from the start; involve people with access needs.
- Select date, time, and venue (ensure accessibility for all).
- Confirm budget and resources.
- Arrange bilingual materials and signage.
- Prepare risk assessment and accessibility adjustments.
- Organise transport if required for participants.

2

## Promotion and invitations

- Send invitations to community groups and stakeholders.
- Promote via social media, local press, newsletters, and community networks.
- Highlight language options and accessibility support.
- Ask attendees about accessibility requirements.
- Provide RSVP or registration option to anticipate numbers.

3

## Pre-event preparations

- Brief facilitators and contributors on their roles and objectives.
- Prepare name badges for staff, volunteers, and participants.
- Prepare feedback forms / surveys
- Arrange equipment and room layout (microphones, projectors, tables, seating).
- Prepare refreshments accommodating dietary needs.
- Display bilingual signage and accessibility information.
- Use inclusive language and accessible presentation materials (colour contrast, captions, descriptions).

4

## During the event

- Clear signage, lighting, and uncluttered spaces.
- Welcome participants and explain purpose of engagement. Schedule breaks and consider attendee needs.
- Accessible toilets, emergency evacuation plans, and quiet areas.
- Outline how feedback will be used in decision-making and assessments.
- Ensure facilitators encourage participation from all groups.
- Capture key points, quotes, and observations.
- Collect completed feedback forms / surveys.

5

## Capturing event feedback

- Record general observations about the event (participation, engagement, logistics).
- Note what worked well and areas for improvement.
- Capture participant suggestions and comments.
- Record accessibility issues or barriers observed during the event.
- Note opportunities or challenges for using Welsh.
- Identify groups underrepresented or excluded.
- Summarise feedback.

6

## Follow-up

- Thank participants and provide a summary of outcomes.
- Reflect on lessons learned for future engagement events.
- Share outcomes with stakeholders and community where appropriate.

## 4. Staff checklist: Capturing equality & Welsh language impacts

### Purpose

Ensure community feedback informs assessments of equality and Welsh language impacts, complementing ENPA's internal assessment methods.

Engagement principles

- Inclusive:** Ensure participation from groups with protected characteristics.
- Bilingual:** Offer Welsh and English options.
- Accessible:** Remove barriers to participation.
- Transparent:** Explain how feedback will inform assessments.

### What to capture

Area	Key focus	Examples of feedback
Equality	Access, barriers, opportunities, unintended impacts	Who benefits? Who may face difficulties? Any groups excluded?
Welsh Language	Use, visibility, status, cultural impact	Does this create/reduce opportunities to use Welsh? Impact on local culture?

### Recording and feeding into assessments

- Record feedback clearly under the two headings above.
- Include examples, quotes, or case studies where helpful.
- Apply learning to future engagement and assessments

## 5. Day-to-day engagement principles

As a Warden out in the community, a project officer, or part of the wider National Park team, these principles are here to help the most of everyday interactions. Every conversation and connection is an opportunity to strengthen trust and understanding between ENPA and the communities.

### 1. Be visible and approachable

- Make time to talk with residents, volunteers and visitors when out in the communities.
- Wear name badges or branded clothing to show you are ENPA staff.
- Listen actively and note feedback. Even informal comments can reveal local insights.

### 2. Share information and listen

- Explain what is happening and why, especially when doing work near communities.
- Use clear, everyday language (avoid jargon).
- Feedback key issues or ideas from local people into team meetings.

### 3. Involve the community early

- If you are planning a small project (e.g. path repair, habitat work, signage), think:
- Who might be affected?
- Who could contribute knowledge or help?
- Let communities know before starting through a quick visit, notice, or post on community channels.

### 4. Work together

- Identify opportunities to involve local groups, volunteers or schools.
- Share successes and invite people to see the results of their contributions.

### 5. Be inclusive and respectful

- Welcome all voices and viewpoints, even when opinions differ.
- Be aware of accessibility needs and cultural sensitivities.
- Represent the National Park values.

### 6. Record and reflect

- Keep brief notes or photos of engagement activities.
- Share good examples at team meetings.
- Reflect on what worked and what did not to improve future engagement.

## Links to useful resources

For those wishing to learn more or find practical support in putting this strategy into action, a range of resources are available to help enable inclusive and effective engagement. These include the National Principles for Public Engagement in Wales and the accompanying evaluation toolkit, as well as an easy read version and a practitioner's handbook. In addition, useful resources such as Kiran's Empathy Toolkit, guidance on accessible communication formats, and inclusive marketing guidance provide further advice on communication and understanding the needs of different communities.

[National Principles for Public Engagement in Wales - Knowledge Hub](#)

[Microsoft Word - Principles of Public Engagement in Wales Easy Read](#)

[National-Principles-for-Public-Engagement---Evaluation-toolkit.pdf](#)

[Practitioners' Manual for Public Engagement](#)

[Kiran's Empathy Toolkit - An Empathy Toolkit for Understanding Immigrants and Asylum Seekers](#)

[Guidance - Accessible communication formats](#)

[Guidance for inclusive marketing](#)

[Development management manual | GOV.WALES](#)

[Aarhus Convention 1998](#)

[IAP2 Spectrum of Public Participation table - Inform, Consult, Involve, Collaborate, Empower](#)

DRAFT



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Statement of Accounts 2023/24</b>
<b>REPORT BY</b>	Chief Finance Officer
<b>PURPOSE</b>	To receive and note the “ISA260” report presented by Audit Wales. To approve the post-audit Statement of Accounts. To authorise the Chairman of the meeting, together with the Chief Finance Officer, to certify the Letter of Representation.

**1. BACKGROUND**

- 1.1 Further to and based upon the Outturn Report for 2023/24 approved by the Performance and Resource Committee on 10<sup>th</sup> July 2024, the draft Statement of Accounts was completed by the Authority’s Head of Finance and her staff and certified (subject to audit) by the Authority’s Chief Finance Officer on 7<sup>th</sup> November 2025.
- 1.2 The final version (post-audit) of the Statement of Accounts for 2023/24 is presented herewith to the Authority for approval in accordance with the The Accounts and Audit (Wales) (Amendment) Regulations 2018. Audit Wales will require a Letter of Representation from the Authority before the Appointed Auditor (the Auditor General for Wales, Adrian Crompton) can finally issue the certificate on our accounts.
- 1.3 For completeness, the Statement of Accounts presented here includes the Annual Governance Statement which has already been approved by the Authority on 12<sup>th</sup> June 2024.

**2. ADJUSTMENTS ARISING FROM THE AUDIT**

The main adjustments since the pre-audit version have been outlined in the “ISA260” report presented here by Audit Wales. These changes have no significant impact upon the Authority’s ongoing financial management.

**3. APPROVAL OF STATEMENT OF ACCOUNTS**

The Accounts and Audit (Wales) (Amendment) Regulations 2018 require that the Statement of Accounts is approved by resolution of the Authority and signed and dated by the ‘person presiding’ (Chairman) at the meeting in which they were approved. A copy of the audited accounts for 2023/24 is presented here in Appendix 1 of this report.

#### **4. LETTER OF REPRESENTATION**

The draft Letter of Representation is presented here in Appendix 1 of Audit Wales' ISA260 report. If members of the Authority approve the post-audit Statement of Accounts, they may also authorise the Chairman of the meeting, together with the Chief Finance Officer, to certify the Letter of Representation on their behalf.

#### **5. RECOMMENDATION**

1. To receive and note the "ISA260" report presented by Audit Wales.
2. To approve the Authority's post-audit Statement of Accounts for 2023/24.
3. To authorise the Chairman of the meeting, together with the Chief Finance Officer, to certify the Letter of Representation.

#### **6. BACKGROUND PAPERS**

The Outturn Report for 2023/24 approved by the Performance and Resources Committee on 10th July 2024.

Audit Wales's ISA260 report submitted to this meeting.

# ERYRI NATIONAL PARK AUTHORITY

## STATEMENT OF ACCOUNTS FOR THE YEAR ENDED 31ST MARCH 2024



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

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## NARRATIVE REPORT

### 1. INTRODUCTION

The narrative report provides a brief explanation of the more significant matters reported in the accounts and aims to add to and assist the interpretation of the accounting statements which are set out on pages 11 to 16 and consist of:-

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

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

### 2. ERYRI NATIONAL PARK'S VISION AND PRIORITIES

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

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

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

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

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

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

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

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

[Authority14.06.23.pdf](#)

### 3 FINANCIAL CONTEXT

#### FINANCIAL PERFORMANCE AND YEAR END POSITION

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

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

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

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

During the process of compiling the Statement of Accounts the adjustments were made to the outturn, the adjusted net expenditure figures appear in the Expenditure and Funding Analysis (note 2 to the main statements).

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

#### 4. SUMMARY OF MAIN POINTS:

##### Balance Sheet:

The Authority's net worth has increased by **£940k**, movements are as follows :

- **Current Assets** value has increased by **£1201k**. The main effect due to :
  - £1,058k increase in Cash and investments arising from grant monies and additional income.
  - £268k increase in Short Term Investments
  - £174k decrease in Short Term Debtors
  
- **Current Liabilities** have increased by **£377k** mainly due to
  - £481k increase in Grants Received in Advance balance
  - £104k decrease in Short Term Creditor balance

##### Comprehensive Income and Expenditure Account :

The net cost of services has decreased by £116k, with the movements per directorate as follows :

- Planning and Land Management increase of £87k
- Corporate (including Communication) decrease of £203k

Main movements are as follows :

##### Expenditure

- £957k decrease in IAS19 pension adjustment to the services in 2023/24

##### Income

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

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

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

## 5. PENSION LIABILITY

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

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

## 6. UNUSUAL CHARGE OR CREDIT IN THE ACCOUNTS

The main items are :

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

## 7. CAPITAL EXPENDITURE

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

Capital expenditure in 2023/24 amounted to £2,102k. Details of expenditure within each service area are shown in note 31. The expenditure was financed by grants and contributions from other bodies.

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

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

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

## 8. CAPITAL FUNDING

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

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

## 9. USABLE RESERVES

The General Revenue Reserve balance was reviewed during the year as part of a review of Authority reserves and currently stands at £895k.

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

## 10. GOVERNANCE

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

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

## 11. RISKS AND OPPORTUNITIES

### Risks

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

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

### Opportunities

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

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

## 12. AUTHORITY STRATEGIES

The Authority's four main strategies are:

- Eryri National Park Management Plan,
- Eryri Local Development Plan,
- Wellbeing Statement, and

- Corporate Work Programme.

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

### **13. IMPACT OF THE CURRENT ECONOMIC CLIMATE**

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

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

#### **FURTHER INFORMATION**

Further information about this Statement of Account is available from:

Sian Wyn Owen  
Head of Finance  
Eryri National Park Authority  
National Park Offices  
Penrhyndeudraeth  
Gwynedd  
LL48 6LF  
Tel: 01766 772 251  
Email: [sian.owen@eryri.llyw.cymru](mailto:sian.owen@eryri.llyw.cymru)

**THE STATEMENT OF RESPONSIBILITIES  
FOR THE STATEMENT OF ACCOUNTS**

**THE AUTHORITY’S RESPONSIBILITIES**

The Authority is required to:-

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

These accounts were approved by the Authority on ..... 2026

Signature :

.....

**CLLR EDGAR W. OWEN CHAIR**

**THE CHIEF FINANCE OFFICER’S RESPONSIBILITIES**

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

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

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

The Chief Financial Officer has also:-

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

**CHIEF FINANCE OFFICER’S CERTIFICATE**

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

Signature

.....2026

**DEWI A. MORGAN - CHIEF FINANCE OFFICER**

## THE COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

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

2022/23	2022/23	2022/23		2023/24	2023/24	2023/24
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000		£'000	£'000	£'000
4,451	(2,847)	1,604	Planning and Land Management	4,713	(3,022)	1,691
7,400	(2,267)	5,133	Corporate	7,061	(2,131)	4,930
<b>11,851</b>	<b>(5,114)</b>	<b>6,737</b>	<b>Net Cost of Service</b>	<b>11,774</b>	<b>(5,153)</b>	<b>6,621</b>
(6)			Other Operating Expenditure			-
(100)			Financing and Investment Income and Expenditure (note 11)			(358)
<b>6,631</b>			<b>Net Operating Expenditure</b>			<b>6,263</b>
(5,998)			Non-specific grant Income (note 12)			(7,987)
633			<b>surplus (-) / deficit on Provision of Services for the year)</b>			<b>(1,725)</b>
(367)			Net surplus on revaluation of fixed assets and impairment losses charged to the revaluation reserve (note 22)			455
(1,954)			Remeasurements of the net defined benefit liability (asset) (note 36)			330
(2,321)			<b>Other Comprehensive Income and Expenditure</b>			<b>785</b>
<b>(1,689)</b>			<b>Total Comprehensive income and Expenditure</b>			<b>(940)</b>

## BALANCE SHEET

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

2022/23		Notes	2023/24
£'000			£'000
14,656	Property, Plant & Equipment	13	14,386
795	Heritage Assets	14	784
96	Intangible asset	15	114
4	Long Term Debtors	18	57
<b>15,552</b>	<b>Long Term Assets</b>		<b>15,341</b>
7,051	Short term investments	17	7,319
141	Inventories		189
1,270	Short Term Debtors	18	1,096
4,080	Cash and Cash Equivalents	19	5,138
<b>12,542</b>	<b>Current Assets</b>		<b>13,743</b>
(1,187)	Short Term Creditors	20	(1,083)
(734)	Grants Received in Advance	29	(1,215)
<b>(1,921)</b>	<b>Current Liabilities</b>		<b>(2,298)</b>
63	Pension Fund Liability	36	(278)
(702)	Long Term Creditors	29	(33)
<b>(639)</b>	<b>Long Term Liabilities</b>		<b>(311)</b>
<b>25,535</b>	<b>Net Assets</b>		<b>26,475</b>
(10,150)	Usable Reserves	9	(11,596)
(15,385)	Unusable Reserves	22	(14,879)
<b>(25,535)</b>	<b>Total Reserves</b>		<b>(26,475)</b>

## The Movement in Reserves Statement

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

### MOVEMENT IN RESERVES STATEMENT 2023/24

	General Fund & Earmarked Reserves	Capital Receipts Reserve	Capital Grant Unapplied Reserve	Total Usable Reserve	Unusable Reserves	Total Authority Reserves
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Balance as at 31 March 2023 brought forward</b>	7,839	164	2,146	10,150	15,385	25,535
Total Comprehensive Income & Expenditure	1,725	-	-	1,725	(785)	940
Adjustments between accounting basis & funding basis under regulations (note 8)	(5)	-	(274)	(279)	279	
<b>Increase/ (Decrease) in 2023/24</b>	<b>1,720</b>	<b>-</b>	<b>(274)</b>	<b>1,446</b>	<b>(506)</b>	<b>940</b>
<b>Balance as at 31 March 2024</b>	<b>9,560</b>	<b>164</b>	<b>1,873</b>	<b>11,596</b>	<b>14,879</b>	<b>26,475</b>
General Fund	895					
Earmarked Reserves (note 9)	8,665					
	<b>9,560</b>					

**MOVEMENT IN RESERVES STATEMENT 2022/23**

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

## CASH FLOW STATEMENT

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

2022/23		2023/24
£'000		£'000
633	Net (Surplus) /Deficit on the provision of services	(1,725)
(2,270)	Adjustment to net surplus or deficit on the provision of services for non-cash movements (note 23)	(570)
622	Adjustments for items included in the net surplus or deficit on the provision of services that are investing and financing activities	895
<b>(1,015)</b>	<b>Net cash flows from Operating Activities</b>	<b>(1,400)</b>
(723)	Investing Activities (note 24)	288
(8)	Financing Activities (note 25)	54
(1,747)	Net (increase)/ decrease in cash and cash equivalents	(1,058)
2,333	Cash and cash equivalents at the beginning of the reporting period	4,080
<b>4,080</b>	<b>Cash and cash equivalents at the end of the reporting period (note 18)</b>	<b>5,138</b>

## NOTES TO THE FINANCIAL STATEMENTS

### 1 ACCOUNTING POLICIES

#### 1.1 GENERAL PRINCIPLES

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

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

#### 1.2 ACCOUNTING CONCEPTS

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

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

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

#### 1.3 ACCRUALS OF EXPENDITURE AND INCOME

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

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

#### 1.4 CASH AND CASH EQUIVALENTS

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

#### 1.5 EXCEPTIONAL ITEMS

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

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

During 2023/24, there were no changes to accounting policies

#### 1.7 CHARGES TO REVENUE FOR NON-CURRENT ASSETS

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

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

#### 1.8 EMPLOYEE BENEFITS

##### 1.8a Benefits Payable During Employment :

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

##### 1.8b Termination Benefits :

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

##### 1.8c Post Employment Benefits :

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

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

#### 1.8d The Local Government Pension Scheme

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

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

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

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

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

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

Service cost comprising:

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

### Re-measurements comprising:

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

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

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

#### 1.8e Discretionary Benefits

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

#### 1.9 **EVENTS AFTER THE BALANCE SHEET DATE**

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

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

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

## 1.10 FINANCIAL INSTRUMENTS

### Financial Assets

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

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

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

## 1.11 GOVERNMENT GRANTS AND OTHER CONTRIBUTIONS

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

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

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

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

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

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

### **1.12 HERITAGE ASSETS**

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

### **1.13 INTANGIBLE ASSETS**

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

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

### **1.14 INTERESTS IN COMPANIES AND OTHER ENTITIES**

The Authority has an interest in a Limited Liability Partnership together with 14 other UK National Park Authorities for the purpose of generating income mainly from sponsorship.

### **1.15 INVENTORIES AND LONG TERM CONTRACTS**

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

### **1.16 LEASES (FINANCE)**

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

### **1.17 LEASES (OPERATIONAL)**

The Authority manages operating leases for:

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

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

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

### 1.18 PROPERTY, PLANT AND EQUIPMENT

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

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

**Measurement:** Assets are initially measured at cost, comprising:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Depreciation**: Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their useful lives. An exception is made for assets without a determinable finite useful life (i.e.

freehold land and certain Community Assets) and assets that are not yet available for use (i.e. assets under construction). Neither investment assets nor assets held for sale are depreciated.

Depreciation is calculated on the following bases:

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

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

### **Disposals and Non-current Assets Held for Sale**

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

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

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

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

Amounts received for a disposal in excess of £10k are categorised as capital receipts. The balance of receipts is required to be credited to the Capital Receipts

Reserve, and can then only be used for new capital investment [or set aside to reduce the Authority's underlying need to borrow (the capital financing requirement)]. Receipts are appropriated to the Reserve from the General Fund Balance in the Movement in Reserves Statement.

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

### **1.19 PROVISIONS, CONTINGENT LIABILITIES AND CONTINGENT ASSETS**

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

#### Provisions

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

#### Contingent Liabilities

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

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

#### Contingent Assets

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

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

### **1.20 RESERVES**

The Authority sets aside specific amounts as reserves for future policy purposes or to cover risks. Reserves are created by appropriating amounts out of the General Fund Balance in the Movement in Reserves Statement. When expenditure to be

financed from a reserve is incurred, it is charged to the appropriate service in that year to score against the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement. The reserve is then appropriated back into the General Fund Balance in the Movement in Reserves Statement so that there is no net charge against the General Fund for the expenditure.

