

NOTICE OF MEETING



Eryri National Park Authority

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Meeting: Performance and Resources Committee

Date: Wednesday 15 July 2026

Time: 10:00 a.m.

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

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

Members appointed by Gwynedd Council

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

Members appointed by Conwy County Borough Council

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

Members appointed by the Welsh Government

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

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



AGENDA

	Page Number
1.* Chair To elect a Chair of the Committee	
2.* Vice-chair To elect a Vice-chair of the Committee	
3. Apologies and Chairman's Remarks To receive any apologies from Members or officers	
4. Declaration of Interest To receive any disclosure of interest by members or officers in any item of business.	
5. Minutes The Chair shall propose that the minutes of the Performance and Resources Committee held on 11 March 2026 be signed as a true record. (Copy herewith).	4 - 8
6. Action Sheet To submit the Action Sheet for information and decision. (Copy herewith)	9
7. Head of Internal Audit Annual Report To submit a report by the Head of Internal Audit. (Copy herewith)	10 - 19
8. Volunteer and Wellbeing Annual Report 2026 To submit a report by the Volunteer and Wellbeing Officer. (Copy herewith)	20 - 33
9. Corporate Work Programme 2025-26 To submit a report by the Director of Corporate Services. (Copy herewith)	34 - 88
10. The Authority's Risk Register To submit a report by the Director of Corporate Services. (Copy herewith)	89 - 104
11. Complaints Monitoring Report To submit a report by the Head of Administration and Customer Care. (Copy herewith)	105 - 107
12. Annual Report on Actual Treasury Management Activity in 2025/26 To submit a report by the Chief Finance Officer. (Copy herewith)	108 - 111

13. **Eryri Landscape Names Annual Report** 112 - 116
To submit a report by the Director of Land Management. (Copy herewith)

* Your attention is drawn to standing order 5.8, which states “No Member shall serve as Chair or Vice-chair of more than one Committee.”



MINUTES
PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 11 MARCH 2026
National Park Office

PRESENT:

Members appointed by Gwynedd Council

Councillors Elfed Powell Roberts (Chair), Elwyn Edwards, Delyth Lloyd Griffiths, John Pughe Roberts, Annwen Hughes, Edgar Wyn Owen, 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, Tim Jones, Delyth Lloyd, Naomi Luhde-Thompson, Wyn Thomas;

Officers

Jonathan Cawley, Iwan Jones, Keira Sweenie, Dewi Aeron Morgan, Sian Owen, Bethan Hughes, Ioan Gwilym, Eifion Jones.

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

1. Apologies for absence and Chair's Announcements

Apologies were received from Councillor Louise Hughes and Dr Salamatu Fada.

2. Declaration of Interest

None

3. Minutes

The minutes of the Performance and Resources Committee meeting held on 27 November 2025 were *adopted*, and signed by the Chair as a true record.

4. Action Log

Submitted - the Action Log by the Director of Corporate Services.

Recommendation: –

- that *Item 7. Income Report – Audit Wales* (P&R 12.07.23) be removed from the action log, as the Chief Executive intended to report on the matter at the next meeting of the Members' Working Group;
- that *Item 8. Income Diversification* (P&R 29.11.23) be removed from the action log, as

the Chief Executive intended to report on the matter at the next meeting of the Members' Working Group;

- that *Item 12. Revenue and Capital Outturn Report 2024/25* (P&R 09.07.25) remain on the Log for the time being; the Head of Property intended to report on the matter, but a date had yet to be confirmed.

Resolved: — **To Accept** the Recommendation.

5. **Freedom of Information Act**

Submitted - a report by the Head of Administration and Customer Care.

Reported:

- that 50 requests had been received during the year 2025: 28 under the Freedom of Information Act and 22 under the Environmental Information Regulations;
- that, of these applications:
 - 17 applications were for various types of information relating to development control and/or planning policy and related matters;
 - 11 applications were related mainly to information about the Authority's various contracts for equipment and software,
 - 4 requests were related to HR information regarding staff and training numbers and costs,
 - 2 requested a copy of responses to the consultation, and
 - 2 requests relating to supplier payment information

Recommendation: – that the Committee note the content of the report.

Resolved: — **To Accept** the Recommendation.

6. **Authority Risk Register**

Submitted - a report by the Director of Corporate Services.