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

#### **1.21 REVENUE EXPENDITURE FUNDED FROM CAPITAL UNDER STATUTE**

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

#### **1.22 VALUE ADDED TAX**

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

## 2. EXPENDITURE AND FUNDING ANALYSIS

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

2023/24					
	Net Expenditure Chargeable to General Fund	Adjustments between the Funding and Accounting Basis	Net Expenditure in the Comprehensive Income and	Adjustments between Outturn and Comprehensive Income and Expenditure	Outturn
	(£'000)	(£'000)	(£'000)	(£'000)	(£'000)
<b>Planning and Land management</b>	1,818	128	1,691	3,940	2,249
<b>Corporate and Communication</b>	4,806	(123)	4,930	1,359	3,571
<b>Net Cost of Services</b>	<b>6,624</b>	<b>5</b>	<b>6,621</b>	<b>5,299</b>	<b>5,821</b>
Other Income and Expenditure	(8,345)	-	(8,345)	(8,345)	-
<b>Suplus/ Deficit</b>	<b>(1,721)</b>	<b>5</b>	<b>(1,724)</b>	<b>(3,046)</b>	<b>5,821</b>
<b>Opening balance</b>	<b>(7,839)</b>				
Surplus for the year	(1,721)				
<b>Closing Balance</b>	<b>(9,560)</b>				
	(895)	General Fund			
	(8,665)	Earmarked Reserves (note 8)			
	<b>(9,560)</b>				

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

## 2a Note On Adjustments Between The Funding And Accounting Basis

**Adjustments between Funding and Accounting Basis 2023/24**

<b>Adjustments from the general fund to arrive at the CI &amp; E statement amounts</b>	<b>Adjustment for Capital Purposes</b>	<b>Net Change for the Pensions &amp; Employee Benefit adjustments</b>	<b>Other differences</b>	<b>Total Adjustments</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Planning and Land Management</b>	116	12	-	128
<b>Corporate</b>	(199)	76	-	(123)
<b>Costs that cannot be allocated</b>				
<b>Net Cost of Services</b>	<b>(83)</b>	<b>88</b>	<b>-</b>	<b>5</b>
Other income and Expenditure from the Exp. And Inc Analysis				
	-	-	-	-
<b>Difference between the General Fund surplus or deficit and Comprehensive Income and Expenditure Statement Suplus or Deficit on the Provision of Services</b>	<b>(83)</b>	<b>88</b>	<b>-</b>	<b>5</b>

**Adjustments between Funding and Accounting Basis 2022/23**

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

**2B NOTE ON INCOME AND EXPENDITURE ON A SEGMENTAL BASIS**

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

<b>Significant 'non-cash' costs analysed by Segment</b>							
	<b>Planning, Cultural Heritage and Land Management</b>		<b>Corporate (including Communication)</b>		<b>Totals</b>		
	<b>2022/23</b>	<b>2023/24</b>	<b>2022/23</b>	<b>2023/24</b>	<b>2022/23</b>	<b>2023/24</b>	
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Depreciation	35	34	357	364	392	398	
Revaluation Loss	-	-	195	-	195	-	
Revenue Expenditure Funded from Capital Under Statute	275	94	172	163	447	257	
IAS 19 Pension Adjustment	328	4	679	7	1,007	11	
Employee Accrual Adjustment	4	(15)	17	(84)	21	(99)	
<b>Totals</b>	<b>642</b>	<b>117</b>	<b>1,420</b>	<b>450</b>	<b>2,062</b>	<b>567</b>	

**2c NOTE ON EXPENDITURE AND INCOME ANALYSED BY NATURE**

<b>Expenditure and Income Analysed by Nature</b>				
The Authority's expenditure and income is analysed as follows:				
			<b>2022/23</b>	<b>2023/24</b>
			<b>£'000</b>	<b>£'000</b>
<b>Expenditure</b>				
Employee benefits expenses			6,019	5,630
Other services expenses			5,440	5,746
Depreciation, amortisation, impairment, Revaluation losses			392	398
<b>Total Expenditure</b>			<b>11,851</b>	<b>11,774</b>
				-
<b>Income</b>				
Fees, charges and other service income			(2,205)	(2,492)
Net interest on net defined benefit liability (IAS 19 pension adjustment)			36	(3)
Interest and investment income			(136)	(355)
Government grants and contributions			(2,911)	(2,661)
Non-specific grant income			(5,998)	(7,987)
Gain on disposal of assets			(6)	-
<b>Total income</b>			<b>(11,218)</b>	<b>(13,498)</b>
<b>Deficit/ surplus on the provision of services</b>			<b>633</b>	<b>(1,724)</b>

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

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

ENPA will adopt IFRS 16 on 1 April 2024.

### 4. CRITICAL JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

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

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

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

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

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

Item	Uncertainties	Effect if Actual Results Differ from Assumptions
Pensions Liability (note 36)	Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and, for the Local Government	Relatively small changes in the assumptions made can have a significant impact on the pension net liability. The pension net liability shown in the balance sheet will only become payable over the retirement period of current and retired employees, so adjustments to the liability can be spread over a

	<p>Pension Scheme, the expected return on pension fund assets.</p> <p>An assessment of the liabilities is provided by Hymans Robertson. Further information is provided within note 36.</p>	<p>number of years through changes in employee and employer contributions. Increases in employer contributions have a direct impact on the budget.</p> <p>The effect of the change in actuarial assumptions is referred to in note 5 of the Narrative Report.</p>
<p>Property valuations (note 13)</p>	<p>The Authority undertakes a full revaluation of its property assets every five years, with the most recent valuation completed on 1 April 2021. Property values may fluctuate materially within this interval; therefore, an annual review is carried out jointly by the Head of Finance and the Head of Property to determine whether interim valuations are required. In addition, DRC-based asset valuations were undertaken on 31 March 2024 to ensure alignment with current market values. No material differences were identified, and consequently no revaluation adjustments were required in the financial statements.</p> <p>Valuations rely on assumptions regarding asset condition, useful life, residual value, and prevailing market conditions. Although informed by professional judgement and the best available evidence, these remain estimates</p>	<p>A fluctuation in property values would impact on the values held in the Balance Sheet and on the corresponding depreciation charge.</p>

**6. MATERIAL ITEMS OF INCOME AND EXPENSE**

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

**7. EVENTS AFTER THE BALANCE SHEET DATE**

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

## 8. ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS

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

2023/24	Usable Reserves			
	General Fund Balance	Capital Receipts Reserves	Capital Grants Unapplied Reserve	Movement in Unusable Reserves
	£'000	£'000	£'000	£'000
<b>ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL ADJUSTMENTS ACCOUNT</b>				
<b>Reversal of items debited or credited to the Comprehensive Income and Expenditure Statement</b>				
Charges for depreciation, impairment and revaluation losses on non-current assets	(720)	-	-	720
Losses on revaluation	-	-	-	-
Net book value of assets disposed of	-	-	-	-
Capital grants and contributions applied	635	-	-	(635)
Revenue expenditure funded from capital under statute	(257)	-	-	257
<b>Insertion of items not debited or credited to the Comprehensive Income and Expenditure Statement</b>				
Capital grants received in previous financial years and used in 2023/24	-	-	532	(532)
Capital grants received in previous years and transferred to revenue in 2023/24	-	-	-	-
Capital Expenditure Charges against the General Fund 2023/24	1	-	-	(1)
<b>ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL GRANTS UNAPPLIED ACCOUNT</b>				
Capital grants received in 2023/24 and transferred to revenue in 2023/24	-	-	-	-
Capital grants and contributions unapplied credited to the Comprehensive Income and Expenditure Statement	258	-	(258)	-
<b>ADJUSTMENTS PRIMARILY INVOLVING THE CAPITAL RECEIPTS RESERVE</b>				
Capital receipts used in 2023/24	-	-	-	-
Capital receipts in 2023/24 not utilised	-	-	-	-
<b>ADJUSTMENTS PRIMARILY INVOLVING THE PENSION RESERVE</b>				
Reversal of Items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement	(794)	-	-	794
Employers Pension Contribution and direct payments to pensioners payable in the year	783	-	-	(783)
<b>ADJUSTMENTS PRIMARILY INVOLVING THE ACCUMULATED ABSENCES ACCOUNT</b>				
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	99	-	-	(99)
<b>Total</b>	<b>5</b>	<b>-</b>	<b>274</b>	<b>(279)</b>

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

**9. TRANSFERS TO/FROM EARMARKED RESERVES**

	Balance at 31 March 2022	Transfers out 2022/23	Transfers in 2022/23	Balance at 31 March 2023	Transfers out 2023/24	Transfers in 2023/24	Balance at 31 March 2024
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Earmarked Revenue and Capital reserves (approved as earmarked revenue and capital expenditure)	(775)	775	(358)	(358)	300	(273)	(331)
Specific Risks Reserves (to meet probable budget pressures)	(424)	109	(353)	(668)	0	0	(668)
Planning Reserve (To meet costs of Public Enquiry)	(225)	-	-	(225)	-	-	(225)
Match Funding Revenue Reserve (For Convergence Fund Purposes)	(962)	241	(182)	(903)	25	0	(878)
Revenue Grants reserve	(1,564)	272	(95)	(1,387)	281	(9)	(1116)
Pen y Pass Income reserve (for facilities related to Snowdon)	(56)	-	-	(56)	-	-	(56)
Section 106 reserve (for purposes related to affordable housing)	(485)	14	(126)	(597)	0	(62)	(659)
Projects reserve	(942)	199	(302)	(1,045)	79	(360)	(1,325)
Asset Management Reserve	(923)	28	(107)	(1,002)	0	0	(1,002)
Staff Resilience	(120)	5	(285)	(400)	0	0	(400)
Commercial Risk reserve	(100)	-	-	(100)	-	-	(100)
Financial Challenge Reserve	-	-	-	-	-	(1,905)	(1,905)
<b>Sub-total</b>	<b>(6,576)</b>	<b>1,643</b>	<b>(1,808)</b>	<b>(6,741)</b>	<b>685</b>	<b>(2,609)</b>	<b>(8,665)</b>
<b>Other Reserves</b>							
General Fund	(850)	113	(361)	(1,098)	891	(688)	(895)
<b>Capital:</b>							
Capital Grants Unapplied reserve	(2,094)	473	(493)	(2,147)	421	(146)	(1,872)
Useable Capital Receipts reserve (to only finance capital expenditure)	(164)	-	-	(164)	-	-	(164)
<b>Total</b>	<b>(9,684)</b>	<b>2,229</b>	<b>(2,695)</b>	<b>(10,150)</b>	<b>1,997</b>	<b>(3,443)</b>	<b>(11,596)</b>

**10. OTHER OPERATING EXPENDITURE**

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
<b>6</b>	Gains/(losses) on disposal of non-current assets	<b>0</b>

**11. FINANCING AND INVESTMENT INCOME AND EXPENDITURE**

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
36	Net interest on the net defined benefit liability/ (asset)	(3)
(136)	Interest receivable and similar income	(355)
<b>100</b>	<b>Total</b>	<b>(358)</b>

**12. NON-SPECIFIC GRANT INCOME**

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
(4,120)	National Park Grant	(5,325)
(1,373)	Levies on Constituent Authorities	(1,373)
(505)	Capital Grants and Contributions	(1,289)
<b>(5,998)</b>	<b>Total</b>	<b>(7,987)</b>

### 13. PROPERTY, PLANT AND EQUIPMENT Movement on Balances

2023/24	Land and Buildings	Vehicles Plant & Equipment	Community	Surplus Assets	Assets under Construction	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost or valuation</b>						
At 1 April 2023	16,832	1,703	627	40	227	19,429
Additions	776	135				911
Disposals		(110)				(110)
Reclassification	104	(50)			(154)	(100)
Revaluation gain/(loss) to the CIES						-
Revaluation gain/(loss) to the Revaluation Reserves						-
<b>At 31 March 2024</b>	<b>17,712</b>	<b>1,678</b>	<b>627</b>	<b>40</b>	<b>73</b>	<b>20,130</b>
<b>Accumulated Depreciation and Impairments</b>						
At 1 April 2023	(3,477)	(1,289)	(7)	-	-	(4,773)
Depreciation	(208)	(165)				(373)
Disposals		110				110
Reclassification		68				68
Impairment (to CIES)	(321)					(321)
Impairment (to Revaluation reserve)	(455)					(455)
<b>At 31 March 2024</b>	<b>(4,461)</b>	<b>(1,276)</b>	<b>(7)</b>	<b>-</b>	<b>-</b>	<b>(5,744)</b>
<b>Net Book Value at 31 March 2024</b>	<b>13,251</b>	<b>402</b>	<b>620</b>	<b>40</b>	<b>73</b>	<b>14,386</b>
Net Book Value at 31 March 2023	13,355	414	620	40	227	14,656

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

### Depreciation

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

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

### Revaluations

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

### Capital Commitments

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

- Dolgellau Heritage Townscape Scheme - £151k

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

## 14. HERITAGE ASSETS

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

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

2023/24	Ynys y	Craig yr		
	Pandy Slate Mill	Aderyn	Ysgwrn	Total
	£'000	£'000	£'000	£'000
<b>Cost or valuation</b>				
1 April 2023	-	28	870	898
Additions			-	-
Reclassification	-	-	-	-
Revaluation loss to the CI&ES				-
<b>31 March 2024</b>	<b>-</b>	<b>28</b>	<b>870</b>	<b>898</b>
<b>Depreciation and Impairment</b>				
1 April 2023	-	-	(103)	(103)
Depreciation and Impairment	-	-	(11)	(11)
<b>31 March 2024</b>	<b>-</b>	<b>-</b>	<b>(114)</b>	<b>(114)</b>
<b>Net Book value at 31 March 2024</b>	<b>-</b>	<b>28</b>	<b>756</b>	<b>784</b>
Net Book value at 31 March 2023	-	28	767	795

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

**15. INTANGIBLE ASSETS**

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

<b>2023/24</b>	Website	Software	Total
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
<b>Cost or valuation</b>			
1 April 2023	109		109
Additions	-		-
Reclassification	-	100	100
<b>31 March 2024</b>	<b>109</b>	<b>100</b>	<b>209</b>
<b>Amortisation and Impairment</b>			
1 April 2023	(13)		(13)
Amortisation and Impairment	(14)		(14)
Reclassification		(68)	(68)
<b>31 March 2024</b>	<b>(27)</b>	<b>(68)</b>	<b>(95)</b>
<b>Net Book value at 31 March 2024</b>	<b>82</b>	<b>32</b>	<b>114</b>
Net Book value at 31 March 2023	96	-	96

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

**16. ASSETS HELD FOR SALE**

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

**17. SHORT TERM INVESTMENTS**

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

**18. DEBTORS**

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

**19. CASH AND CASH EQUIVALENTS**

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

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

**20. CREDITORS**

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

**21. USABLE RESERVES**

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

**22. UNUSABLE RESERVES**

2022/23		2023/24
£'000		
(8,281)	Revaluation reserve	(7,807)
(7,313)	Capital adjustment account	(7,523)
(63)	Pensions Reserve	278
272	Accumulated Absences Account	173
<b>(15,385)</b>		<b>(14,879)</b>

**The Revaluation Reserve**

The Revaluation Reserve contains the gains made by the Authority arising from increases in the value of its Property, Plant and Equipment (and Intangible Assets).

The balance is reduced when assets with accumulated gains are:

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

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

2022/23		2023/24
£'000		£'000
<b>(7,920)</b>	<b>Balance as 1st April</b>	<b>(8,281)</b>
(551)	Upward revaluation of assets	-
184	Downward revaluation of assets and impairment losses not charged to the (Surplus)/ Deficit on the Provision of Services	455
<b>(367)</b>	<b>Surplus or deficit on revaluation of non-current assets not posted to the Surplus or Deficit on the Provision of Services</b>	<b>455</b>
6	Depreciation on revaluation gains written off to the Capital Adjustment	21
<b>(8,281)</b>	<b>Balance as 31st March</b>	<b>(7,807)</b>

## Capital Adjustment Account

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

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

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

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

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
(7,377)	Balans ar 1 Ebrill	(7,313)
	<b>Gwyrdroi eitemau cysylltiedig a gwariant cyfalaf a ddebydwyd neu a gredydwyd i'r Datganiad Incwm a Gwariant Cynhwysfawr</b>	
392	Taliadau am ddibrisiant ac amhariad o asedau nad ydynt yn gyfredol	720
195	Enillion/colledion ailbrisiant ar Eiddo/ Offer a Chyfarpar	-
-	Gwerth Llyfr offer a waredwyd	-
446	Gwariant Refeniw a ariennir o Gyfalaf dan Statud	258
<b>(6,344)</b>	<b>Amcan gost Ased a ddelir fel 'Ased i'w werthu'</b>	<b>(6,335)</b>
	<b>Addasiadau o'r Gronfa Ailbriso</b>	
(6)	Addasiad Dibrisiant	(21)
<b>(6,350)</b>	<b>Swm Net a ddilewyd o gost asedau nad ydynt yn gyfredol a ddefnyddiwyd yn y flwyddyn</b>	<b>(6,356)</b>
	<b>Ariannu Cyfalaf a gymhwyswyd yn y flwyddyn</b>	
	Defnydd derbynebion cyfalaf i ariannu gwariant Cyfalaf newydd	
(284)	Grantiau a chyfraniadau Cyfalaf a gredydir i'r Datganiad Incwm a Gwariant cynhwysfawr sydd wedi ei cymhwyso i gyllido Cyfalaf	(635)
(404)	Defnydd o grantiau o'r Cyfrif Grantiau Cyfalaf heb Gymhwyso	(532)
(274)	Gwariant Cyfalaf a godwyd yn erbyn balansau'r Gronfa Gyffredinol	(1)
<b>(7,313)</b>	<b>Balans ar 31 Mawrth</b>	<b>(7,523)</b>

## Pensions Reserve

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

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
884	Balance at 1st April	(63)
(1,980)	Remeasurement of the net defined benefit liability/ (asset)	330
1,790	Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	794
(757)	Employer's pension contributions and direct payments to pensioners payable in the year	(783)
<b>(63)</b>	<b>Balance at 31st March 2024</b>	<b>278</b>

## Accumulated Absences Account

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

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

## 23. CASH FLOW STATEMENT – OPERATING ACTIVITIES

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

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
(392)	Depreciation and impairment	(398)
	Revaluation losses on Property, Plant and Equipment	
(195)	Impairment losses on Property, Plant and Equipment	(322)
15	Movement in creditors	410
(717)	Movement in debtors	(325)
26	Movement in stock	48
(1,007)	Provision of Services costs for post employment benefits	17
<b>(2,270)</b>	<b>Balance at 31 March</b>	<b>(570)</b>

**24. CASH FLOW STATEMENT – INVESTING ACTIVITIES**

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
	Purchase of property, plant and equipment, investment property and intangible assets	(910)
(516)		
	Proceeds from the sale of property, plant and equipment, investment property and intangible assets	-
6		
	Proceeds from short term and long term investments	(268)
797		
	Other receipts from investing activities	891
437		
<b>723</b>	<b>Balance at 31 March</b>	<b>(288)</b>

**25. CASH FLOW STATEMENT – FINANCING ACTIVITIES**

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

**26. MEMBERS ALLOWANCES**

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

The allowances paid to members were:-

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

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

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

**27. STAFF REMUNERATION**

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

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

<b>2022/23</b>		<b>2023/24</b>
<b>(£'000)</b>		<b>(£'000)</b>
94	Chief Executive Officer	102
27	SNPA Median Salary	31
3.5	Ratio	3.3

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

<b>2022/23</b>				<b>2023/24</b>		
<b>Salary</b>	<b>Employer Pension Contribution</b>	<b>Total</b>		<b>Salary</b>	<b>Employer Pension Contribution</b>	<b>Total</b>
<b>£'000</b>	<b>£'000</b>	<b>£'000</b>		<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
94	19	112	Chief Executive Officer	106	19	125
8	1	9	Chief Finance Officer (Section 151)*	8	2	10
70	14	83	Director of Corporate Services	72	13	85
70	14	83	Director of Planning and Land Management Services	72	13	85

- \* The Chief Finance Officer was also Gwynedd Council’s Head of Finance during the year, this relationship has been disclosed under note 30 – Related Parties.
- \* The Chief Executive Officer’s remuneration includes £4,634 of backdated pay that relates to 2022/23.

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

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

Termination Benefits

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

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

**28. EXTERNAL AUDIT COSTS**

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

<b>2022/23 £'000</b>	<b>Regulatory area</b>	<b>2023/24 £'000</b>
47	Fees payable to auditors appointed by the Auditor General for Wales with regard to external audit services	57
18	Fees payable to the Auditor General for Wales in respect of statutory inspections	18
<b>65</b>	<b>Total</b>	<b>75</b>

**29. GRANT INCOME**

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

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
	<b>REVENUE GRANTS</b>	
	<b>Credited to Services</b>	
	<b>Planning and Land Management</b>	
358	Natural Resources Wales	305
10	National Trust	3
10	RSPB LIFE	10
632	EU LIFE	416
526	Welsh Government	131
38	Local Authorities	32
307	Heritage Lottery Fund	241
-	CADW	20
10	Woodland Trust	25
122	National Grid	222
36	WCVA	78
39	Other	70
<b>2,088</b>		<b>1,554</b>
	<b>Corporate</b>	
76	Welsh Government	-
5	Local Authorities	-
-	Heritage Lottery Fund	20
4	Other	-
<b>85</b>		<b>20</b>
<b>2,173</b>	<b>Total Revenue Grants</b>	<b>1,574</b>

<b>2022/23</b>		<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
	<b>CAPITAL GRANTS</b>	
	<b>Credited to non-specific grant income</b>	
	<b>Planning and Land Management</b>	
21	Welsh Government	917
21		917
	<b>Corporate (including Communication)</b>	
480	Welsh Government	372
4	Other	-
484		372
<b>505</b>	<b>Sub-total</b>	<b>1,289</b>
	<b>Credited to Services</b>	
	<b>Planning and Land Management</b>	
150	Welsh Government	461
153	Heritage Lottery Fund	90
-	WCVA	274
-	National Grid	42
197	Other	20
<b>500</b>		<b>887</b>
	<b>Corporate</b>	
527	Welsh Government	201
<b>527</b>		<b>201</b>
<b>1,027</b>	<b>Sub-total</b>	<b>1,088</b>
<b>1,532</b>	<b>Total</b>	<b>2,377</b>
	<b>Capital Grants Received in Advance and utilised in the current year</b>	
342	Welsh Government	532
25	Natural Resources Wales	-
38	British Mountaineering Council	-
<b>405</b>	<b>Sub-total</b>	<b>532</b>
<b>1,937</b>	<b>Total Capital Grants</b>	<b>2,909</b>

<b>2022/23</b>	<b>Grants in Advance</b>	<b>2023/24</b>
<b>£'000</b>		<b>£'000</b>
	<b>Amounts payable within one year :</b>	
(734)	Grants received in advance	(1,215)
<b>(734)</b>		<b>(1,215)</b>
	<b>Long Term payable (amounts falling due after one year)</b>	
(702)	Grants received in advance	(33)
<b>(702)</b>		<b>(33)</b>

The Authority has received a number of grants, contributions and donations that have yet to be recognised as income as they have conditions attached to them that will require the monies or property to be returned to the giver should the terms of the grant not be met. The balances at the year-end are as follows:

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

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

### 30. RELATED PARTIES

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

#### Welsh Government

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

#### Members

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

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

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

### **Other Public Bodies**

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

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

### **Officers**

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

<b>Expenditure</b>	<b>Amounts owed by the Authority</b>	<b>Income</b>	<b>Amounts owed to the Authority</b>
<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>141</b>	-	-	-

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

**Entities controlled or significantly influenced by the Authority**

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

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

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

The Authority has an interest in a Limited Liability Partnership (National Parks Partnership) together with 14 other UK National Park Authorities for the purpose of generating income mainly from sponsorship. A charitable body has been established which is ancillary to the National Parks Partnership for the purpose of raising monies for the national parks.

**31. CAPITAL EXPENDITURE AND CAPITAL FINANCING**

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

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

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

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

## 32. LEASES

### AUTHORITY AS LESSEE

Finance Leases The Authority as lessee has no finance leases.

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

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

31 March 2023		31 March 2024
<u>£'000</u>		<u>£'000</u>
131	Not later than 1 year	95
281	Later than 1 year and not later than 5 years	224
11,631	Later than 5 years	13,055
<b>12,043</b>	<b>Total</b>	<b>13,374</b>

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

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

**AUTHORITY AS LESSOR**Finance Leases

As at 31<sup>st</sup> March 2024 the Authority has no finance lease as lessor.

Operating Leases

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

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

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

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

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

The associated depreciation charge on the assets relevant to operating leases is £37,171 (2022/23 £37,569).

**33. IMPAIRMENT LOSSES**

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

**34. CONTINGENT LIABILITIES**

At 31<sup>st</sup> March 2024 the Authority had no contingent liabilities.

### 35. NATURE AND EXTENT OF RISKS ARISING FROM FINANCIAL INSTRUMENTS

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

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

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

### 36. PENSION FUND

#### PARTICIPATION IN PENSION SCHEMES

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

The Authority participates in two post-employment schemes:

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

## TRANSACTIONS RELATING TO POST-EMPLOYMENT BENEFITS

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

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

Period ended 31 March 2024	Assets	Obligations	Net (liability)/asset
	£'000	£'000	£'000
Fair Value of employer assets	45,129	0	45,129
Present value funded assets	0	32,356	(32,356)
Present value unfunded assets	0	283	(283)
Effect of the asset ceiling			(12,427)
<b>Opening position as at 31 March 2023</b>	<b>45,129</b>	<b>32,639</b>	<b>63</b>
Service cost			
Current service cost	0	797	(797)
Past service cost (including curtailments)	0	0	0
<b>Total Service Cost</b>	<b>0</b>	<b>797</b>	<b>(797)</b>
Net interest			
Interest income on plan assets	2,141	0	2,141
Interest cost on defined benefit obligation	0	1,548	(1,548)
Interest on effect of the asset ceiling			(590)
<b>Total Service Cost</b>	<b>2,141</b>	<b>1,548</b>	<b>3</b>
<b>Total Defined benefit cost recognised in Profit or (loss)</b>	<b>2,141</b>	<b>1,548</b>	<b>(794)</b>
Cashflows			
Plan participants contributions	266	266	0
Employer contributions	755		755
Benefits Paid	(1,139)	(1,139)	0
Unfunded benefits paid	(28)	(28)	0

Contributions in respect of unfunded benefits	28	0	28
<b>Expected closing position</b>	<b>47,152</b>	<b>34,083</b>	<b>52</b>
Remeasurements			
Change in demographic assumptions	0	(2,040)	2,040
Change in financial assumptions	0	(190)	190
Other experience	0	988	(988)
Return on assets excluding amounts included in interest	2,902	0	2,902
Changes in the effect of the asset ceiling	0	0	(4,474)
<b>Total remeasurements recognised in Other Comprehensive Income</b>	<b>2,902</b>	<b>(1,242)</b>	<b>(330)</b>
Fair value of employer	50,054	0	50,054
Present value of funded liabilities	0	32,563	(32,563)
Effect of the asset ceiling			(17,491)
Present value of unfunded liabilities	0	278	(278)
<b>Closing position as at March 2024</b>	<b>50,054</b>	<b>32,846</b>	<b>(278)</b>

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

Period ended 31 March 2023	Assets	Obligations	Net (liability) / asset
	£'000	£'000	£'000
Fair Value of employer assets	45,786	0	45,786
Present value of funded liabilities	0	46,306	(46,306)
Present value of unfunded liabilities	0	364	(364)
<b>Opening position as at 31 March 2022</b>	<b>45,786</b>	<b>46,670</b>	<b>(884)</b>
Service cost			
- Current service cost *	0	1,754	(1,754)
- Past Service Cost (including curtailments)	0	0	0
<b>Total Service Cost</b>	<b>0</b>	<b>1,754</b>	<b>(1,754)</b>
Net interest			
- Interest income on plan assets	1,236	0	1,236
- Interest cost on defined benefit obligation		1,272	(1,272)
<b>Total Net Interest</b>	<b>1,236</b>	<b>1,272</b>	<b>(36)</b>

<b>Total defined benefit cost recognised in Profit or (Loss)</b>	<b>1,236</b>	<b>3,026</b>	<b>(1,790)</b>
Cashflows			
- Plan participants' contributions	245	245	0
- Employer contributions	757	0	757
- Contributions in respect of unfunded benefits	(983)	(983)	0
- Benefits paid	(26)	(26)	0
- Unfunded benefits paid	26	0	26
<b>Expected closing position</b>	<b>47,041</b>	<b>48,932</b>	<b>(1,891)</b>
Remeasurements			
- Change in demographic assumptions	0	(18,420)	18,420
- Change in financial assumptions	0	(282)	282
- Other experience	0	2,409	(2,490)
- Return on assets excluding amounts included in net interest	(1,912)	0	(1,912)
<b>Total remeasurements recognised in Other Comprehensive Income (OCI)</b>	<b>(1,912)</b>	<b>(16,293)</b>	<b>14,381</b>
Fair value of employer assets	45,129	0	45,129
Present value of funded liabilities	0	32,356	(32,356)
Present value of unfunded liabilities	0	283	(283)
Effect of the asset ceiling	0	0	(12,427)
<b>Closing position as at 31 March 2023</b>	<b>45,129</b>	<b>32,639</b>	<b>63</b>

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

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

**INFORMATION ABOUT THE DEFINED BENEFIT OBLIGATION**

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

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

**SCHEME HISTORY**

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
	£'000	£'000	£'000	£'000	£,000	£,000
Present value of liabilities in the Local Government Pension Scheme	(43,173)	(36,804)	(48,952)	(46,670)	(32,639)	(32,841)
Fair Value of Assets in the Local Government Pension Scheme	35,421	32,215	41,635	45,786	45,129	49,872
<b>Surplus / (deficit) in the scheme :</b>	<b>(7,752)</b>	<b>(4,589)</b>	<b>(7,317)</b>	<b>(884)</b>	<b>12,490</b>	<b>17,491</b>
Effect of IAS19/ IFRIC 14					(12,427)	(17,491)
<b>New Asset</b>					<b>63</b>	<b>(278)</b>

The actuarial valuation of the Authority's pension scheme, as reflected in the Pension Liability and Pension Reserve on the Balance Sheet, reports a net pension liability. However, for the year ended 31 March 2024, the Authority's actuary, Hymans Robertson LLP, determined that the fair value of the pension scheme assets exceeded the present value of the scheme's obligations, resulting in a net pension asset position.

In accordance with IAS 19 *Employee Benefits* and IFRIC 14, where a surplus exists, the pension asset must be measured as the lower of (i) the calculated surplus in the defined benefit scheme and (ii) the 'asset ceiling'. The asset ceiling represents the present value of the economic benefits available to the Authority, either in the form of refunds from the plan or reductions in future contributions. Under the applicable regulations, the asset ceiling cannot exceed £0 for funded obligations, with unfunded obligations considered separately.

The Authority's actuary has calculated the asset ceiling as the net present value of future service costs less the net present value of future contributions. For 2023/24, this calculation demonstrates that future service contributions exceed future service costs, meaning no economic benefit is available. As a result, the asset ceiling is restricted to £0 before the addition of unfunded obligations. The Authority places reliance on the professional judgement of the Actuary and the assumptions applied in determining these actuarial valuations.

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

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

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

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

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

### Fair Value of Employer Assets

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

Asset category	31 Mar 2024				31 Mar 2023			
	Quoted prices in active markets	Prices not quoted in active markets	Total	%	Quoted prices in active markets	Prices not quoted in active markets	Total	%
	(£'000)	(£'000)	(£'000)		(£'000)	(£'000)	(£'000)	
<b>Equity Securities :</b>								

All	0	0	0	0	0	0	0	0
<b>Debt Securities :</b>								
Other	0	0	0	0	0	0	0	0
<b>Private Equity :</b>								
All	0	2,593.2	2,593.2	5	0	2,841.1	2,841.1	6
<b>Real Estate :</b>								
UK Property	0	3,473.5	3,473.5	9	0	3,719.3	3,719.3	9
Overseas Property	0	0	0	0	0			0
<b>Investment Funds &amp; Unit Trusts :</b>								
Equities	0	27,753.5	27,753.5	62	0	28,094.3	28,094.3	64
Bonds	0	0	0	0	0	0	0	0
Infrastructure	0	0	0	0	0	1,281.3	1,281.3	2
Other	0	14,178.9	14,178.9	28	0	9,052.2	9,052.2	20
<b>Cash &amp; Cash Equivalents</b>								
All	0	642.8	642.8	0	240.0	0	240.0	1
<b>Totals</b>	<b>0</b>	<b>49,872</b>	<b>49,872</b>	<b>100</b>	<b>240.0</b>	<b>44,988</b>	<b>45,129</b>	<b>100</b>

### Basis for Estimating Assets and Liabilities

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

The principal assumptions used by the actuary have been :

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

As at

the date of the most recent valuation, the duration of the Employer's funded obligations is 19 years.

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

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

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

### Projected Defined Benefit Cost for the period to 31<sup>st</sup> March 2025

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

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

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

# Eryri National Park Authority

## Annual Governance Statement 2023-24



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

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

## Introduction

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

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

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

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

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

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

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

## The Purpose of the Governance Framework

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

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

## The Governance Framework

The Governance Framework comprises the seven principles of good governance:

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

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

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

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

## Governance Structure

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

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

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

## Management Team

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

## Standards

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

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

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

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

### Risk Management

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

### Internal Audit

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

### External Audit

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

### Monitoring Officer

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

### Financial Management

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

## **Significant Governance Issues and Actions Undertaken During the Year**

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

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

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

### Resilient Environments

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

### Resilient Communities

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

### Resilient Ways of Working

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

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

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

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

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

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

### Effectiveness of the Governance Framework

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

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

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

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

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

	<p>One of these complaints was later referred to the Public Service Ombudsman for Wales, who declined to investigate further.</p> <p>The Authority was therefore not subject to a formal investigation of alleged maladministration by the Public Service Ombudsman for Wales during 2023/24.</p>
<b>Complaints - Members</b>	<p>During 2023/24, the Authority's Monitoring Officer did not receive any formal complaints relating to the Members, and no complaints were submitted directly to the Public Service Ombudsman for Wales.</p>
<b>Standing Orders</b>	<p>The Authority's Standing Orders were reviewed as part of the remit of the Reviewing Governance Task and Finish Group during 2021/22.</p> <p>The review concluded that the Authority continues with its current committee structure but that the Authority should in future consider an amendment giving the Performance and Resources committee the right to make final decisions on financial and other reports (unless Authority approval is specifically required).</p>
<b>Standing Orders relating to Contracts</b>	<p>A new revised version of the Standing Orders relating to Contracts was presented to the Authority for adoption in its meeting on the 16<sup>th</sup> of November 2022.</p> <p>The revision incorporates the previously accepted recommendations given by Welsh Government and ensures compliance with all new regulations relating to the withdrawal from the European Union. It also provides a foundation for the Authority to incorporate environmental considerations into its green procurement policy.</p>
<b>Scheme of Delegation</b>	<p>The Scheme of Delegation was reviewed as part of the remit of the Reviewing Governance Task and Finish Group during 2021/22.</p>

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

**Principle 2:** Ensuring openness and comprehensive stakeholder engagement

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

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

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

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

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

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

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

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

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

<p><b>Budget Strategy 2023-24</b></p>	<p>The Authority’s revenue budget for 2023/24 was confirmed in the Chief Finance Officer’s report to the Authority on the 8<sup>th</sup> of February 2023. The report also confirmed the levy on constituent authorities.</p> <p>An update on the Budget was presented to the Authority on the 13<sup>h</sup> of September 2023 and to the Performance and Resources Committee on the 29<sup>th</sup> of November 2023 and the 20<sup>th</sup> of March 2024.</p> <p>The Base Revenue Budget for 2024/25 which was presented to Members in the November meeting, confirmed that the budget deficit represented was projected to be approximately 10% of the Authority’s total budget.</p> <p>The March report outlined the projected year-end revenue and capital position. The report also confirmed the additional £2 million revenue and capital grant allocation by Welsh Government to meet the challenges faced by the Authority’s current budgetary pressures. This allows the Authority to both reduce the operating deficit in the budget as well as to ease existing capital pressures.</p> <p>The report confirmed that the situation in terms of net spending on services continued to compare favourably with net spending from the same period in 2022/23, however inflationary pressures continued to be challenging.</p> <p>Expenditure remains higher on elements affected by inflation, particularly on energy, however confirmation was received that the budget for 2023/24 was sufficient. As the inflation level had not fallen as sharply as predicted, interest rates remained high. This continues to lead to significant interest income for the Authority. The interest income budget/target was increased to £120k to reflect this and this target had already been exceeded with over £190k of income received to date in 2023/24.</p>
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<p><b>Mid Term Financial Plan 2024/25 – 2027/28</b></p>	<p>It was reported in last year’s Statement that in its meeting on the 26<sup>th</sup> of April 2023, the Chief Executive and the Head of Finance presented the revised Medium Term Financial Plan for 2023/24 – 2026/27 to the Authority, which outlines a range of financial situations that could face the Authority over the next four years. The Plan outlines a model of the financial resources required by the Authority for the service levels it hopes to provide in the mid term.</p> <p>Further to this, the Chief Executive presented an overview of the Authority’s financial challenges for the next 2 financial years (2025 – 2027) at a Members’ Working Group meeting on the 17<sup>th</sup> of April 2024.</p> <p>The report outlined the anticipated inflationary pressures (based on Bank of England assumptions) on the Authority over the next 3 financial years to be £903,000.</p> <p>Wage inflation was also identified as an unknown. It may reduce the challenge or increase the financial pressure on the Authority, which needs to be assessed as and when such is known. The Chief Executive concluded that no significant adjustments (except for Plas Tan Y Bwlch) need to be considered in this financial year, but preparatory work needs to be undertaken for future consideration.</p> <p>Members requested officers to undertake further work on income generation, capital and revenue spend including staff retention and recruitment in key areas; and to consider further the financial position of the Authority before the end of this financial year and consider potential actions to be implemented during 2025/26 and 2026/27.</p> <p>Due to the above report and the actions approved, the Mid Term Financial Plan for 2024/25 – 2027/28 was not required to be presented formally to the Authority in April 2024, as in previous years. This will now be presented to the Performance and Resources Committee in July 2024.</p>
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<b>Performance Management</b>	<p>The mechanism for reviewing performance in relation to the Authority’s Well-being Statement and the Corporate Work Programme was set out formally in 2021/22.</p> <p>The Performance and Resources Committee will scrutinise performance on the actions contained in the Corporate Work Programme which gives an insight into progress on a quarterly basis.</p> <p>The Annual Report for 2022/23 which was approved for adoption and publication by the Authority in its meeting on the 13<sup>th</sup> of September 2023, reported on Year 2 progress in achieving the Authority’s Well-being Objectives.</p>

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

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

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

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

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

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

	<p>which included effective scrutiny, partnerships, supporting recovery and resilience, the appointment of members and maximising their contribution through balancing national and local issues. The report was published on the 25<sup>th</sup> of April 2024, and will be formally presented to Members and Officers at the Authority AGM on the 12<sup>th</sup> of June 2024.</p> <p>In the summer of 2023 Audit Wales issued a brief on their proposed forthcoming audit on ‘Promoting Equality and Diversity of Access’, and Officers duly submitted the evidence requested. To date, further progress on the audit is unknown.</p> <p>Following a study undertaken on Income Diversification across the three Welsh National Park Authorities, Audit Wales presented their findings to Members at the Performance and Resources Committee on the 12<sup>th</sup> of July 2023. Audit Wales followed the individual reports with a joint three National Park report which was published in September 2023.</p> <p>The Chief Executive reported progress to Members on the report’s recommendations at the Performance and Resources Committee on the 29<sup>th</sup> of November 2023, and also in a report to the Members Working Group on the 17<sup>th</sup> of April 2024, as part of the overview given on the Authority’s Financial Challenge for the next two financial years. Full details of the findings and recommendations are set out under Section 6 (Significant Governance Issues) in this Statement.</p>
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<p><b>Internal Audit</b></p>	<p>The Internal Audit Manager reports on the previous financial year’s work to the Performance and Resources Committee. This year, this was reported on the 29<sup>th</sup> of November 2023.</p> <p>There were three internal audits scheduled to be undertaken during 2023/24, namely Planning Service Operational Arrangements, The Carneddau Landscapes Partnership, and Support for Members.</p>
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	<p>The Carneddau Landscapes Partnership audit did not take place, and instead an audit on the LIFE Celtic Rainforest Project was undertaken.</p> <p>Both audits on Planning Service Operational Arrangements and the LIFE Celtic Rainforest Project were given a “Satisfactory” rating – there are controls in place to achieve the objectives but there are aspects where the arrangements can be tightened to further mitigate the risks.</p> <p>As a result of this, recommendations for improvement were given as part of the reports. Internal Audit will request an update on the progress of implementing these recommendations in due course.</p> <p>The Support for Members audit was rated as “High” - assurance of propriety can be expressed as the internal controls in place can be relied upon to achieve objectives.</p>
<p><b>Health and Safety</b></p>	<p>The Annual Health and Safety Report was presented to the Performance and Resources Committee on the 29<sup>th</sup> of November 2023 by the Head of HR, detailing incidents / accidents that were recorded including reportable incidents to the Health and Safety Executive under the ‘Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR)’.</p> <p>On the 23<sup>rd</sup> of January 2024 the Authority appointed a full-time Health and Safety Officer who will be the competent person for all matters relating to Health and Safety moving forward.</p>
<p><b>Information Centres</b></p>	<p>The Authority has 3 Information Centres in Betws y Coed, Beddgelert and Aberdyfi, which are managed by the Sustainable Tourism Manager, whose main objective is to ensure that the Centres are commercially viable / self-financing.</p> <p>The Information Centres Annual Report was presented to the Performance and Resources Committee on the 29<sup>th</sup> of November 2023. The report provided an overview of</p>

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

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

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

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

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

	<p>Members have previously confirmed that their approval is required for projects under the following situations:</p> <ul style="list-style-type: none"> <li>• Any multi-year projects.</li> <li>• Any proposal that does not fit within agreed strategic priorities.</li> <li>• Any proposal referred to members by the Chair or CEO.</li> <li>• Any in-year proposal above an agreed financial limit (agreed at £150,000).</li> </ul> <p>During the year updates were given to the Performance and Resources Committee on the 12<sup>th</sup> of July 2023 and on the 20<sup>th</sup> of March 2024.</p>
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### Significant Governance Issues and Actions Proposed for 2024/25

#### Audit Wales: Income Diversification

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

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

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

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

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

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

### Proposals for Improvement

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

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

	<p>due to the recommendations made in the joint report which challenged Welsh Government to understand and consider the specific matters facing National Park Authorities in terms of income diversification and for Welsh Government to provide guidance on such matters.</p> <p>Audit Wales report also identified the need for a single corporate strategy on income diversification, the Authority does not produce such a single document but rather provides more detail in areas of delivery which provide commercial opportunities e.g., business plans and income targets for areas such as Plas Tan y Bwlch, Yr Ysgwrn, Car Parks and Information Centres. Performance of activity with commercial opportunities are monitored at an officer level, specific officer/member boards and periodic reporting to either the Authority or the Performance and Resource Committee.</p>
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**Updated Response 17.04.24**

	<p>The Chief Executive gave an overview of the financial challenge that faces the Authority over the next two financial years, in his report to the Members Working Group on the 17<sup>th</sup> of April 2024.</p> <p>The report noted that further input is awaited from Welsh Government regarding income diversification. Notwithstanding this, confirmation was given that Officers can progress on the following areas in preparation, to advise and provide options to Members on any course of action that may be required for the 2025/26 and 2026/27 financial years:</p> <ul style="list-style-type: none"> <li>➤ Car park income</li> <li>➤ Planning fees</li> <li>➤ Information Centres</li> <li>➤ Yr Ysgwrn</li> <li>➤ Commercial sponsorship</li> </ul>
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**Recommendation**

<b>R2</b>	<p><b>Plas Tan y Bwlch</b></p> <p>We recommend that, within the next 12 months, the Authority review its operating model at Plas Tan y Bwlch to undertake a cost benefit appraisal of the facility to determine its future strategy for the site.</p>
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**Response 12.07.23**

	<p>This review has already commenced, and we are in the process of collating the information.</p>
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<b>Updated Response 07.02.24</b>	
	<p>The Board had considered the operational rationale for Plas Tan y Bwlch, scoping of potential business models and how such supports the delivery of National Park purposes, and concluded that the Authority needs to reduce the revenue and capital costs resulting from operational management of Plas Tan Y Bwlch and the Authority needs to consider alternative models for Plas Tan Y Bwlch which includes forming partnerships or open market disposal, preferably as a going concern.</p> <p>The Authority resolved:</p> <ol style="list-style-type: none"> <li>1. To continue with the current business model for a period until the Authority can formally consider its options on future management of Plas Tan Y Bwlch.</li> <li>2. To invite interest from potential partners for the operational management/development of Plas Tan Y Bwlch.</li> <li>3. To offer Plas Tan Y Bwlch on the open market to prospective buyers.</li> <li>4. To actively promote Plas Tan Y Bwlch as a going concern to any prospective partner/buyer.</li> <li>5. To allow a period of up to 6 months for seeking partner or open market disposal.</li> <li>6. The Management Team and Plas Board to monitor progress and report back to members as required but no later than September 2024 with long term recommendations based on outcome of any negotiations.</li> <li>7. To utilise the identified reserve to bridge any financial pressures/needs.</li> </ol>

The Authority’s Risk Profile

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

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

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

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

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

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

## Opinion

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



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**EMYR WILLIAMS**

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**EDGAR WYN OWEN**

**CHIEF EXECUTIVE  
ERYRI NATIONAL  
PARK AUTHORITY**

**CHAIR  
ERYRI NATIONAL  
PARK AUTHORITY**

**DATE: 12.06.2024**

**DATE : 12.06.2024**

## GLOSSARY OF TERMS

### ACCRUALS

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

### CAPITAL CHARGE

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

### CAPITAL EXPENDITURE

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

### CAPITAL RECEIPTS

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

### COMMUNITY ASSETS

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

### CONTINGENT LIABILITIES/ASSETS

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

### REVENUE EXPENDITURE FUNDED FROM CAPITAL UNDER STATUTE

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

### DEFINED BENEFIT SCHEME

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

### FINANCE LEASE

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

### OPERATING LEASE

A lease other than a finance lease.