Reported:

- 19 risks were identified on the Register: 1 classified as High risk, 14 classified as Medium risk and 4 classified as Low risk;
- there were two new risks on the Register following discussion at the Authority's meeting in December 2025, namely the Senedd Elections in May 2026 and the establishment of a fourth National Park in Wales;
- the Leadership Team had re-examined the risks following comments made at the Authority's meeting in December 2025, and this had led to a reduction in the levels of many of the risks;
- there was an error in the Welsh register: the result of the remainder of risk number 3 (*Plas Tan y Bwlch - short-term financial pressure on the Authority and securing its long-term future*) was recorded as "Red" but with an amber circle, - it should be "Amber" with an amber circle.

Recommendation: – the Committee note the content of the report.

Resolved: — **To Accept** the Recommendation.

7. Update on Budget 2025/26

Submitted - a report by the Head of Finance.

Reported:

- the report was submitted three times a year and this was the final submission before the budget was closed and Outturn report presented in the summer;
- the budget was set in February 2025;
- that:
 - The Welsh Government, in February 2026, allocated an additional £1,003,300 in capital funding across 29 projects,
 - An additional £30,600 received in revenue funding to support capacity pressures,
 - additional funding of £635k was also allocated at the beginning of March to meet the shortfall within the year;
- these figures were not reflected in the tables because the funds were received after the reported period (up to 31 January 2026);
- there was an error in 2.3 in the report: "**small underspend** in many services" was correct, not **overspend**.

Recommendation: – that the Committee:

1. Approve the report and set out the current financial position for 2025/26
2. Approve the transfer of £103,000 for Traditional Boundaries

Resolved: — To **Accept** the Recommendation.

8. Corporate Work Programme 2025-26

Submitted - a report by the Director of Corporate Services.

Reported:

- the report included details of the progress made in the third (and fourth) quarters re. delivery of the various projects and initiatives agreed for the delivery of the Authority's Improvement Objectives;
- three items had slipped, and the Members' attention was drawn to these:
 - AC1.5 and AC 1.6: Production of an Engagement Strategy for trail works in Eryri
 - AC1.10: Review, adopt and implement the Authority's Communications Strategy which will be operational for 2026-2030
 - CW 1.4 Develop and adopt an Information Systems Strategy and Digital Strategy to guide the Authority into the future with guidance and vision for our technical systems
- the vast majority of objectives were green (ongoing and on schedule) and that this reflected well on the officers.

Noted:

- the Staff Forum was a means for members to discuss policies, express their views and present ideas to ensure that all objectives were not imposed from above.

Recommendation:- that the Committee discuss and note progress on the Corporate Work Programme

Resolved: — To **Accept** the Recommendation.

9. **External Funding Grants Update Report**

Submitted - a report by the Chief Executive.

Reported:

- the priorities for the projects had not changed;
- Appendix 2 showed the method of approving projects that had been adopted as an Authority, but that it was being reviewed internally at the time, and a further report on this would be submitted to Members should it change in any way;
- the Carneddau project had come to an end, but the important legacy of the project should be recognized, – partnerships now worked together naturally where the partnerships did not exist prior to the start of the project;
- the Plas Tan y Bwlch development project was resource-intensive and required a lot of work, and a session on the Plas would be held at the end of the week at Members' Training Day to update Members;
- the Authority would not proceed with the Dŵr Gwyllt Eryri Wildwater project and the £200K money would be lost; this was because the time given to the project was too limited, and comments highlighting this had gone back to the Welsh Government.

Noted:

- an attempt should be made to finance a tree nursery to grow trees and native plants to renew hedges, starting with the Plas.

Recommendation: – that the Committee:

- 1 Note the update on the capital funding projects.
- 2 Review and agree priorities for grant proposals (Appendix 1)
- 3 Identify the Development and Project Approval Flowchart (Annex 2)

Resolved: — To **Accept** the Recommendation.

10. **Annual report for the year 2025: Communication and Engagement Strategy Performance Indicators**

Submitted - a report by the Head of Communications.