### FIXED ASSETS

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

### USEFUL LIFE

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

**ABBREVIATIONS**

**CIPFA** Chartered Institute of Public Finance and Accountancy

**LASAAC** Local Authority (Scotland) Accounts Advisory Committee

**IFRS** International Financial Reporting Standard

**IAS** International Accounting Standard

**ERAMMP** Environment and Rural Affairs Monitoring & Modelling Programme

**TAIS** Tourism Amenity Investment Support

# Audit of Accounts Report – Eryri National Park Authority

Audit year: 2023-24

Date issued: April 2026



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

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

# Introduction



**Adrian Crompton**

Auditor General for  
Wales

I am pleased to share my Audit of Accounts Report. The Report summarises the main findings from my audit of your 2023-24 accounts. My team have already discussed these findings with Head of Finance and her team.

My team have completed the audit work as set out in my Audit Plan dated December 2025.

Since my Audit Plan, I have updated materiality to reflect the 2023-24 accounts. I have not identified any new audit risks. My response to previously identified risks is set out in **Appendix 1**. This along with my response to previously identified audit risks is

set out in **Appendix 1**.

I am required to provide an opinion on whether the accounts have been properly prepared, and give a true and fair view, in all material aspects. My proposed audit opinion and basis for it is outlined on page 20.

It is the responsibility of the those charged with governance, i.e. the Authority to address any matters raised in my report and provide me with a Letter of Representation.

I would like to extend my gratitude to the officers and staff of Eryri National Park Authority (the Authority) for their cooperation throughout the audit process which has been invaluable in completing my audit.

## Your audit at a glance

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We intend to issue a **unqualified opinion** on the accounts.

See [Appendix 4](#)



There are **other significant matters** to report.

See [Audit findings](#)



There are no **uncorrected misstatements** in the accounts which we wish to draw to your attention.

See [Audit findings](#)



The recommendations arising from our work will be set out in an Accounts Memorandum which will be communicated with officers in due course.

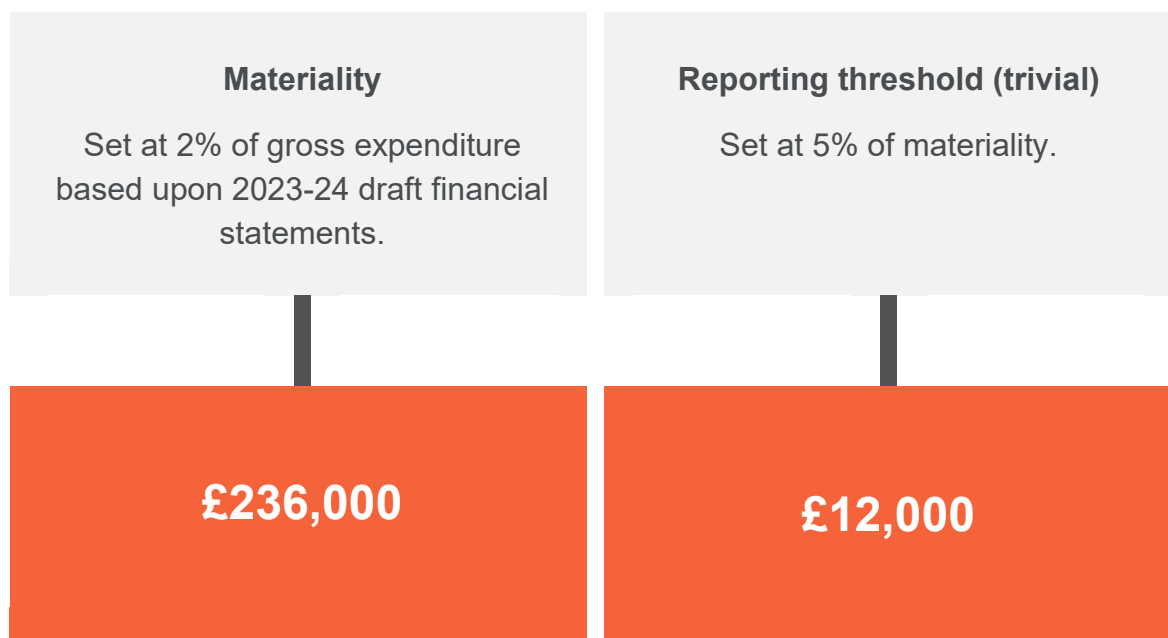
See [Appendix 5](#)



We are aiming to certify your accounts on **30 April 2026**.

# Materiality

I use professional judgement to set a materiality threshold to identify and correct misstatements that could affect users' decisions, considering both financial errors and disclosure requirements according to the applicable accounting framework and laws. My team updates materiality throughout the audit and I include in this report matters that exceed my reporting threshold, as set out below:



There are some areas of the accounts that may be of more importance to the user of the accounts. We confirm lower materiality levels for these:



# Audit Findings

## Misstatements

A misstatement arises where information in the accounts is not in accordance with accounting standards.

### Corrected misstatements

During our audit, we identified misstatements that have been corrected by management, but which we consider should be drawn to your attention.

These are set out in **Appendix 2**.

## Other significant issues

International Standard on Auditing 260 requires us to communicate with those charged with governance. We must tell you significant findings from the audit and other matters if they are significant to your oversight of the Authority's financial reporting process.

The following issue was identified during the audit.

### Quality of the draft accounts

Our 2022-23 Audit of Accounts report highlighted several issues with the quality of the draft accounts provided for audit. In particular, we identified significant issues in the following areas:

- a) property, plant & equipment (PPE);
- b) pension disclosures;
- c) related parties; and
- d) creditors

Our audit of the 2023-24 accounts identified that no amendments were required to creditors or related party disclosures, and fewer amendments were needed for PPE and pensions. Most amendments for 2023-24 arose from variances between the accounts and supporting working papers, or from inconsistencies between disclosure notes, rather than from technical accounting errors. While further improvement to the Authority's quality-

assurance processes would help reduce such issues, the overall quality of the draft accounts provided for audit shows clear improvement.

In our 2022-23 report, we also reported delays in responses to information requests and audit queries. Increased capacity within the finance team has led to improved timeliness overall, although some requests remained outstanding for several weeks. We recognise the competing commitments faced by officers and building on the Auditor General's letter to the Chief Executive in March 2026 on the accounts production process, we are working with the Authority to agree a realistic recovery plan for the audit of the 2024-25 and 2025-26 draft accounts.

## Proposed audit opinion

### Audit opinion

We intend to issue a qualified audit opinion on this year's accounts once you have provided us with a Letter of Representation (see below).

Our proposed audit report is set out in **Appendix 3**.

### Letter of representation

A Letter of Representation is a formal letter in which you confirm to us the accuracy and completeness of information provided to us during the audit. Some of this information is required by auditing standards; other information may relate specifically to your audit.

The letter we are requesting you to sign is included in **Appendix 4** the contents of which are in line with our standard request for representations.

# Audit team and ethical compliance

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The main members of my team who carried out the audit work, together with their contact details, are summarised in **Exhibit 1**.

## Exhibit 1: my local audit team

<b>Engagement Lead</b>	Matthew Edwards <a href="mailto:matthew.edwards@audit.wales">matthew.edwards@audit.wales</a>
<b>Audit Manager</b>	Rachel Freitag <a href="mailto:rachel.freitag@audit.wales">rachel.freitag@audit.wales</a>
<b>Senior Auditor</b>	Daniel Price <a href="mailto:daniel.price@audit.wales">daniel.price@audit.wales</a>

## Compliance with ethical standards

We confirm that:

- we have complied with the ethical standards we are required to follow in carrying out our work;
- we have remained independent of yourselves;
- our objectivity has not been comprised; and
- we have no relationships that could undermine our independence or objectivity.

As noted in the Audit Plan, one potential conflict of interest was identified. A member of our team has a friend working for the Authority. The additional safeguards implemented ensured our objectivity and independence were not compromised.

# Appendix 1 – Audit risks and outcomes

My Audit Plan set out the risks of material misstatement for the audit of the Eryri National Park accounts. Exhibit 2 lists these audit risks and sets out how they were addressed as part of the audit. No additional audit risks have been identified since that need to be brought to your attention.

## Exhibit 2: audit risks identified following issue of my Audit Plan

Audit risk	Work done	Outcome
<p><b>Risk of management override</b></p> <p>The risk of management override of controls is present in all entities. Due to the unpredictable way in which such override could occur, it is viewed as a significant risk [ISA 240.32-33]</p>	<p>The audit team:</p> <ul style="list-style-type: none"><li>• tested the appropriateness of journal entries and other adjustments made in preparing the financial statements;</li><li>• reviewed accounting estimates for bias; and</li><li>• evaluated the rationale for any significant transactions outside the normal course of business.</li></ul>	<p>My audit work did not identify any instances of management override of controls.</p>

**Valuation of pension fund net liability/surplus**

The valuation of the pension fund surplus/liability is a material estimate.

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

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

The audit team:

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

Amendments arising from our audit of the pension fund net surplus are detailed in appendix 2.

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### **Valuation of land and buildings**

The value of property assets reflected in the balance sheet and notes to the accounts are material estimates and are subject to a high degree of subjectivity.

There is a risk that the carrying value of assets recognised in the accounts could be materially different to the current value of assets as at 31 March 2023.

The audit team:

- reviewed the information provided to the valuer to assess for completeness;
- evaluated the competence, capabilities and objectivity of the professional valuer;
- tested assets revalued in year to supporting evidence to ensure the valuation basis, key data and assumptions used in the valuation process are reasonable; and
- tested the reconciliation between the financial ledger and the asset register

No amendments were required in relation to the valuation of land and building. Other amendments, relating to Property, Plant & Equipment are detailed in appendix 2.

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### **Draft Financial Statements**

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

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

This impacted on the timely delivery of our audit.

The audit team:

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

The quality of the draft accounts provided for audit improved on previous years. We will continue to work with the finance team to identify how further improvements can be achieved as the Authority looks to address its accounts preparation backlog.

## Related party disclosures

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

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

Where related party relationships arise via individual officer or member relationships, there is likely to be less transparency regarding these relationships. These transactions are of high interest and are considered to be material by their nature. There is a risk of material misstatement due to incomplete or inaccurate disclosures, even where these are of relatively low value.

The audit team:

- reviewed the Authority's process for identifying related party relationships and associated transactions and balances;
- undertook procedures to confirm the completeness of related party relationships; and
- ensured disclosures are complete, accurate, consistent with evidence and are in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2023-24 (the Code).

Our audit work did not identify any misstatements in the related party disclosures.

**Remuneration Disclosures**

There was one new appointment to a senior post during 2023-24. There is a risk that the post is not appropriately disclosed in the financial statements as remuneration paid to senior officers is of high interest and is material by nature. Therefore, even low value errors in the disclosure could result a material misstatement.

The audit team:

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

Amendments arising from our testing of the remuneration disclosures are detailed in appendix 2.

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**Trade Creditors**

Testing during the prior period audit identified that creditors were overstated. Similar issues were also reported in the 2021-22 Audit of Accounts report. This arose as several creditor balances, which the Authority had identified as being no longer required, were incorrectly included in the balance sheet.

The audit team reviewed the Authority's aged creditors to ensure only liabilities that existed at the year-end were included in the balance sheet

Our audit work did not identify any misstatements in trade creditors.

## Appendix 2 – Summary of corrections made

During our audit, we identified the following misstatements that have been corrected by management, but which we consider should be drawn to your attention.

Value of correction	Accounts area	Explanation
£17,309,000	<p><b>Pension Asset Ceiling</b></p> <p>The pension disclosures did not include values for the effect of the asset ceiling and related interest in their calculation. This had a net impact on the closing liability of £17,309,000 within Note 36. However, due to the effect of the asset ceiling, the overall impact on the balance sheet was £278,000.</p> <p>Due to the nature of the adjustment, there were also amendments made to the CIES, Balance Sheet, Pension Reserve, Note 22 and Note 36.</p>	To ensure transactions were appropriately recognised within the accounts.
Various	<p><b>Note 9 – Earmarked Reserves</b></p> <p><u>Revenue Grants Reserve</u></p> <p>The transfer out value was misstated by £411,000 however the total value of the reserve was correct.</p> <p><u>Sub-total</u></p>	To ensure movements in reserves were accurately recognised within the accounts.

	<p>The transfers in column didn't sum correctly which resulted in a £11,000 overstatement.</p> <p><u>Capital Grants Unapplied Reserve</u>                  The transferred out and in figures were misstated by £35,000 and £3,000 respectively, however the total value of the reserve was correct.</p>	
£397,000	<p><b>Note 29 - Grant Income</b>                  The value per the draft accounts didn't agree to supporting working papers. One grant was understated and two were overstated, resulting in a net understatement of grant income of £397,000.</p>	To ensure transactions were appropriately recognised within the accounts.
£200,000	<p><b>Note 12 – Non-Specific Grant income</b>                  The total value of the National Park Grant was overstated by £200,000 within Note 12. However, the total value of Non-Specific Grant income agreed to the CIES and Note 2c.</p>	To ensure income was accurately recognised within the note and consistent with other areas of the accounts.
£96,000	<p><b>Note 15 – Intangible Assets</b>                  The opening net book value (NBV) of the 'Ambassador Programme' was incorrectly disclosed as £96,000 rather than Nil as shown in the comparative table.</p>	To ensure the opening value for the note agreed to the prior period audited accounts.

£68,000	<p><b>Note 14 – Intangibles</b> Assets were identified within Note 13 which were intangible in nature.</p> <p>The cost and accumulated depreciation values of these assets were reclassified to Note 14 to ensure classification was correct.</p>	To ensure assets are classified correctly within disclosure notes in the accounts.
£46,473	<p><b>Note 32 – Lessee</b> A software asset with a value of £46,473 was reclassified from leases to intangible assets.</p>	To ensure lease liabilities were accurately reflected in the accounts based on correct classification.
£38,000	<p><b>Note 23 - Cashflow Statement</b> The value for ‘Movement in creditors’ was misstated and did not agree with movements seen in other notes to the accounts. The value in the note was amended from £372,000 to £410,000.</p>	To ensure the Cash flow movements were consistently reflected values disclosed elsewhere in the accounts.
£28,000	The value of ‘Provision of services costs for post-employment benefits was also misstated and the value amended from £551,000 to £579,000.	
£15,000	<p><b>Note 13 – Property, Plant and Equipment</b> Testing identified 2 buildings which were not being depreciated. This resulted in the</p>	To ensure depreciation was applied correctly across each asset.

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	<p>NBV of Land and Buildings being overstated by £15,000.</p> <p>This consisted of £10,000 of Accumulated depreciation and £5,000 of depreciation charged during the year.</p>	
£12,000	<p><b>Note 14 – Heritage Assets</b></p> <p>The opening NBV of Yr Ysgwrn was incorrectly disclosed as £779,000 rather than £767,000 as per the brought forward cost and accumulated depreciation values.</p>	<p>To ensure the opening value in the note agreed to the prior period audited accounts.</p>
Various	<p><b>Note 27 – Staff Remuneration</b></p> <p>The remuneration amount for a Senior Officer differed to supporting evidence obtained by £5,000.</p> <p>The note was updated to reflect the total remuneration for 2023-24 and a footnote was included to provide additional clarification.</p> <p><b>Remuneration Ratio</b></p> <p>The report used to compile the Remuneration Ratio was incomplete, resulting in the Remuneration Ratio being amended from 3.17 to 3.27.</p>	<p>To ensure disclosures agreed with underlying records.</p>
Various	<p><b>Narrative Report</b></p> <p>Several amendments were made to correct values within the Narrative Report and</p>	<p>To ensure consistency between the Financial Statements and Narrative Report.</p>

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additional narrative was proposed to provide clarity to the user of the accounts

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Various

Numerous amendments were required throughout the accounts to correct narrative and presentational issues including:

- Incorrect figures being used.
- Incorrect Comparative figures.
- Disclosure note details
- Errors with cross referencing between notes.
- Errors with casting.
- Rounding errors.

To ensure the completeness and accuracy of the accounts.

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# Appendix 3 – Proposed audit report

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## **The report of the Auditor General for Wales to the members of Eryri National Park Authority.**

### **Opinion on financial statements**

I have audited the financial statements of Eryri National Park Authority for the year ended 31 March 2024 under the Public Audit (Wales) Act 2004.

Eryri National Park Authority financial statements comprise the Expenditure, the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement and the related notes, including the material accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2023-24.

In my opinion, in all material respects, the financial statements:

- give a true and fair view of the financial position of Eryri National Park Authority as at 31 March 2024 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with legislative requirements and UK adopted international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2024.

### **Basis of opinion**

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of financial statements and regularity of public sector bodies in the United Kingdom'. My responsibilities under those standards are further described

in the auditor's responsibilities for the audit of the financial statements section of my report.

My staff and I are independent of the Eryri National Park Authority in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Eryri National Park Authority's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the responsible financial officer with respect to going concern are described in the relevant sections of this report.

### **Other Information**

The other information comprises the information included in the annual report other than the financial statements and my auditor's report thereon. The Responsible Financial Officer is responsible for the other information contained within the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

### **Opinion on other matters**

In my opinion, based on the work undertaken in the course of my audit:

- The information contained in the Narrative Report for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2023-24.
- The information given in the Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with guidance.

### **Matters on which I report by exception**

In the light of the knowledge and understanding of Eryri National Park Authority and its environment obtained in the course of the audit, I have not identified material misstatements in the Narrative Report or the Governance Statement.

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- I have not received all the information and explanations I require for my audit;
- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by my team; or
- the financial statements are not in agreement with the accounting records and returns.

### **Responsibilities of the responsible financial officer for the financial statements**

As explained more fully in the Statement of Responsibilities for the Statement of Accounts set out on page 9, the responsible financial officer is responsible for:

- the preparation of the statement of accounts, which give a true and fair view and comply with proper practices;
- maintaining proper accounting records;
- internal controls as the responsible financial officer determines is necessary to enable the preparation of statements of accounts that are free from material misstatement, whether due to fraud or error; and
- assessing the Eryri National Park Authority's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible financial officer anticipates that the services provided by

the Eryri National Park Authority will not continue to be provided in the future.

### **Auditor’s responsibilities for the audit of the financial statements**

My responsibility is to audit the financial statements in accordance with the Public Audit (Wales) Act 2004.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- Enquiring of management, the Head of Internal Audit and those charged with governance, including obtaining and reviewing supporting documentation relating to Eryri National Park Authority’s policies and procedures concerned with:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
  - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
  - Considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition, expenditure recognition, posting of unusual journals ;
  - Obtaining an understanding of Eryri National Park Authority’s framework of authority as well as other legal and regulatory frameworks that Eryri National Park Authority operates in, focusing on those laws and regulations that had a direct effect

on the financial statements or that had a fundamental effect on the operations of Eryri National Park Authority.