Reported:

- the number of Press Matters was lower in 2025 than in 2024 due to 2024 being busy with the affairs of Plas Tan y Bwlch, the appointment of a new Chief Executive, and the change to use only the names Eryri and Yr Wyddfa;
- that website usage statistics had risen;
- There had been more experimentation on social media in 2025 focusing more on the quality of content rather than the number of items published;
- a pattern had developed of producing visitor-related material between April and October, and the other qualities of the National Park during the Winter months;
- that there had been good co-operation with all mountain rescue teams operating in Eryri;
- most of the filming was carried out in-house but, where grant funding is obtained, the Authority used 3 or 4 specialist professional companies, depending on the nature of the project;
- increasing Youtube channel statistics had been a goal in 2025;

- the intention was to make 3 10-minute films during this year: on Cadair Idris, Llyn Tegid and a Short Walk through the National Park;
- 5 pieces of work that were part of the SNPA Digital Strategy 2026 were produced jointly between the communications department and the Authority's Information Technology department:
 - Communications Strategy
 - IT Strategy
 - Internal Communications
 - Artificial Intelligence Policy
 - Digital Media Strategy

Recommendation: – that the Committee note the content of the report

Resolved: — To **Accept** the Recommendation.

The meeting ended at 11:07



TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 09.07.2025

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

MEETING	Performance and Resources Committee
DATE	15 July 2026
TEITL	HEAD OF INTERNAL AUDIT ANNUAL REPORT
REPORT BY:	Head of Internal Audit
PURPOSE	Annual Report

1. INTRODUCTION AND CONTEXT

Global Internal Audit Standards and the Application Note: Global Internal Audit Standards in the UK Public Sector

- 1.1 The Application Note section 10B, Overall conclusions and annual reporting states:
“GIAS¹ 11.3 (Communicating Results) references the possibility that a chief audit executive may be required to make a conclusion at the level of the organisation about the effectiveness of governance, risk management and/or control. In the UK public sector, a chief audit executive must prepare such an overall conclusion at least annually in support of wider governance reporting, mindful of any specific sector obligations or processes. This overall conclusion must encompass governance, risk management and control.”
- 1.2 There is a statutory requirement for an Internal Audit service in National Park Authorities. This is implied in Section 151 of the Local Government Act 1972, which requires that authorities “make arrangements for the proper administration of their financial affairs and shall secure that one of their officers has responsibility for the administration of those affairs”. The Accounts and Audit (Wales) Regulations 2014 place a responsibility on the Authority to maintain an internal audit function.
- 1.3 The Internal Audit service for Eryri National Park Authority is provided by Gwynedd Council’s Internal Audit Service. Although the service is undertaken by external providers, it provides a service for the whole Authority as a management tool to inform and improve internal control and offers the “Section 151 Officer” of the Authority (the Chief Finance Officer) the necessary assurance as required by law.
- 1.4 The appropriate use of those resources available to the Park Authority is essential to ensure that the quality of the services provided is of a high standard. The aims of the Internal Audit service are to provide assurance to the Chief Finance Officer, and consequently to the whole Authority, that those resources which are available are managed and used appropriately, with transparency.
- 1.5 This annual report contains
 - A description of the context for the preparation of the annual report
 - A summary of the work undertaken by Internal Audit during 2025/26
 - The Internal Audit Plan for 2026/27.

¹ Global Internal Audit Standards

2. INTERNAL AUDIT WORK

- 2.1 This part of the report provides the Head of Internal Audit's annual conclusion which is based on three aspects of the Eryri National Park Authority's arrangements; governance, risk management and internal control.
- 2.2 In giving my annual conclusion, it should be noted that assurance can never be absolute. The most that Internal Audit can provide is reasonable advice that there are no major weaknesses in the whole system of internal control.
- 2.3 **On the basis of Internal Audit work completed during 2025/26, in my opinion Eryri National Park Authority has a sound framework of control to manage risks. This assists in providing assurance in the arrangements for ensuring effective and efficient achievement of the Authority's objectives, as the steps taken by the Authority during the accounting period to establish and strengthen internal controls and to ensure that actions are implemented to remedy weaknesses identified by the Internal Audit service have, overall, been good.**
- 2.4 There were two assignments in the original 2025/26 Internal Audit plan:
- Plas Tan y Bwlch
 - Project Management
- 2.5 The above was approved as the Internal Audit plan for 2025/26 by the Performance and Resources Committee at its meeting on 26 November 2025.
- 2.6 The general assurance levels of audits fall into one of four categories as shown in the table below.

LEVEL OF ASSURANCE	HIGH	Certainty of propriety can be stated as internal controls can be relied upon to achieve objectives.
	SATISFACTORY	Controls are in place to achieve their objectives but there are aspects of the arrangements that need tightening to further mitigate the risks.
	LIMITED	Although controls are in place, compliance with the controls needs to be improved and / or introduces new controls to reduce the risks to which the service is exposed.
	NO ASSURANCE	Controls in place are considered to be inadequate, with objectives failing to be achieved.