- Obtaining an understanding of related party relationships.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management and the Authority about actual and potential litigation and claims;
- reading minutes of meetings of those charged with governance;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all audit team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the Eryri National Park Authority's controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of my auditor's report.

### **Other auditor's responsibilities**

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

### **Certificate of completion of audit**

I certify that I have completed the audit of the accounts of Eryri National Park Authority in accordance with the requirements of the Public Audit

(Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

Adrian Crompton  
Auditor General for Wales  
30 April 2026

1 Capital Quarter  
Tyndall Street  
Cardiff, CF10 4BZ

# Appendix 4 – Letter of representation

## Final Letter of Representation

[Audited body’s letterhead]

Auditor General for Wales  
Wales Audit Office  
1 Capital Quarter  
Cardiff  
CF10 4BZ

29 April 2026

### Representations regarding the 2023-24 financial statements

This letter is provided in connection with your audit of the financial statements (including that part of the Remuneration Report that is subject to audit) of Eryri National Park Authority for the year ended 2023-24 for the purpose of expressing an opinion on their truth and fairness and their proper preparation.

We confirm that to the best of our knowledge and belief, having made enquiries as we consider sufficient, we can make the following representations to you.

### Management representations

#### Responsibilities

We have fulfilled our responsibilities for:

- the preparation of the financial statements in accordance with legislative requirements and CIPFA Local Government Code; in particular the financial statements give a true and fair view in accordance therewith;
- the design, implementation, maintenance and review of internal control to prevent and detect fraud and error.

## Information provided

We have provided you with:

- full access to:
  - all information of which we are aware that is relevant to the preparation of the financial statements such as books of account and supporting documentation, minutes of meetings and other matters;
  - additional information that you have requested from us for the purpose of the audit; and
  - unrestricted access to staff from whom you determined it necessary to obtain audit evidence;
- the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud;
- our knowledge of fraud or suspected fraud that we are aware of and that affects Eryri National Park Authority and involves:
  - management;
  - employees who have significant roles in internal control; or
  - others where the fraud could have a material effect on the financial statements;
- our knowledge of any allegations of fraud, or suspected fraud, affecting the financial statements communicated by employees, former employees, regulators or others;
- our knowledge of all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements; and
- the identity of all related parties and all the related party relationships and transactions of which we are aware.

## Financial statement representations

All transactions, assets and liabilities have been recorded in the accounting records and are reflected in the financial statements.

The methods, the data and the significant assumptions used in making accounting estimates, and their related disclosures are appropriate to achieve recognition, measurement or disclosure that is reasonable in the context of the applicable financial reporting framework.

Related party relationships and transactions have been appropriately accounted for and disclosed.

All events occurring subsequent to the reporting date which require adjustment or disclosure have been adjusted for or disclosed.

All known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to the auditor and accounted for and disclosed in accordance with the applicable financial reporting framework.

The financial statements are free of material misstatements, including omissions. The effects of uncorrected misstatements identified during the audit are immaterial, both individually and in the aggregate.

## **Representations by Eryri National Park Authority**

We acknowledge that the representations made by management, above, have been discussed with us.

We acknowledge our responsibility for the preparation of true and fair financial statements in accordance with the applicable financial reporting framework. The financial statements were approved by Eryri National Park Authority on 29 April 2026.

We confirm that we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that it has been communicated to you. We confirm that, as far as we are aware, there is no relevant audit information of which you are unaware.

Signed by:

Signed by:

Councillor Edgar Wyn Owen

Dewi Morgan

Chair

Chief Finance Officer

Date: 29 April 2026

Date: 29 April 2026

# Audit quality

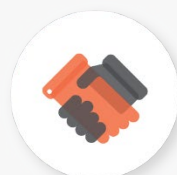
Our commitment to audit quality in Audit Wales is absolute. We believe that audit quality is about getting things right first time.

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



## Our People

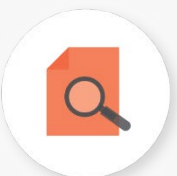
- Selection of right team
- Use of specialists
- Supervisions and review



## Arrangements for achieving audit quality

### Selection of right team

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



## Independent assurance

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

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We welcome correspondence and telephone calls in Welsh and English.

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



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Anti-Fraud, Bribery and Corruption Policy</b>
<b>REPORT BY</b>	Head of Administration and Customer Care
<b>PURPOSE</b>	To review and update current policy

**1. BACKGROUND / INTRODUCTION**

- 1.1. The Authority has adopted a suite of policies and procedures for maintaining high standards of conduct for both staff and Members, and to ensure accountability to the public.
- 1.2 Following the Authority's Assurance and Risk Assessment by Audit Wales last year, one of the findings was that the Authority lacks a consistent, timed approach to reviewing its corporate policies and governance documents, which then reduces the reliance the Authority can have that its policies and governance documents are up to date.
- 1.3 In response to this finding, a Register of Corporate Policies was produced with a schedule of review dates assigned to each policy.
- 1.3 The Anti-Fraud, Bribery and Corruption Policy is the first of such policies to be reviewed.
- 1.4 Since the initial adoption of this policy there have been no significant changes to legislation which would require fundamental changes to the policy, as The Fraud Act 2006 is still considered to be a robust and flexible piece of legislation.
- 1.5 However, significant new legislation that supplements the Act, specifically the new 'failure to prevent fraud' offence under the Economic Crime and Corporate Transparency Act 2023 came into effect on the 1<sup>st</sup> of September 2025.
- 1.6 Although the Authority does not fall under the definition of 'large body' as defined in the Act and is therefore not subject to the requirement to have a Fraud Prevention Framework; we can however incorporate the six principles required in such a framework as best practice (see 9.2 in the policy).
- 1.7 The draft policy has been considered and approved by the Standards Committee on the 27<sup>th</sup> of March 2026.

**RECOMMENDATION:**

- 2.1 To discuss and review the draft updated policy appended.
- 2.2 To approve the revised draft Anti-Fraud, Bribery and Corruption Policy for submission to the National Park Authority for adoption.

**ERYRI NATIONAL PARK AUTHORITY**  
**ANTI-FRAUD, BRIBERY AND CORRUPTION POLICY**



## **1.0 PURPOSE**

1.1 The purpose of this document is to explain what the Authority will do in order to minimise the risk of fraud, bribery and corruption, to investigate suspicions, and the steps that will be taken in response.

This document:

- Provides a definition of fraud, bribery and corruption;
- Sets out the standards that the Authority expects from its Members and employees;
- Sets out the steps that actively encourages fraud prevention and deterrence; and
- Sets out how the Authority will investigate fraud, bribery and corruption.

## **2.0 INTRODUCTION**

2.1 This policy covers all employees and Members of the Authority. This document replaces the previous Anti-Fraud and Corruption Strategy and incorporates updates to legislation and good practice in this field.

2.2 In carrying out its functions and responsibilities, the Authority has always adopted a culture of openness and fairness and has expected that its Members and employees at all levels will adopt the highest standards of propriety and accountability. This has been achieved by leading by example and by an understanding of and adherence to rules, procedures and agreed practices. These standards have also been expected from organisations that have dealings with the Authority (e.g. suppliers/contractors).

2.3 We are in a strong position due to the controls that are already in place, e.g. standing orders, financial regulations and the Members' code of conduct, but we must not be complacent.

2.4 The Authority therefore must demonstrate clearly that it is firmly committed to dealing with fraud, bribery and corruption and will deal equally with perpetrators from inside (Members and employees) and outside the Authority. In addition, there will be no distinction made in investigation and action between cases that generate financial benefits and those that do not.

- 2.5 This policy however, will not compromise the Authority's equal opportunities policy or any obligations as an employer under the code of conduct for local government employees.
- 2.6 This policy document embodies a series of measures designed to frustrate any attempted fraudulent or corrupt act and the steps to be taken if such an act occurs.
- 2.7 The Authority also acknowledges the high degree of external scrutiny of its affairs by a variety of bodies such as Audit Wales, Public Services Ombudsman for Wales, HM Customs and Excise and Welsh Government. These bodies are important in highlighting any areas where improvements can be made.

### **3.0 DEFINITIONS**

3.1 Fraud, bribery and corruption are often intertwined. They are deliberate acts by individuals or group of individuals that are intentional and dishonest. Some acts will fall under the definition of more than one category.

#### **3.2 Fraud**

3.3 The Fraud Act of 2006 gives us a legislative definition of fraud, which for the purposes of this policy, can be summarised as obtaining money, property or services dishonestly by making false or misleading representation, failing to disclose information, or abusing a position of trust.

3.4 Fraud is also a deliberate act by an individual or group of individuals. Fraud is therefore, always intentional and dishonest.

3.5 Some examples are:

- False or exaggerated travel and expenses claims;
- Recording incorrect working hours on the flexible working scheme;
- Invoices presented for services not received;
- Failure to disclose a relevant or unspent criminal conviction on an application for a job; and
- Contractors failing to disclose Health and Safety prosecutions on tender documents.

#### **3.4 Bribery and Corruption**

3.5 Bribery can be defined as the offering, giving, soliciting or acceptance of an inducement or reward which may influence the action of any person. Corruption is the abuse of entrusted power for private gain.

3.7 Some examples are:

- The acceptance of a gift in exchange for providing favourable treatment in the tender procurement process;
- Providing favourable treatment in the tender procurement process to enable the awarding of contracts to friends and / or family members; and
- The acceptance of a gift in exchange for ignoring breaches of legislation;

### **4.0 CULTURE**

4.1 The culture of the Authority has always been one of openness and the core values of fairness, trust and value support this. The Authority's culture therefore supports the opposition to fraud, bribery and corruption.

- 4.2 The prevention/detection of fraud/bribery/corruption and the protection of the public purse are everyone's responsibility.
- 4.3 The Authority's Members and employees play an important role in creating and maintaining this culture. They are positively encouraged to raise concerns regarding fraud, bribery and corruption, immaterial of seniority, rank or status, in the knowledge that such concerns will, wherever possible, be treated in confidence.
- 4.4 Concerns must be raised when Members or employees reasonably believe that one or more of the following has occurred, is in the process of occurring or is likely to occur:
- a criminal offence;
  - a failure to comply with a statutory or legal obligation;
  - improper use of public or other funds;
  - a miscarriage of justice;
  - maladministration, misconduct or malpractice;
  - endangering of an individual's health and safety;
  - damage to the environment; or
  - deliberate concealment of any of the above.
- 4.5 The Authority will ensure that any allegations received in any way, including by anonymous letters or phone calls, will be taken seriously and investigated in an appropriate manner, subject to the principles of natural justice and the provisions of the Human Rights Act 1998.
- 4.7 The Authority will deal firmly with those who defraud the Authority, or who are corrupt, or where there has been financial malpractice. There is, of course, a need to ensure that any investigation process is not misused and, therefore, any abuse (such as employees raising malicious allegations) may be dealt with as a disciplinary matter.
- 4.8 When fraud, bribery and/or corruption have occurred because of a breakdown in the Authority's systems or procedures, the relevant Director or Directors will ensure that appropriate improvements in systems of control are implemented to prevent a reoccurrence.

## 5.0 PREVENTION

### MEMBERS

#### 5.1 The Role of Members

- 5.2 All Members of the Authority have a duty to protect the Authority from all forms of abuse.
- 5.3 This is done through the anti-fraud, bribery and corruption policy and compliance with the Code of Conduct for Members, the Authority's financial regulations and standing orders and the relevant legislation.
- 5.4 Members sign to the effect that they have read and understood the Code of Conduct when they take office. These conduct and ethical matters are specifically brought to the attention of Members during induction and include the declaration and registration of interests. The Monitoring Officer advises Members of new legislative or procedural requirements.

## **EMPLOYEES**

### **5.6 The Role of Managers**

- 5.7 Managers at all levels are responsible for the communication and implementation of this policy in their work area. They are also responsible for ensuring that the employees are aware of the Authority's financial regulations and standing orders, and that the requirements of each are being met in their everyday business activities. In addition, managers must make their employees aware of the requirements of the National Code of Conduct for Local Government Employees through the induction process.
- 5.8 Managers are expected to strive to create an environment in which their staff feel able to approach them with any concerns they may have about suspected irregularities. Where they are unsure of the procedures, they must refer to the information in the Authority's Confidential Reporting Policy ("Whistle Blowing").
- 5.9 Special arrangements will apply where employees are responsible for cash handling or are in charge of financial systems and systems that generate payments, for example payroll. Managers must ensure that relevant training is provided for employees. Checks must be carried out at least annually to ensure that proper procedures are being followed.
- 5.10 The Authority recognises that a key preventative measure in dealing with fraud, bribery and corruption is to take effective steps at the recruitment stage to establish, as far as possible, the honesty and integrity of potential employees, whether for permanent, temporary or casual posts. The Authority's equal opportunities policy will be adhered to during this process.
- 5.11 The Authority has a formal recruitment procedure, which contains appropriate safeguards on matters such as written references and verifying qualifications held. As with other public bodies, checks are undertaken with the Disclosure and Barring Service (DBS) on employees working with children and vulnerable adults. Further checks will be introduced in areas where an increased risk of potential fraud and corruption has been identified.
- 5.12 In addition, Managers create and maintain their service specific risk register. As part of this, Managers are expected to carry out due diligence through a periodic, proportionate and risk based documented assessment of the nature and extent of potential external and internal risks of fraud, bribery and corruption.

### **5.13 Responsibilities of Employees**

- 5.14 Each employee is governed in their work by the Authority's standing orders and financial regulations and other codes of conduct and policies (Health and Safety, IT policies, IT security). They are also governed by the Code of Conduct for Local Government Employees. Included in these are the Code of Practice on Receipt of Gifts and Hospitality. These are issued to all employees when they join the Authority or will be provided by their manager.
- 5.15 In addition to paragraph 5.14, employees are responsible for ensuring that they follow the instructions given to them by management, particularly in relation to the safekeeping of the assets of the Authority.
- 5.16 Employees are always expected to be aware of the possibility that fraud, bribery, corruption or theft may exist in the workplace and be able to share their concerns with management. If for any reason, they feel unable to speak to their manager they must refer the matter to one of those named below.
- 5.17 Concerns must be raised, in the first instance, directly with the Heads of Service, Head of Finance, the relevant Director, Chief Executive or Monitoring Officer, if necessary, anonymously (by letter or phone), who will respond to such concerns in accordance with the procedures established in Annex 1.

## 5.18 Conflicts of Interest

5.19 Both Members and employees must ensure that they avoid situations where there is a potential for a conflict of interest. Such situations can arise with externalisation of services, internal tendering, planning and land issues, etc. Effective role separation will ensure decisions made are seen to be based upon impartial advice and avoid questions about improper disclosure of confidential information.

## 5.20 Role of Internal Audit

5.21 Internal Audit Services plays a vital preventative role in trying to ensure that systems and procedures are in place to prevent and detect fraud, bribery and corruption. Audit Services investigate all cases of suspected irregularity, in accordance with the requirements of the Human Rights Act 1998. They liaise with management to recommend changes in procedures to prevent further losses to the Authority.

## 5.22 The Role of External Audit

5.23 Independent external audit carried out by Audit Wales is an essential safeguard in the stewardship of public money. This role is delivered through the carrying out of specific reviews that are designed to test (amongst other things) the adequacy of the Authority's financial systems, and arrangements for preventing and detecting fraud, bribery and corruption. It is not the external auditor's function to prevent fraud and irregularity, but the integrity of public funds is at all times a matter of general concern. External auditors are always alert to the possibility of fraud and irregularity and will act without undue delay if grounds for suspicion come to their notice. The external auditor has a responsibility to review the authority's arrangements to prevent and detect fraud and irregularity, and arrangements designed to limit the opportunity for corrupt practices.

## 5.24 Co-operation with Others

5.25 Internal Audit has arranged and will keep under review procedures and arrangements to develop and encourage the exchange of information on national and local fraud and corruption activity in relation to local authorities with external agencies such as:

- The Police
- Unitary Authorities
- Public Services Ombudsman for Wales
- Audit Wales
- Government departments.

## 6.0 DETERRENCE

### 6.1 Disciplinary Action

6.2 Theft, fraud, bribery and corruption are serious offences against the Authority and employees will face disciplinary action if there is evidence that they have been involved in these activities. Disciplinary action will be taken in addition to, or instead of, criminal proceedings, depending on the circumstances of each individual case.

6.3 Members will face appropriate action under this policy if they are found to have been involved in theft, fraud, bribery or corruption against the Authority. Action will be taken in addition to, or instead of, criminal proceedings, depending on the circumstances of each individual case, but in a consistent manner. Where the activities involve breaches of the Code of Conduct for Members the matter will be referred to the Public Services Ombudsman for Wales.

## 7.0 DETECTION AND INVESTIGATION

- 7.1 Internal Audit plays an important role in the detection of fraud and corruption by conducting reviews of system financial controls and specific fraud and corruption tests, spot checks and unannounced visits.
- 7.2 In addition to Internal Audit, there are numerous systems controls in place to deter fraud and corruption, but it is often the vigilance of employees and members of the public that aids detection.
- 7.3 In some cases frauds are discovered by chance or 'tip-off' and arrangements are in place to enable such information to be properly dealt with, in accordance with the requirements of the Human Rights Act 1998.
- 7.4 The Authority has adopted a Confidential Reporting Policy ("Whistle Blowing") which informs and assures staff about the disclosure of suspected misconduct and how the Authority will respond.
- 7.5 All suspected irregularities are required to be reported (verbally or in writing) either by the person with whom the initial concern was raised or by the originator, as per paragraph 7.4 (the authority's confidential reporting policy). This is essential to the policy, and:
- ensures the consistent treatment of information regarding fraud, bribery and corruption; and
  - facilitates a proper and thorough investigation by an experienced audit team, in accordance with the requirements of the Human Rights Act 1998.
- 7.6 The process by which the investigation will be initiated is set out in Annex 1
- 7.7 This process will apply to all the following areas:
- a) fraud, bribery and corruption by Members
  - b) internal fraud, bribery and corruption
  - c) other fraud, bribery and corruption by authority employees
  - d) fraud by contractors' employees
  - e) external fraud (the public).
- 7.8 Cases under a), d) and e) would normally be referred directly to Audit Wales, Public Service Ombudsman for Wales or the Police for investigation.

## 8.0 AWARENESS AND TRAINING

- 8.1 The Authority recognises that the continuing success of this policy and its general credibility will depend in part on the effectiveness of programmed training and an awareness of Members and employees throughout the Authority.
- 8.2 To facilitate this, positive and appropriate provision has been made via induction and for employees via their development plans. This may include specialist training for certain Members and employees.
- 8.3 Information on the Confidential Reporting Policy was distributed to all employees and Members, and full copies of this policy are available to staff through the Intranet (Sharepoint).

## 9.0 CONCLUSION

- 9.1 The Authority has always prided itself on setting and maintaining high standards and a culture of openness, with core values of fairness, trust and value. This policy fully

supports the Authority's desire to maintain an honest Authority, free from fraud, bribery and corruption.

9.2 This policy follows best practice by incorporating the following six principles which are the cornerstone of any fraud, bribery and corruption prevention policy, namely:

- top level commitment;
- risk assessment;
- proportionate risk-based prevention procedures;
- due diligence;
- communication (including training); and
- monitoring and review.

9.3 The Authority has in place a network of systems and procedures to assist it in dealing with fraud, bribery and corruption when it occurs. It is determined that these arrangements will keep pace with any future developments in technology to both prevent and detect fraudulent or corrupt activity that may affect its operation.

9.4 The Authority will maintain a continuous review of all these systems and procedures through Audit Services.

9.5 This policy will be reviewed every five years unless the Monitoring Officer is of the opinion that internal or external changes affecting the Authority make it advisable to review the policy at an earlier date.

Updated policy adopted:	
Revision date:	

**Mae'r ddogfen yma hefyd ar gael yn y Gymraeg /**

**This document is also available in Welsh**

## ANNEX 1

### INVESTIGATING ALLEGATIONS OF FINANCIAL MISCONDUCT

1. Officers or post holders who have specific roles in the implementation of this policy but are implicated in the allegation will not be involved in the decisions relating to the allegation. They will not be informed or consulted in respect of the allegation by virtue of their office.
2. On receipt of a complaint from a member of staff, the Head of Finance will meet the individual who raised the matter to establish the basis of concern. The Chief Executive, Chief Finance Officer, Monitoring Officer and Internal Auditors will be informed. Until the facts have been established, discretion will be observed by all involved.
3. After establishing the basis of concern, the Chief Finance Officer will review the allegations and establish the apparent position. The decision on whether a formal investigation should be undertaken will be agreed with the Chief Executive and Monitoring Officer. If the allegation pertains to the Chief Executive, the decision will then be taken with the Chair. If the allegation pertains to the Monitoring Officer, the decision will then be taken with the Authority's Solicitor.
4. If the concern has been made in writing, then the informant will be informed in writing of the Authority's response in accordance with the Confidential Reporting Policy.
5. If a basis for concern is established then the matter will be referred to the Internal Auditors for investigation or, having regard to clause 7.8 of this Policy, Audit Wales or the Police.
6. If the allegation involves breaches of the Code of Conduct for Members, then the Monitoring Officer will consider whether the matter should be referred to the Public Services Ombudsman for Wales for investigation.
7. If the Chief Finance Officer reaches the conclusion that there does not appear to be an irregularity, and that the allegation appears unfounded, a full report will be prepared on the case for consideration by Internal Audit. Unless the Internal Auditors disagree with the conclusion reached by the Chief Finance Officer the case will be regarded as closed (except to the extent that Internal Audit determines that some refinement of financial control procedures is needed) on this basis.
8. Any investigation will be carried out in accordance with the principles of natural justice, and with due regard to the Human Rights Act 1998 and the statutory rights of all individuals involved in the case. Internal Audit will take all reasonable steps to ensure that an investigation is concluded as quickly as possible.
9. When the case is sufficiently serious, a member of staff who is accused of financial misconduct may be suspended while an investigation is under way, in accordance with the Authority's Disciplinary Procedure.
10. Any decision to refer a matter to the police will be taken by the Internal Audit Manager in consultation with the Chief Executive, relevant Director, Monitoring Officer and Chief Finance Officer. The Authority will normally wish the police to be made aware of, and investigate independently, offenders where financial impropriety is discovered.
11. Action may be taken under the Authority's Disciplinary Procedure against any member of staff found guilty of financial misconduct. Any such person may also be subject to

criminal charges, as well as civil legal action for the recovery of any monies misappropriated from the Authority.

12. On completion of an investigation a formal report will be submitted to the Authority, who will review the report and the actions taken to resolve the issue and may request further actions or require a further report to satisfy itself that the matter has been fully resolved. When an allegation of financial misconduct is upheld, the Authority will ensure that financial control procedures are improved as necessary to reduce the likelihood of recurrence.



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Confidential Reporting Policy (Whistle Blowing)</b>
<b>REPORT BY</b>	Head of Administration and Customer Care
<b>PURPOSE</b>	To review and update current policy

**1. BACKGROUND**

- 1.1. The Authority has adopted a suite of policies and procedures for maintaining high standards of conduct for both staff and Members, and to ensure accountability to the public.
- 1.2 Following on from the previous item, the Confidential Reporting Policy (Whistle Blowing) is the second policy to undergo a review.
- 1.3 Relevant legislation that informs this policy has been reviewed. The only significant change affecting the Authority will come into effect on the 6th of April 2026. The Employment Rights Act 2025 will amend the existing whistle blowing legislation to specifically include disclosures of sexual harassment as "qualified disclosure".
- 1.4 Under paragraph 5.2 of the current policy, 'physical, sexual or other abuse or harassment' is already listed as an example of an appropriate serious concern covered by the policy. Because of this, no further changes to the policy are considered necessary.
- 1.5 The draft policy has been considered and approved by the Standards Committee on the 27<sup>th</sup> of March 2026

**2. RECOMMENDATION:**

- 2.1 To discuss and review the draft updated policy appended.
- 2.2 To approve the revised Confidential Reporting Policy (Whistle Blowing) for submission to the National Park Authority for adoption.

**ERYRI NATIONAL PARK AUTHORITY  
CONFIDENTIAL REPORTING POLICY  
(WHISTLE BLOWING)**



## **1.0 DEFINITION OF WHISTLE BLOWING**

- 1.1 Whistle blowing is the disclosure of malpractice or illegality within an Authority to a person having the potential to stop such malpractice or illegality. This Policy explains how to “Whistle Blow” and to whom.

## **2.0 BACKGROUND**

- 2.1 Employees are often the first to realise that there may be something seriously wrong within the Authority. However, they may not express their concerns because they fear harassment or victimisation or feel that speaking out would be disloyal to colleagues or to the Authority.
- 2.2 This Authority is committed to the highest standards of openness, probity and accountability. In line with that commitment the Authority encourages employees and others with serious concerns about the Authority’s work to come forward and voice those concerns within the Authority. It is recognised that certain cases may have to proceed on a confidential basis.
- 2.3 Under the Local Government Act 2000 and its Codes of Conduct for Members and Officers, emphasis is placed on the need for wrongdoing to be brought to the attention of the Authority and for those doing so to be protected from victimisation. A whistle blowing or reporting mechanism invites all employees to act responsibly to uphold the reputation of their organisation and maintain public confidence. Encouraging a culture of openness within an organisation will also help the process. This policy aims to ensure that serious concerns are properly raised and addressed within the Authority.

## **3.0 THE PUBLIC INTEREST DISCLOSURE ACT 1998**

- 3.1 The Act provides that a dismissal or selection for redundancy of an employee is automatically unfair if it is for making a Qualifying Disclosure in good faith to someone to whom s/he is entitled to make it or to penalise her/him for doing so.
- 3.2 A Qualifying Disclosure is defined as a disclosure which tends to disclose one or more of the following:
- That a criminal offence has been committed, is being committed or is likely to be committed;
  - That a person has failed, is failing or is likely to fail to comply with any legal obligation to which s/he is subject;

- That a miscarriage of justice has occurred, is occurring or is likely to occur;
  - That the health or safety of any individual has been, is being or is likely to be endangered;
  - That the environment has been, is being or is likely to be damaged; or
  - That information tending to show any matter falling within any one of the preceding paragraphs has been, is being or is likely to be deliberately concealed.
- 3.3 A disclosure of information is not a qualifying disclosure if the person making the disclosure commits an offence by making it e.g. using illegal means like hacking to get evidence for the report.
- 3.4 A disclosure of information in respect of which a claim to legal professional privilege could be maintained in legal proceedings is not a qualifying disclosure if it is made by a person to whom the information had been disclosed in the course of obtaining legal advice e.g. Solicitor.
- 3.5 A qualifying disclosure will be protected if the employee discloses it:
- In the course of obtaining legal advice;
  - To the employer;
  - In certain circumstances to a Minister of the Crown;
  - To a “prescribed person” reasonably believing that the information and any allegation contained within it are true. The Secretary of State prescribes by list both the identity of the prescribed person (usually a regulatory body) and its remit. The Department for Business Innovation and Skills has published a list of prescribed persons together with a brief description of the matters that can be reported to each prescribed person. Further information including a link to the list of prescribed persons can be found on the GOV.UK website: [www.gov.uk/whistleblowing](http://www.gov.uk/whistleblowing); or
  - To any person or body provided that a number of detailed conditions are satisfied. Those conditions include a requirement that the worker does not make the disclosure for purposes of personal gain and a requirement that it is reasonable to make the disclosure in the circumstances. A further section makes provision for a disclosure of an exceptionally serious failure to any person or body.

#### **4.0 AIMS OF THIS POLICY**

- To inform employees how to raise serious concerns.
- To encourage employees to feel confident that genuine concerns can be raised without fear of reprisals.
- To assure employees that legitimate concerns will be thoroughly and fairly investigated.
- To ensure that whistle blowers receive feedback on any action taken.
- To describe how a matter can be taken further.

## **5.0 SCOPE OF THE POLICY**

- 5.1 The Confidential Reporting Policy (also known as the Whistle Blowing Policy) is not intended to replace existing procedures. For example, there is already in place the Authority's own Complaints Procedure for the right of a member of the public to complain to the Public Services Ombudsman for Wales about the Authority, or to allege that a Member has breached the Authority's Code of Conduct. Internally, an employee is already able to use the Grievance Procedure and other approved policies in relation to their own employment (all relevant Authority policies are available on the staff Intranet). The Whistle Blowing Policy however is intended to cover concerns that fall outside the scope of these other procedures or that it is of such a serious nature that it falls within the definition of a Qualifying Disclosure listed under 3.2.
- 5.2 Examples of serious concerns that properly fall under this policy could include:
- An unlawful act whether civil or criminal
  - Maladministration
  - Breach of any Statutory Code of Practice or Conduct
  - Breach of or failure to implement or comply with any Standing Orders or policies determined by the Authority
  - Fraud or corruption
  - Dangerous practice likely to cause physical harm/damage to any person/property
  - Physical, sexual or other abuse or harassment
  - Failure to rectify or take reasonable steps to report a matter likely to give rise to a significant and avoidable cost or loss of income to the Authority or which would otherwise prejudice the Authority
  - Abuse of power or the use of Authority powers for unauthorised or ulterior purposes
  - Unfair discrimination in the course of the Authority's employment or provision of its services
- 5.3 The Policy is provided primarily for use by employees of the Authority but may also be used by others (e.g. Members and contractors) as appropriate. References to 'employees' should be deemed to include others as appropriate. However, separate procedures apply to complaints by Members against the actions of Members, and to complaints by members of the public.

## **6.0 SAFEGUARDS**

### **6.1 Harassment or Victimisation**

- The Authority recognises that the decision to report a concern can be a difficult one, not least because of the fear of reprisal from those responsible for the malpractice. Employees who make an allegation in good faith should have nothing to fear as they will be doing their duty to their employer, colleagues, and to the public.
- The Authority will not tolerate harassment or victimisation, and if they occur, they will be liable to disciplinary action.
- Where the concern raised relates to an employee's Line Manager the Authority will ensure that the relationship is monitored, both during the course of any investigation, and subsequently.

## 6.2 Confidentiality

The Authority will do its best to protect the identity of employees who raise a concern and who do not want their name to be disclosed. It must be appreciated, however, that the investigation process may reveal the source of the information and that a statement by the employee may be required to enable the investigation to be taken forward.

## 6.3 Anonymous Allegations

This Policy encourages employees to make any allegations in writing and to put their name to the allegation. Concerns expressed anonymously are much less powerful and are more difficult to investigate. Further it will be more difficult to protect the informant's position and provide feedback. However, even anonymous allegations will be considered and may be pursued at the discretion of the Authority. In exercising the discretion, the factors to be taken into account would include:

- The seriousness of the issues raised;
- The credibility of the concerns; and
- The likelihood of confirming the allegation from attributable sources.

## 6.4 Unfounded Allegations

Provided an employee makes an allegation in good faith no action will be taken against them, even if the allegation is not borne out by an investigation. However, it is important that the Authority also protect employees and Members who may be the subject of unfounded allegations. Accordingly, it must be clearly understood that employees who make malicious, vexatious or repeated allegations may have disciplinary action taken against them.

## 7.0 HOW TO RAISE A CONCERN

- 7.1 If employees have a concern they should not approach or accuse individuals directly or attempt to investigate the matter themselves.
- 7.2 It is recognised that raising a concern can be a daunting experience for an employee. Accordingly, a nominated human resources representative will be available from start to finish to provide advice and guidance to both the employee and the Authority.
- 7.3 Normally, the concern should be raised with the employee's line manager, Head of Service or Director. However it is appreciated this may depend on the seriousness and sensitivity of the issues involved, and who is thought to be involved in the malpractice. Accordingly in a suitable case employees may prefer to approach the Chief Executive (National Park Officer), any Director, the Chief Finance Officer, Head of Finance or Head of Human Resources.
- 7.4 Initially you may contact or arrange to meet the appropriate officer. However, if the matter is to be investigated, concerns are far better raised in writing. Employees are invited to set out the background and history of the concern giving names, dates, places, and other details wherever possible and the reason why they are particularly concerned about the situation. The earlier employees express their concern the easier it will be to take action.
- 7.5 Although employees are not expected to prove the truth of an allegation they will need to demonstrate to the person contacted that there are reasonable and sufficient grounds for their concern.
- 7.6 Employees may invite their Trade Union or professional association to raise a concern on their behalf.
- 7.7 If you have concerns which you feel unable for whatever reason to raise within the Authority you should raise the matter with one of the external points referred to in paragraph 9.2 at the end of this document or by contacting a prescribed person as set out in paragraph 3.5 above.

## **8. THE AUTHORITY'S RESPONSE**

8.1 In order to protect individuals and the Authority initial enquiries will be made before deciding whether an investigation is appropriate and, if so, what form it should take.

However, testing out your concerns is not the same as either accepting or rejecting them. Some concerns may be resolved without the need for investigation.

8.2 If an investigation is deemed appropriate the action taken by the Authority will depend on the nature and seriousness of the concern. The issues arising may:

- Be investigated internally e.g. by the Monitoring Officer, by the Chief Finance Officer, the Head of Human Resources or appropriate Manager.
- Be referred to Internal Auditors.
- Be referred to the Audit Wales.
- Be referred to the Police.
- Form the subject of an independent enquiry e.g. by the Public Services Ombudsman for Wales.

8.3 Within five working days of the written concern being received the Authority will respond in writing:

- Acknowledging that the concern has been received;
- Indicating how it proposes to deal with the matter;
- Giving an estimate of how long it is likely to take to reach findings on the concern raised;
- Indicating whether initial enquiries have been made; and
- Indicating whether further investigations will take place and if not the reasons why.

8.4 The amount of contact between the person raising the concern and officers considering the matter will depend upon the nature of the issues raised, the potential difficulties involved, and the clarity of the information provided. In any event however, if it proves necessary to proceed the Authority will still endeavour to provide appropriate feedback.

8.5 If a meeting is arranged, employees will be entitled, if they so desire, to be accompanied by a Trade Union representative or work colleague.

8.6 The Authority will take steps to minimise any difficulties which you may experience as a result of raising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings the Authority will arrange for you to receive advice about the procedure.

8.7 The Authority accepts that you need to be assured that the matter has been properly addressed. Thus, subject to legal constraints, we will inform you of the outcome of any investigation.

## **9 HOW THE MATTER CAN BE TAKEN FURTHER / PROCEEDING EXTERNALLY**

9.1 This policy is intended to provide a procedure whereby concerns raised are dealt with fairly and thoroughly within the Authority. By using this procedure employees will help the Authority achieve this.

9.2 It is hoped that employees will be satisfied by action taken by the Authority. However, if they are not, or feel the need to raise the matter outside the Authority the following are possible contact points:

- Their Trade Union
- Relevant professional bodies or regulatory organisations
- Audit Wales
- Public Services Ombudsman for Wales
- Health and Safety Executive
- The charitable organisation [Protect](#)
- The Police

9.3 If employees do take the matter outside the Authority, and so make disclosure outside of this Policy, they should ensure they do not disclose confidential information unless that disclosure is privileged and relevant to the concern raised. Confidential Information can include personal information about employees. Anyone proposing external disclosure should seek independent legal advice as there are in some circumstances detailed conditions that have to be satisfied if a disclosure is to be a protected disclosure.

9.4 This policy will be reviewed every five years unless the Monitoring Officer is of the opinion that internal or external changes affecting the Authority make it advisable to review the policy at an earlier date.

Updated policy adopted:	
Next revision date:	

**Mae'r ddogfen yma hefyd ar gael yn y Gymraeg /  
This document is also available in Welsh**



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Strategic Grant Letter</b>
<b>REPORT BY</b>	Chief Executive
<b>PURPOSE</b>	To inform the Members on the content of the Strategic Grant Letter 2026-27

**1. BACKGROUND / INTRODUCTION**

- As you will be aware, the Authority receives an annual Strategic Grant Letter (SGL) which sets out the Authority’s priorities for the coming year to ensure compliance with the Welsh Government Programme for Government. In view of next month’s elections, there is no specific Programme for Government for the coming year yet – so this year’s SGL letter does not contain the usual level of detail.
- The letter (contained in Appendix 1) therefore contains more general priorities – including information on the budgetary settlement for 2026-27 (which has previously been shared with Members), in addition to the need to contribute to the Welsh Government’s Wellbeing Objectives, responding to the climate crisis, responding to the biodiversity crisis (including 30x30 targets). In addition, there is reference to developing the local economy, communities and the Welsh language. There is also specific reference to the Ffermio Bro scheme in the letter.
- Appendix A of the letter provides some further detail.

**5. RESOURCE IMPLICATIONS**

- There are no new implications arising from the letter in relation to the Authority’s resources, and the Authority will continue with existing priorities as we go about our work, in particular in relation to the 2 statutory plans.
- We will of course aim to establish a relationship with the new Government as soon as practical, to understand how the Authority can contribute to any new priorities.

**8. RECOMMENDATION:**

That Members note the content of the letter contained in Appendix 1

**9. BACKGROUND PAPERS:**

Strategic Grant Letter (Appendix 1)



Councillor Edgar Wyn Owen  
Chair Eryri NPA

26 March 2026

Dear Edgar,

### **National Park Authority Strategic Grant Letter 2026-27**

You will be aware of the elections to the Senedd in May 2026. 2025-26 therefore marked the final year of our current Programme for Government. I am keen to provide some continuity for you in 2026-27; however, it would not be appropriate to provide a detailed set of priorities prior to the next government being formed.

I am therefore setting out in this letter your confirmed financial allocations for 2026-27 as well as some guidance on how you should prioritise your work at this time, over and above your statutory responsibilities. I hope that this will be useful to you. These priorities should remain in place in your organisation to inform your strategic delivery frameworks until the point at which a new government sets out their priorities for you for the year and/or Senedd term or directs you otherwise.

### **Funding in 2026-27**

I am pleased to confirm your funding allocations for 2026-27, following the conclusion of the Welsh Government budgetary process. I have allocated £4,499,000 in core Revenue Grant to Eryri National Park Authority in 2026-27. You should use this figure to trigger the levy from your contributing Local Authorities. This represents an uplift of 4% on your original grant allocation for 2025-26, in recognition of the pressures you face around rising costs, particularly inflation in staff costs.

In addition to this allocation, I will also be providing a range of other funding for specific measures. These comprise:

- £330,000 in general capital funding, for you to utilise on your capital priorities in 2026-27
- £500,000 from the Sustainable Landscapes, Sustainable Places Nature & Carbon capital fund
- £822,847 for the Ffermio Bro: Farming in Designated Landscapes scheme.

Further information on your budget allocation is included at Annex B.

### **Priorities**

You should continue to align work with our key Wellbeing Objectives, including:

- Build a stronger, greener economy as we make maximum progress towards decarbonisation
- Embed our response to the climate and nature emergency in everything we do
- Celebrate diversity and move to eliminate inequality in all of its forms
- Push forward towards a million Welsh speakers, and enable our tourism, sports and arts industries to thrive
- Make our cities, towns and villages even better places in which to live and work

Designated Landscape bodies must continue to focus attention on responding to the climate and nature emergency as an overarching and urgent priority. The Senedd declared a nature emergency

in 2021, and we have also committed to the global 30x30 goal. You have a key role to play in helping us deliver action for nature. Your work will continue to be supported by the Designated Landscapes Biodiversity expert group, who I expect you to work closely with. We have also recently established Nature Estate Cymru, bringing together major landowners in Wales. The purpose of the group will be to support collaborative working at a senior level at landscape / catchment scale to help meet Welsh Government's climate and biodiversity targets. I would encourage you to work with this group as it develops.

Our ambition is for the Welsh public sector to be collectively net zero by 2030. You have already made good progress in reducing your emissions as organisations. You must also continue to look beyond your own organisations to the wider environment, communities and visitors. I therefore expect to see continued evidence-led progress in reducing emissions and enabling sequestration in the landscape.

Sustainable farming is an intrinsic part of our landscape and is critical to achieving our aims for nature and climate. This also sustains local economies, communities and the Welsh language. We have developed Ffermio Bro: Farming in Designated Landscapes as a key strand of the SFS collaborative layer, and in response to calls from your sector. I look forward to it continuing to deliver bigger and better outcomes for the environment, people and communities across all our designated landscapes as part of the wider SFS.

People choose to visit Wales to enjoy our superb natural environment, as well as to experience our culture, including the Welsh language. The role of your bodies, in enabling better visitor management to minimise the impact of tourism on the environment and on your communities, is critical.

The NPAs should become exemplars in good governance, and the ongoing governance programme Welsh Government is funding is key to this. I expect to see the NPA Governance Handbook embedded in both new Member induction and in the development of all existing Members and progress the key agreed actions from our review of arrangements for member performance, development and accountability.

It is my intention that our relationship will continue to be based on mutual trust and respect, and on open and honest communication. This letter is designed to provide you with a clear framework within which to work for 2026-27. At Annex A I have outlined key areas where you should continue to contribute.

I would like to take this opportunity to thank you and your staff and members for all their hard work and dedication in managing our most precious landscapes and contributing so effectively to delivery of the Programme for Government 2021-26.

Yours sincerely,



**Huw Irranca-Davies AS/MS**

Y Dirprwy Brif Weinidog ac Ysgrifennydd y Cabinet dros Newid Hinsawdd a Materion Gwledig  
Deputy First Minister and Cabinet Secretary for Climate Change and Rural Affairs

(cc Chief Executive Officer)

## **ANNEX A: Priority Objectives and Actions for the Senedd term**

You should map the priorities set out in this Annex to your Corporate Plan and provide updates on a 6-monthly basis, using data as appropriate, to Welsh Government that can form the basis of discussions in your meetings with myself and my officials. My priorities have been grouped according to three themes of action: ***Environment; People and Place; Governance and Collaboration.***

### **Environment**

NRW's State of Natural Resources Report (SoNARR) 2020 together with its Protected Sites Baseline report 2020 present a stark picture. Most habitat types have seen a reduction in diversity over the last 100 years, with the rate of decline increasing from the 1970s onwards. Very few Welsh habitats are reported as being in good condition. Despite the protection designation affords, protected sites within Designated Landscapes are not in significantly better condition than those outside. That is something we must change.

Management bodies will need a systematic, data-led approach to the ecosystems and protected sites within their landscape, which enable the areas with most potential to meet the 30x30 target to be targeted. The urgency of the situation brings a need to make difficult decisions to improve the connectivity, condition, extent and diversity of habitats, and also to focus more on alternative sources of funding.

Our ambition is for the Welsh public sector to be collectively net zero by 2030. You have already made good progress in reducing your emissions as organisations, and I expect this to continue. You must also continue to look beyond your own organisations to the wider environment, communities and visitors.

#### **I would therefore like you to:**

- Actively support Welsh Government's 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
- Proactively facilitate carbon sequestration by supporting woodland creation where appropriate, and peatland restoration at scale through the National Peatland Action Programme (NPAP)
- 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
- Deliver the Sustainable Landscapes, Sustainable Places Nature & Carbon Fund, and other WG schemes to deliver on nature and decarbonisation goals

### **People and Place**

I want you to continue seeking to encourage participation in an environmentally, economically and culturally sensitive way, and advocate for sustainable solutions where tensions and issues arise.

We have committed to take forward actions to control the number of second homes and licence holiday lets. NPAs can influence this agenda through their work as Local Planning

Authorities and should work with the Housing Authority, local communities and developers to make more affordable houses available.

The long-term sustainability of many of our most sensitive landscape areas and their communities is also intertwined with Welsh language and culture; I would like to see you continuing to deliver our commitment to achieve a million Welsh speakers by 2050.

**I would therefore like you to:**

- Continue to deliver the Ffermio Bro scheme
- Work with Housing Authorities, Community Land Trusts and private developers, to develop innovative solutions to acute housing issues
- 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.
- Collaborate with key partners to deliver against *Priorities for the Historic Environment in Wales* to safeguard and interpret the historic environment and cultural heritage.
- Develop policies that ensure that the Welsh language can thrive
- Increase opportunities for people in vulnerable or disadvantaged groups and under-represented communities to benefit from the landscapes you manage
- Increase provision of skills training, apprenticeship and volunteering opportunities.

**Governance and Collaboration**

I value the contribution of all NPA appointees. When it works well, the local perspective of LA appointees complements the national perspective Ministerial appointees bring. NPAs already have a robust scrutiny structure through the work of Audit Wales, internal audit and the ongoing monitoring arrangements with Welsh Government. There are several areas where we can do more work collectively to support NPA members, to ensure they can contribute as effectively as possible. More active participation and adoption of the governance excellence framework supported by Welsh Government should be a priority.

I am pleased to see the progress of the Tirweddau Cymru partnership and to support it as it develops a stronger and better resourced governance and delivery framework in 2025.

**I would therefore like you to:**

- Strive for excellence in governance including the sharing of best practice and training between NPAs and other bodies
- Embed diversity and diverse viewpoints within your governance structures and decision-making processes
- Support Tirweddau Cymru to develop its ambition, embed collaboration at all levels within NPAs and NLs, and proactively develop and deliver new collaborative working opportunities
- Embed the resources created during the NPA Governance Assistance programme, including the Members' Governance Handbook, framework of expectations, and member appraisal in Member induction and development arrangements

## ANNEX B: FINANCIAL RESOURCES FOR 2026-27

<b>NPA Core Grant</b>	<b>£4,499,000</b>	<b>To be claimed quarterly:</b> <ul style="list-style-type: none"> <li>• £1,124,750 in Quarter 1</li> <li>• £1,124,750 in Quarter 2</li> <li>• £1,124,750 in Quarter 3</li> <li>• £1,124,750 in Quarter 4</li> </ul>
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<b>General Capital Funding</b>	<b>£330,000</b>	<b>To be claimed 6-monthly:</b> <ul style="list-style-type: none"> <li>• £165,000 in November 2026</li> <li>• £165,000 in March 2027</li> </ul>
<ul style="list-style-type: none"> <li>• The purpose of the General Capital funding is to allow flexibility to the NPAs in addressing pressures within the National Park area through targeted projects. There is no requirement to submit project proposals to the Welsh Government DL unit for approval, but all projects will be subject to end of year reporting and ad hoc monitoring throughout the duration of the funding period.</li> <li>• Funding must be spent in year within or adjoining (buffer zone) the National Park boundary and must be in support of the Statutory Purposes/Management Plan.</li> <li>• Funding must be utilised by the NPA. It should be fully spent within the financial year to which the grant relates.</li> <li>• Funding should not be used as a grant or support scheme for private sector bodies, and any funding paid to community bodies must only be paid following a transparent and auditable process.</li> </ul>		

<b>Ffermio Bro: Capital Funding</b>	<b>£709,847*</b>	<b>Please see RPW Scheme Rules</b>
<b>Ffermio Bro: Revenue Funding</b>	<b>£113,000*</b>	<b>Please see RPW Scheme Rules</b>

\*note where this includes provision to deliver on behalf of multiple landscapes

<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>(Draft) Corporate Work Programme 2026-27</b>
<b>REPORT BY</b>	Director of Corporate Services
<b>PURPOSE</b>	To receive, discuss and adopt the (Draft) Corporate Work Programme as a working document for 2026-27

## 1. BACKGROUND

- 1.1. Under the Well-being of Future Generations (Wales) Act 2015, public bodies are required to publish a Well-being Statement when setting their well-being objectives explaining why they feel the objective will help them achieve the goals and how it has applied the sustainable development principle. They must also make sure they involve people interested in achieving the goals and that those people reflect the diversity of their area.
- 1.2 The Well-being Statement and Well-being Objectives were adopted as strategic documents by the Authority during the Performance and Resources Committee on 23rd March, 2021. (As strategic documents an Equality Impact Assessment under the Equality Act 2010, which now also incorporates due regard to the Socio-economic Duty, has been prepared. (Documents are available on request).
- 1.3 At the June 2025 Authority meeting, Members considered and agreed a report from the Chief Executive identifying the rationale for extending the current Well-being Objectives to April 2027.

This would allow the ongoing review of the Eryri Management Plan to consider new Well-being Objectives alongside the Eryri Plan. In addition, the strategic direction of the National Park will have been discussed extensively with a wide variety of partners and stakeholders as part of the Eryri Management Plan review process and this will lay a strong and inclusive foundation to review our Well-being Objectives.

- 1.4 The disapplication (with caveats) of the Local Government Measure 2009 allowed the Authority to adopt longer term objectives and better alignment of the Authority's work with the Park Management Plan, Local Development Plan, reporting mechanisms and establishment of realistic and SMART'er objectives for the annual work programmes.

## 2. THE WELL-BEING OBJECTIVES

- 2.1 The Well-being Statement for the Authority sets out well-being objectives which describes how they will help us achieve the seven wellbeing goals for Wales and establishes the rationale and the steps we will take to achieve them.

- 2.2 The adopted Well-being Objectives concentrated on three key areas of work - Resilient Environments, Resilient Communities and Resilient ways of Working - and have been aligned with five sub themes to provide focus.
- 2.3 These three key areas of work were developed into the annual Corporate Work Programme and updated for 2026-27 outlining projects, initiatives and specific actions that will be undertaken this year to fulfil the Wellbeing Objectives and Service Priorities.
- 2.4 On completion of the projects and initiatives, the Authority will be able to measure whether improvements have been achieved in each of the three key areas at the end of the financial year 2025-26.
- 2.5 The Authority has received the annual Welsh Government's Strategic Grant Letter outlining the Priority Objectives and Actions the Government expects the Authority to work towards for the term 2026-27.

The priorities have been grouped according to three themes of action:

- Environment
- People and Place
- Governance and Collaboration

which align well with the adopted well-being objectives of the Authority.

- 2.6 The Authority's Corporate Work Programme has been cross referenced with the objectives of the Welsh Government Strategic Grant Letter and projects identified that when actioned/completed will contribute towards achieving the WG priority objectives.

### **3. RESOURCE IMPLICATIONS:**

- 3.1 The Corporate Work Programme will have an impact on both staff resources and financial obligations but these factors have been taken into consideration in the preparation of the Work Programme.

### **4. RECOMMENDATION:**

That Members formally adopt the (Draft) Corporate Work Programme as a working document for 2026-27.

### **5. BACKGROUND PAPERS:**

(Draft) Corporate Work Programme 2026-27.



WELL-BEING OBJECTIVES 2021-26: (Refer also to ENPAs Wellbeing Statement 2021-26)

## CORPORATE WORK PROGRAMME 2026-27

The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success  
(Cross Referenced to the Welsh Government's Strategic Priorities for ENPA in 2026-27)

### 1. RESILIENT ENVIRONMENTS

This outcome will be achieved by:	AC 1 IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION		
	Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
<b>AC 1.1</b>	<b>Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy, 2026</b>	Ongoing	Head of Comms.
<b>AC 1.2</b>	<b>Monitor visitor numbers through people counters to establish the impact of users across the National Park. Report produced based on data for 2024 .</b>	Ongoing Next report June/July 2026	Ho Partnerships
<b>AC 1.3</b>	<b>Identify and quantify access work to mitigate the effects of people pressure</b> ➤ Present report at end of year	Ongoing Authority Dec. 2026	Head of Wardens & Access (W&A)
<b>AC 1.4</b>	<b>Produce a Footpaths Strategy for footpath works in Eryri</b>	Report to Working Group Authority to adopt strategy May/Jun Dec. 2026	Ho W&A
<b>AC 1.5</b>	<b>Produce guidelines for undertaking access route works in Eryri</b>	Dec. 2026	Ho W&A

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
<b>AC 1.6</b> Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Management Team	Annual	Hof W&A
<b>AC 1.7</b> Area Wardens to work with the Communities and partners to identify and take advantage of opportunities to provide a range of promoted routes for varying abilities	Ongoing	Hof W&A
<b>AC 1.8</b> Work across the Authority to integrate work programmes and progress implementation of Warden Area Plans	Dec. 2026	Hof W&A
<b>AC 1.9</b> Review, adopt and implement the Authority's Communications Strategy operational for 2026-2030	June 2026	Hof Comms.

This outcome will be achieved by:	AC 2	<b>RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE</b>
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<b>AC 2.1</b> Ensure that climate change receives full consideration when amending the Eryri LDP	Annual report	Head of Planning Policy (Hof PP)
<b>AC 2.2</b> Create a Climate Change Risk Assessment on the Special Qualities of Eryri NP in conjunction with partners and communities	March 2027	Carbon Officer
<b>AC 2.3</b> Develop a Climate Change Adaptation Plan for the Special Qualities of Eryri NP in conjunction with the review of the Eryri Management Plan	March 2027	Carbon Officer

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

Description of ENPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
<p><b>AC 2.4</b>  <b>Energy efficiency and reducing carbon footprint of ENPA buildings to be integral part of new Asset Management Plan and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets</b></p> <ul style="list-style-type: none"> <li>➤ 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.</li> </ul>	New Asset Management Plan to be adopted by Sept. 2026 then Ongoing	Head of Property
<p><b>AC 2.5</b>  <b>Review the Carbon Strategy and present to Members identifying changes and progress.</b></p>	Sept. 2026	Carbon Officer (reporting to Director of Corporate Services) (DoCS)
<p><b>AC 2.6</b>  <b>Develop a Low Carbon Action Plan for Eryri to be carbon neutral by 2030 based on the recommendations of the Carbon study report, ensuring this includes a commitment to:</b></p> <ul style="list-style-type: none"> <li>➤ Low carbon objectives in both the LDP and Cynllun Eryri</li> <li>➤ Action and progress the Tree &amp; Woodland Strategy; and</li> <li>➤ Updating the Peatland Strategy</li> </ul>	Ongoing	Director of Planning & Partnerships (P&P) Hof Conservation, Woods & Agric. (CWA) Carbon Officer
<p><b>AC 2.7</b>  <b>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</b></p>	Ongoing Report to Working Group during 2026	Carbon Officer
<p><b>AC 2.8</b>  <b>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.</b></p>	Ongoing	CEO

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

This outcome will be achieved by:	<b>AC 3</b>	<b>IMPROVING THE MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE</b>
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Description of ENPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
<b>AC 3.1</b> Development and adoption of the ENPA Cultural Heritage Strategy	March 2027	Hof Cultural Heritage (CH)
<b>AC 3.2</b> To actively contribute to the work programme of the North West Wales Slate Landscapes World Heritage Site Action Plan	Ongoing	Director of Land Management
<b>AC 3.3</b> 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	Ongoing	Hof CH
<b>AC 3.4</b> Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members.	Dec. 2026	Hof CH
<b>AC 3.5</b> Following on from the completion of Conservation Area Appraisals and Management Plan deliver an on-going programme of traditional skills training which will also compliment the World Heritage Site Action Plan	Ongoing	Hof CH
<b>AC 3.6</b> Completion of the Historic Dolgellau Decarbonisation project, to improve the effectiveness of commercial listed buildings in the Dolgellau Conservation Area	March 2027	Ho CH

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

This outcome will be achieved by:	AC 4	<b>ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF CLIMATIC CHALLENGES AND DECLINE IN NATURE</b>
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Description of ENPA Project / Initiative including specific actions (Refer also to outcomes at end of Section 1.)	Timetable for completion	Officer(s) responsible
<b>AC 4.1</b> <b>Assist in the development and production of land management principles for the benefit of nature, in conjunction with partners including the Welsh Government, Natural resources Wales and Landsapces Wales, and that these are reflected in the Eryri Management Plan</b>	Annual report to authority March 2027	Hof Conservation, Woodlands and Agric. (Hof CWA) +
<b>AC 4.2</b> <b>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.</b> ➤ Produce an annual report on NRAP Eryri to the Authority	Ongoing  March 2027	Hof CWA
<b>AC 4.3</b> <b>Prepare an Annual Report on agri-environment work to include Ffermio Bro and Integrated Natural Resources Scheme (INRS) Regenerative Farming</b>	Annual Report March 2027	Hof CWA

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

This outcome will be achieved by:	AC 5	ADDRESSING THE DECLINE IN NATURE
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<b>AC 5.1</b> <b>Progress action plan of the Nature Restoration Plan</b> ➤ Produce an Annual Report	Ongoing March 2027	Hof CWA
<b>AC 5.2</b> <b>Continuing to deliver biodiversity enhancement through the development management process</b>	Annual Report	Hof DM&C
<b>AC 5.3</b> <b>Once guidance by Welsh Government is published, ensure that an SPG on biodiversity is produced to support the Development Management process</b>	March 2027	Hof PP
<b>AC 5.4</b> <b>Continue to deliver approved projects that address the aims of Eryri and develop further programmes.</b>	Twice yearly update reports	Dir. Land Man. Project Managers
<b>AC 5.5</b> <b>To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS)</b>	March 2027	Hof CWA

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

**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).*

Footnote: Many of the Projects and Initiatives are relevant to several of the wellbeing aims but are referred to once under the most appropriate aim in the Corporate Plan

## WELSH GOVERNMENT STRATEGIC PRIORITIES: ENVIRONMENT

WG Priority objectives and actions for ENPA for 2026-27	ENPA Project/Initiative
Actively support Welsh Government's 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	<b>AC 2</b>
Proactively facilitate carbon sequestration by supporting woodland creation where appropriate, and peatland restoration at scale through the National Peatland Action Programme (NPA)	<b>AC 3.3 AC 5.5</b>
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	<b>AC 4 AC 5</b>
Deliver the Sustainable Landscapes, Sustainable Places Nature and Carbon Fund, and other WG schemes to deliver on nature and decarbonisation goals	<b>AC 2 AC 4 AC 5 CC 1.6</b>

## 2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
<b>CC 1.1</b> Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately	Ongoing	Hof Comms. To lead
<b>CC 1.2</b> As part of the ENPA Volunteer Strategy and in collaboration with partners: <ul style="list-style-type: none"> <li>➤ Continue to expand volunteer opportunities within the National Park that include both physical and cultural activities</li> <li>➤ Develop the Volunteering Strategy to include a Well-being strategy for residents and visitors to Eryri</li> </ul>	Ongoing  March 2027	Hof Partnerships  Volunteer and Well-being Officer to lead
<b>CC 1.3</b> Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups	Ongoing	Volunteer and Well-being Officer to lead
<b>CC 1.4</b> 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	Annual report	Hof DM&C Hof PP

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
<b>CC 1.5</b> <b>Following a 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 that came into force on 1<sup>st</sup> June, 2025:</b> <ul style="list-style-type: none"> <li>➤ Prepare a monitoring framework to report on the impact of introducing Article 4 in Eryri</li> </ul>	Oct. 2026	Hof PP
<b>CC 1.6</b> <b>Subject 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 2026-27 will open and be promoted as soon as confirmation of funding is received.</b>	March 2027	Cronfa Cymunedau Eryri Project Officer

This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE
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<b>CC 2.1</b> <b>Implement the Youth Manifesto.</b>	Ongoing March 2027	Ho Partnerships
<b>CC 2.2</b> <b>Develop the Young Ranger scheme to ensure efficient partnership work, provide broad opportunities and source funding to sustain the scheme.</b>	Ongoing March 2027	Ho Partnerships Hof W&A

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CC 3	<b>PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
<b>CC 3.1</b> 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.	Ongoing	Ho Partnerships
<b>CC 3.2</b> Progress Yr Wyddfa Action Plan in partnership with the organisations that are represented on the Partnership	March 2027	Partnerships Project Manager
<b>CC 3.3</b> Pilot the Sustainable Tourism Platform by co-producing an App with the communities and businesses of the National Park under the investment of WG, Sustainable Landscapes Sustainable Places	March 2027	Ho Partnerships
<b>CC 3.4</b> Continue to develop the Eryri Ambassadors scheme.	Ongoing	Ho Partnerships
<b>CC 3.5</b> 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	Annual Report	Hof DM&C Hof PP

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CC 4	<b>PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)	Timetable for completion	Officer(s) responsible
<b>CC 4.1</b> <b>Continuing to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh.</b> <ul style="list-style-type: none"> <li>➤ Submit the renewal of the Ysgwrn’s accreditation status to the WG</li> <li>➤ Create a new temporary exhibition on the Chairs of Eugene Van Fleteren</li> </ul>	Ongoing  Summer 2026 Summer 2026	Hof Cultural Heritage
<b>CC 4.2</b> <b>Safeguarding and promoting use of Welsh place names through projects to record, standardise and interpret Eryri’s place name and the use of Planning conditions</b>	Ongoing	Hof Cultural Heritage
<b>CC 4.3</b> <b>Develop opportunities to engage people in the Welsh language, culture and heritage of the area including:</b> <ul style="list-style-type: none"> <li>➤ Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy.</li> </ul>	Ongoing	Volunteer & Well Being Officer
<b>CC 4.4</b> <b>Continue to inform and promote the importance and value of Welsh language skills in enabling the Authority, through its staff, to serve the Eryri community.</b> <ul style="list-style-type: none"> <li>➤ As a partner in the Welsh Language subgroup of Gwynedd and Ynys Môn Public Service Board, contribute, use and promote the outputs of the “Mythbusting” project</li> <li>➤ Sign up to TWF – Welsh Language Charter at Work</li> </ul>	March 2027	Ho Admin & Customer Care Ho Human Resources
<b>CC 4.5</b> <b>Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process</b>	Annual report	Hof DM&C

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

<b>This outcome will be achieved by:</b>	<b>CC 5</b>	<b>DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF SNOWDONIA AS A NATIONAL PARK</b>
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<b>Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 2.)</b>	<b>Timetable for completion</b>	<b>Officer(s) responsible</b>
<b>CC 5.1</b> <b>Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP</b>	Annual report	Hof DM&C
<b>CC 5.2</b> <b>Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP</b>	Annual report	Hof PP
<b>CC 5.3</b> <b>Promote sustainable opportunities to understand and enjoy Eryri's special qualities</b>	Ongoing	Hof Comms.

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

**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)*

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

## WELSH GOVERNMENT STRATEGIC PRIORITY: PEOPLE AND PLACE

WG Priority objectives and actions for ENPA 2026-27	ENPA Project/Initiative
Continue to deliver the Ffermio Bro scheme	<b>AC 4.3</b>
Work with Housing Authorities, Community Land Trusts and private developers to develop innovative solutions to acute housing issues	<b>CC 1.4 CC 1.5</b>
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	<b>AC 1 CC 3.1 CC 3.2 CC 3.3 CC 3.5 CC 5.3</b>
Collaborate with key partners to deliver against Priorities for the Historic Environment in Wales to safeguard and interpret the historic environment and cultural heritage	<b>AC 3 CC 4.1 CC 4.2 CC. 4.3 CC 4.5</b>
Develop policies that ensure that the Welsh language can thrive	<b>CC 4.3 CC 4.4 CC 4.5</b>
Increase opportunities for people in vulnerable or disadvantaged groups and under-represented communities to benefit from the landscapes we manage	<b>CC 1.2 CC 1.3</b>
Increase provision of skills training, apprenticeship and volunteering opportunities	<b>AC 3.5 CC 1.2 CC 1.3 CC 2 CC 4.3</b>

### 3. RESILIENT WAYS OF WORKING

This outcome will be achieved by:	<b>CW 1</b>	<b>DEVELOPING A SKILLED WORKFORCE</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
<b>CW 1.1</b> <b>Engaging with our staff at all levels to assist performance management:</b> <ul style="list-style-type: none"> <li>➤ Aim for all Authority staff members to be appraised within the 12 months</li> <li>➤ Look at creating an easier process to use, to include quarterly progress assessments rather than annually through a more interactive electronic system</li> </ul>	Ongoing March 2027	Hof Human Resources (HR)
<b>CW 1.2</b> <b>Aim to carry out training needs assessments of all staff within 12 months</b> <ul style="list-style-type: none"> <li>➤ Health and Safety Officer to work with each Head of Service to create an assessment of training requirements for each position within the respective service</li> </ul>	Ongoing March 2027	H&S Officer
<b>CW 1.3</b> <b>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</b>	Ongoing March 2027	Ho HR Ho Services
<b>CW 1.4</b> <b>Further develop our workforce and provide staff with every opportunity to develop to meet future challenges</b>	Ongoing March 2027	Hsof Service Hof HR
<b>CW 1.5</b> <b>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</b>	June 2026	Ho Information Systems (IS) Ho Comms.
<b>CW 1.6</b> <b>Develop an internal communications handbook for all staff</b>	Sept. 2026	Ho Comms. Ho IS Ho Admin & CC

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	<b>CW 2</b>	<b>DEVELOPING AND PROMOTING BEST PRACTICE</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
<p><b>CW 2.1</b>  <b>Develop projects and share achievements of Decarbonisation work on the Estate/Buildings through Sustainable Landscapes Sustainable Places funding with other bodies within designated landscapes and wider public estate</b></p>	March 2027	Hof Property
<p><b>CW 2.2</b>  <b>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:</b></p> <ul style="list-style-type: none"> <li>➤ <b>Research and Implementation of Best Practices:</b> We will be 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</li>   <li>➤ <b>Analysis of Sickness Absences:</b> Understanding the factors contributing to sickness absences to identify trends and implement targeted interventions to promote overall well-being and reduce absenteeism. Update and re-communicate the Absence Management Policy to re-engage managers and staff regarding responsibilities, ensure consistency and increase attendance. Develop a comprehensive analysis of sickness absence and produce reports that identify trends by service, season etc</li>   <li>➤ <b>Increased Staff Networking:</b> 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</li> </ul>	March 2027	Ho HR

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

his outcome will be achieved by:	<b>CW 3</b>	<b>EFFECTIVE PARTNERSHIP WORKING</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
<b>CW 3.1</b> Co-produce Eryri Plan with core Partners, staff and Members of the Authority for its adoption for the next 5 years including incorporating the Authority’s Well-being Objectives into the Plan	March 2027	Ho Partnerships
<b>CW 3.2</b> Consider what new policies need to be developed for the Eryri Plan e.g. Belonging, Inclusion and Access	March 2027	Ho Partnerships
<b>CW 3.3</b> Support the work of the National Designated Landscapes Partnership (NDLP) in Wales	Ongoing	CEO
<b>CW 3.4</b> Continue to support the work of UK wide National Park Authorities, the National Parks Partnership, National Parks Foundation and other associated collaborative initiatives	Ongoing	CEO
<b>CW 3.5</b> Contribute to the formation and development of the planning function of the North Wales CJC	Ongoing	Director P&P

This outcome will be achieved by:	<b>CW 4</b>	<b>MODERNISING GOVERNANCE ARRANGEMENTS</b>
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<b>CW 4.1</b> Monitor Members attendance at Authority meetings	March 2027	Democratic Svcs. Officer
<b>CW 4.2</b> Support and develop Authority members through training and development <ul style="list-style-type: none"> <li>➤ Support Welsh Government on the “Improving Governance and Accountability of Members in Wales” programme. Giving support to Government officials on implementing the above work.</li> </ul>	Ongoing	Dir. Corporate Services

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	<b>CW 5</b>	<b>MAINTAINING AND IMPROVE THE UNDERSTANDING AND SUPPORT OF LOCAL COMMUNITIES TO THE WORK OF THE NATIONAL PARK</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
<b>CW 5.1</b> 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.	Ongoing	Hof CH + Visitor Experience Manager (when appointed)
<b>CW 5.2</b> 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.	Ongoing March 2027	Hof Comms.
<b>CW 5.3</b> Engage with and keep communities informed through meetings with Community Councils	Ongoing	Ho Policy Ho Partnersh. Ho CC&Admin Comm. Engagement Officer
<b>CW 5.4</b> Liaise with landowners and interested parties through meetings of the Eryri National Park Access Forums	Ongoing	Access Manager
<b>CW 5.5</b> Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group	Annual meeting	Hof CWA
<b>CW 5.6</b> Involve our local communities in all important aspects of the Authority's work e.g. delivery of Cynllun Eryri, and LDP, formulation of Supplementary Planning Guidances, Engagement Strategies when developing new projects etc. ➤ Develop a Community Engagement Strategy for the Authority	On going  Summer 2026	  Community Engagement Officer

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

This outcome will be achieved by:	CW 6	<b>BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS</b>
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Description of Project / Initiative including specific actions (Refer also to outcomes at end of Section 3.)	Timetable for completion	Officer(s) responsible
<b>CW 6.1</b> <b>Review the Mid Term Financial Plan in order to address the financial situation</b> <div style="text-align: right;">Report to: Adopted:</div>	Working Group 06.256 Authority Sept.	CEO Ho Finance
<b>CW 6.2</b> <b>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)</b>	Report to Authority	CEO
<b>CW 6.3</b> <b>Ensure that the report on responding to the financial challenge presented to the Authority on 10<sup>th</sup> December 2025, is implemented in order to reach income targets</b>	On going March 2027	CEO
<b>CW 6.4</b> <b>Review Service Priorities once the Welsh Government has published its Governance Programme for the elected period 2026-2031</b>	March 2027	Ho Cultural Heritage Sus. Tourism Mgr.

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

**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, Adopted March 2024

**Footnote:** Many of the Projects and Initiatives are relevant to several wellbeing objectives but are referred to once under the most appropriate objective in the Work Programme

**WELSH GOVERNMENT STRATEGIC PRIORITY: EXCELLENCE IN GOVERNANCE AND COLLABORATION**

WG Priority objectives and actions for ENPA 2026-27	ENPA Project/Initiative
Strive for excellence in governance including the sharing of best practice and training between NPAs and other bodies	<b>CW 4.1 CW 4.2</b>
Embed diversity and diverse viewpoints within your governance structures and decision-making processes	<b>CW 5.2 CW 5.3 CW 5.4 CW 5.5 CW 5.6</b>
Support Tirweddau Cymru to develop its ambition, embed collaboration at all levels within NPAs and NLs, and proactively develop and deliver new collaborative working opportunities	<b>CW 3.3 CW 3.4</b>
Embed the resources created during the NPA Governance Assistance programme, including the Members' Governance Handbook, framework of expectations, and member appraisal in Member induction and development arrangements	<b>CW 4.2</b>



<b>MEETING</b>	Authority
<b>DATE</b>	29 April 2026
<b>TITLE</b>	<b>Annual Report for 2025-26 on the Social Partnership Duty</b>
<b>REPORT BY</b>	Head of Administration and Customer Care
<b>PURPOSE</b>	To present the draft Annual Report for consideration

**1. BACKGROUND**

- 1.1 The Social Partnership and Public Procurement (Wales) Act 2023 aims to place social partnership on a statutory footing in Wales. It provides for a framework to enhance the well-being of people in Wales by improving public services through Social Partnership working, promoting Fair Work and Socially Responsible Public Procurement.
- 1.2 Social Partnership working means that when the Authority develops Well-being Objectives and makes strategic decisions, we must ensure that consensus or compromise is sought with trade unions regarding the reasonable steps we intend to take to deliver those objectives.
- 1.3 The Act also requires the Authority to prepare, in respect of each financial year, a report of what it has done to comply with this duty. The report must be agreed with the public body’s recognised trade unions or contain a statement explaining why it was not agreed. The report must then be published on the website and submitted to the Social Partnership Council, as soon as reasonably practicable after the end of the financial year.
- 1.4 In addition, the Act also places a statutory socially responsible procurement duty on the Authority. This duty requires us to set and publish socially responsible procurement objectives, that are designed to maximise their contribution to achieving the Well-being Goals under the Well-being of Future Generations Act.
- 1.5 Work on developing the procurement duties required under the Act will take place in the forthcoming financial year as part of the development of Corporate Objectives.
- 1.6 The draft Annual Report for 2025-26 has already been considered and approved by the Local Joint Working Group and the Staff Engagement and Well-being Forum for submission to the Social Partnership Council, subject to Authority approval.
- 1.7 The draft Annual Report for 2025-26 is appended for your consideration.

**2. RESOURCE IMPLICATIONS**

- 2.1 None.

**3. RECOMMENDATION:**

That Members discuss the contents of this report and if agreed that the same may, be submitted to the Social Partnership Council as the Authority's Annual Report for the financial year 2025-26.

**4. BACKGROUND PAPERS**

Social Partnership and Public Procurement (Wales) Act 2023 Annual Report 2025-26.



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

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

## 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 23<sup>rd</sup> 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 16<sup>th</sup> 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 14<sup>th</sup> 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 28<sup>th</sup> 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 3<sup>rd</sup> 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**

1. The Local Joint Working approved this report on 20.03.26
2. The Staff Engagement and Well-being Forum approved this report on 21.04.26
3. The National Park Authority approved this report on xxx.

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



**MEMBERS WORKING GROUP**  
**ERYRI NATIONAL PARK**  
Wednesday 21 January 2026

**PRESENT:**

**Members appointed by Gwynedd Council**

Councillors Elwyn Edwards, Annwen Hughes, Louise Hughes, Elfed Powell Roberts, Edgar Wyn Owen, John Pughe Roberts, Einir Wyn Williams;

**Members appointed by Conwy County Borough Council**

Councillors Ifor Glyn Lloyd (Chairman), Jo Nuttall, Nia Owen;

**Members appointed by the Welsh Government**

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

**Officers**

Jon Cawley, Iwan Jones, Keira Sweenie, Angela Jones, Gwenno Jones, Adam Daniel, Eifion Jones.

**Also present**

Rhys Wheldon-Roberts, Cwm Idwal Partnership Officer

The Director of Corporate Services advised that the meeting would be recorded to assist with checking the minutes.

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

Apologies were received from Delyth Lloyd Griffiths, Rhys Evans, Salamatu Fada.

2. **Declaration of Interest**

None

3. **Minutes**

*Submitted:* the minutes of the Members' Working Group meeting held on 12 November 2025

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

Matters arising from the minutes :

Item 8: Draft response to the Proposed Glyndŵr National Park (Designation) Order - Statutory Consultation 2025

The Chief Executive reported that a further consultation period had opened and that he would consider if it was necessary to resubmit the comments or amend them.

Item 9: Presentation on Europarc

The Chief Executive reported that he would present the report at the February meeting of the Working Group.

#### 4. **Community Engagement Strategy**

*Presented* – a report by the Officer Engage Community

*Reported:*

- the strategy was the fruition of many years' work;
- it was not a statutory document, it was created in alignment with *Cynllun Eryri*, and the Authority's Local Development Plan to create a clear, sustainable framework that would assist staff to prevent duplication and use consistent terminology across the Authority;
- the purpose of the strategy was to strengthen the relationship between the Park and its communities

The report was *discussed* by the Members and it was *noted* that:

- the document was a toolkit as well as a strategic document;
- the training element in it should be strengthened, including Members' Training;
- the aim was to co-produce and *consultation fatigue* had to be avoided
- people, by virtue of the 1998 Aarhus Convention, had the right to see, share and challenge information, including at planning inspections, and that it was all-important that the Authority was aware of this and enabled people's rights in the development of the Local Development Plan.
- it would be necessary to go back to the communities to say what had been done following consultation and engagement;
- Authority officers should start attending Dolgellau market occasionally again as it was a good method of engaging with farmers;
- there should be more involvement with the social housing sector;
- there should also be more engagement with visitors from outside the Park, and from foreign countries, to share the message and purpose of the Park as widely as possible.

*Recommended:* – that Members

1. Note any comments on the content of the Strategy as it currently stands.
2. Provide further recommendations regarding missing format or content.

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

#### 5. **Cwm Idwal Partnership Overview Report**

*Presented* – the report by Rhys Wheldon-Roberts, Cwm Idwal Partnership Officer, giving an overview of Cwm Idwal Partnership activity in the 2025 calendar year.

The report was *discussed* by the Members and it was *noted*:

- the Aspen Social Science Project was a project across Eryri but is centred in Cwm Idwal because there have been no sheep there since 1998.

*Recommended:* – that Members receive the report for information.

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

**The meeting ended at 11:45**



**MEMBERS WORKING GROUP  
ERYRI NATIONAL PARK**  
Wednesday 25 February 2026

**PRESENT:**

**Members appointed by Gwynedd Council**

Councillors Elwyn Edwards, Annwen Hughes, Elfed Powell Roberts, Edgar Wyn Owen, John Pughe 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, Wyn Thomas;

**Officers**

Jon Cawley, Iwan Jones, Keira Sweeney, Naomi Jones, Ioan Gwilym, Eifion Jones.

The Director of Corporate Services advised that the meeting would be recorded to assist in checking the minutes.

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

Apologies were received from Louise Hughes, Einir Wyn Williams, Ifor Glyn Lloyd, Salamatu Fada, Naomi Luhde-Thompson.

In the absence of Councillor Ifor Glyn Lloyd, the meeting was chaired by Councillor Edgar Wyn Owen.

The Chairman reported that Councillor Ifor Glyn Lloyd was receiving surgical treatment that day. He also said that Councillor Louise Hughes had recently donated a kidney to her daughter and that she was slowly recovering. It was agreed to send the Members' best wishes to both.

2. **Declaration of Interest**

There was no declaration of interest.

3. **Minutes**

The minutes of the Members' Working Group meeting held on 21 January 2026 were *presented*.

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

4. **Update on Plas Tan y Bwlch**

A report was *presented* by the Director of Land Management

*Reported:*

- that a written report had not been submitted to this meeting because the situation was constantly changing;
- that a meeting was held with the Heritage Fund in December to discuss the submission of the development phase application and the Authority was advised to delay the submission of the application until May;
- that the guiding principles to be achieved in the project were cost effectiveness, carbon neutrality, sustainability, nature restoration, social and climate justice, great community cohesion, and creating an example of good practice and the art of the possible;
- that the costs of running the headquarters were significantly less than the costs of the Plas. Although it would not be possible to reduce the costs of the Plas to be less than the costs of the headquarters, the intention was to reduce the total combined cost of running the headquarters and the Plas;
- that there had been engagement work with staff and Members, and many different organisations;
- that staff sessions had raised challenges, concerns and opportunities;
- that *Donald Insall Associates*, under the leadership of architect Elgan Jones, had been appointed as the Design Team for the project;
- that funding had been received from Cadw to finance the Plas Tan y Bwlch Gardens Conservation Management Plan;
- that a grant of £50,000 had been received from the Arts Council of Wales for a 12-month project to engage with communities through the arts;
- that the aspects of the project were now:
  - submit Development Period application: May / August 2026
  - Development Period: 18 months to 2 years from October / Winter 2026
  - submission of Delivery Period application: Autumn / Winter 2028
  - Delivery Period; 5 years from Winter 2028 / Spring 2029
  - complete the project by Spring 2034
- that the Authority had received a suggestion to host a gallery in Plas Tan y Bwlch which would house Peter Lord's collection of historical Welsh art; a collection of 250 Welsh works of art of national significance;
- that several difficult questions had been raised when considering this: was it in line with the strategic brief, what would the brand be, its cost, who would finance it;
- that there were risks and opportunities to be considered with the project, that it fitted well with the principles of the Well-being of Future Generations Act and the Welsh Government's Culture Priorities, and offered good opportunities to increase activity in the Plas and connect with the purposes of the Park;
- that the Authority had discussed the proposed project with several partners, including the Heritage Fund who had supported the project to the extent that they had invited the Authority to submit a second declaration of interest including a larger project (over £10 million) for them to see if it would be viable;
- that the estimated running costs (revenue) of the proposed gallery + the Plas (along with additional funding from Amgueddfa Cymru) came to approximately £250K per year.

The report was *discussed* by the Members who *noted*:

- that the intention was to build a new building between the stables and the annex which would contain the gallery;
- that the Authority understood the requirements for keeping a gallery because Yr Ysgwrn was an accredited museum, but the intention also was to work towards the *Government Indemnity Scheme* which provides insurance for national loans;
- that the Authority received constant advice from the Welsh Government on the different scenarios;
- that other partners were not in a position to host a similar gallery and that offered the Authority the opportunity to consider it.

## 5. **Eryri 75 celebrations**

A report was *presented* by the Head of Communications

*Reported:*

- that the *Eryri 75* celebrations would be launched on March 1<sup>st</sup>;
- that 7 members of the working group from different departments of the Authority were working on the celebrations;
- that a book, *Parc Cenedlaethol Eryri: Etifeddiaeth ar waith* (Eryri National Park: Legacy at work), would be published, a volume containing contributions from several experts on different aspects of the Park;
- that it was intended to launch the book in Yr Ysgwrn at the beginning of July;
- that a local company, Cwrw Nant, had produced a beer called "Yr Wyddfa" this year and the Eryri 75 logo would be on those bottles, and that another local company, Pen Wiwar, had produced t-shirts celebrating the 75;
- that poetry competitions would be held - one open, one for those under 18 and one for those under 11; a chair carved by Geth Pyrs from Capel Garmon would be a prize for the open competition;
- that a ceremony to chair the winning poet would be held in Yr Ysgwrn on 21 October, and an *Ymryson y Beirdd* between the Poets of South Eryri and the Poets of North Eryri would follow;
- that a Digital Passport app was being developed; that the app contained 75 locations within the Eryri National Park and that the locations could be ticked off when a person visited those locations; the hope was to launch them at the end of June / beginning of July;
- that it was intended to hold staff and member challenges, including a relay race to end at Plas Tan y Bwlch, and internal challenges for staff;
- that the intention was to hold a *Great Eryri Festival* - either in Yr Ysgwrn or Harlech;
- that a more formal event between the four national parks that celebrated 75 this year would be held in the Peak District on the 15<sup>th</sup> of July;

## 6. **Carneddau Landscape Partnership Plan Completion Report**

A report was *presented* by the Director of Land Management

*Reported:*

- that it had been a large and challenging plan, had created a large and productive partnership but was at times clumsy, and that the finance structure was complex;
- that the plan, however, was very successful with many very positive results and outputs, including:
  - three young people had taken part in the apprenticeship and gone on to full-time work in conservation;
  - geotagging choughs;
  - training in the disposal of Himalayan balsam;
  - 1.5 tonnes of Neolithic axes discovered;
  - 66,000 native trees planted
- special thanks and praise to the National Trust, and specifically to Trystan Edwards, and to Professor Prysor Williams as Chairman of the Partnership;
- following a meeting with the Llanllechid Community, they received a list of things they would like to have from the project, and they were then updated on the developments that had been made;
- that Llanllechid Community Councillors, following that, were in the process of establishing a pony association and a sheep association for the common;
- that the Authority had an endowment scheme for the Carneddau Partnership;
- that it was important to see an end to such plans to be able to reflect on them, to see their impact and learn from them.

## 7. **Presentation on Europarc**

A report was *presented* by the Chief Executive

*Reported:*

- that the Europarc conference was held in 2025 in Lithuania;
- that Lithuania had 5 national parks, 6 strict nature reserves, and 30 regional parks;
- that Eryri National Park was an original member of Europarc along with the *Dutch National Forest Service*;
- that there were several valuable presentations, including presentations on:
  - the challenges facing Ireland's national parks,
  - the future of the EU's LIFE scheme,
  - *Shifting Baseline Syndrome*, which is how society gets used to the change in the current state of nature compared to how things were 100 or 500 years ago;
  - Nature Celebration Day in Finland.

## 8. **Recruitment process for the appointment of a Director of Corporate Services**

A report was presented by the Chief Executive

*Reported:*

- that Iwan Jones, the Director of Corporate Services, had confirmed that he intended to retire in June;

- that it had been decided that a legal qualification would be optional rather than mandatory for the post to widen the net in recruitment;
- that the role of Monitoring Officer remained part of the job;
- that the intention was to try to have a period of transfer while the current Director remained in office;
- that the recruitment schedule was:
  - advertise the job on February 24<sup>th</sup>,
  - closing date March 12<sup>th</sup>,
  - a special Performance and Resources committee on March 25<sup>th</sup> to draw a shortlist,
  - a special meeting of the Authority on April 15<sup>th</sup> to hold interviews and appoint a new Director.

*It was recommended:* – that the Members

1. Confirm that they had received the recruitment schedule; and
2. Confirm if they could attend the Special P&R Committee on March 25<sup>th</sup> and the Special Authority meeting on April 15<sup>th</sup>

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

**The meeting ended at 12:40**