- 2.7 The full internal audit reports are included in Appendices 1 to 2.

2.8 Plas Tan y Bwlch (Appendix 1)

- 2.8.1 The purpose of the audit was to ensure that appropriate arrangements were in place to mitigate financial and reputational risks to the Authority in dealing with the future of Plas Tan y Bwlch. To achieve this, the audit covered verification that various options had been considered in a transparent and fair manner.
- 2.8.2 **This report was given a "High" assurance level, to reflect the auditor's opinion that internal controls can be relied upon to achieve objectives.**

2.9 Project Management (Appendix 2)

2.9.1 The purpose of the audit was to ensure that the Authority's project management arrangements are consistent and appropriate to deliver their objectives. To achieve this, the audit involved selecting a sample of the Authority's projects and reviewing relevant documents and working papers.

2.9.2 **This report was given a "Satisfactory" assurance level, to reflect the auditor's opinion that there are controls in place to achieve objectives but there are aspects where the arrangements can be tightened to further mitigate the risks.**

2.10 Follow-up

2.10.1 The purpose of the follow-up work was to ensure that the Authority has implemented the agreed actions to mitigate the risks identified from the 2024/25 internal audit work. Based on the evidence received, all the agreed actions were implemented.

3. INTERNAL AUDIT PLAN 2026/27

3.1 An Internal Audit plan for 2026/27 has been developed based on the Internal Audit Charter that was adopted by the Performance and Resources Committee on behalf of the Authority.

3.2 I have given the following documents and reports particular attention when drawing up the draft plan, in accordance with the Internal Audit Charter:

- Business and Improvement Plan
- Authority Risk Profile
- Authority Budget and Levy on Constituent Authorities

3.3 On the basis of further analysis of risks, the following is proposed as the internal audit plan for 2026/27:

Audit	Plan (Days)	Reason
Yr Ysgwrn	13	Undertake a review of Yr Ysgwrn, in particular income generation arrangements due to risk in the cost of living crisis which affects visitor spending and rising running costs.
Information Centres	13	Information Centres provide a range of services on behalf of the Authority and there is a risk that the Information Centres cannot generate sufficient income to meet the budget.
Follow-up	2	Follow-up work on audits conducted in 2025/26
<i>Other:</i>		
Management and Committees	2	Time allocated for Internal Audit officers to attend Authority committees and manage work.
Total	30	

- 3.4 This plan is subject to amendment and finalisation on the basis of meetings between the Head of Internal Audit and the Chief Executive, the Chief Finance Officer, the Corporate Director and/or the Head of Finance.

4. RESOURCE IMPLICATIONS

- 4.1 There are no additional resource implications in implementing the recommendations of this report.

5. RECOMMENDATIONS

- 5.1 The Committee is asked to accept this report as the "Head of Internal Audit's annual report" in accordance with the requirements of the Global Internal Audit Standards.
- 5.2 The committee is also requested to consider the Operational Audit Plan for the 2026/27 accounting period, and either provide specific relevant recommendations and/or accept the plan.

PLAS TAN Y BWLCH

1. Background

- 1.1 Plas Tan y Bwlch, near Maentwrog, was built in the 19th century by the Oakeley family, who owned large slate quarries in the area. It later became the Authority's Environmental Studies Centre, offering day and residential courses in ecology, local history and Welsh culture to visitors, schools and communities. The estate includes adjacent public woodland as well as Llyn Mair.
- 1.2 The Authority determined that the costs of maintaining the Plas were unsustainable, and it was placed on the market in August 2024. Following concerns from the local community about the loss of access to the building, gardens, woodland and lake, it was decided in November 2024 to withdraw it from the market. In April 2025, it was agreed to pursue a new option: to seek to retain Plas Tan y Bwlch subject to securing a grant from the National Lottery Heritage Fund, with a view to providing a broader mix of community, educational, leisure, café and residential uses for the property, together with relocating the Authority's offices from its current headquarters in Penrhyndeudraeth to the Plas.

2. Purpose and Scope of Audit

- 2.1 The purpose of the audit was to ensure that appropriate arrangements were in place to mitigate financial and reputational risks to the Authority in dealing with the future of Plas Tan y Bwlch. To achieve this, the audit covered verification that various options had been considered in a transparent and fair manner.

3. Audit Level of Assurance

- 3.1 The controls for risk mitigation were examined. The auditor's assessment concludes that the level of assurance of the audit is as follows:

Assurance Level	Description
HIGH	Certainty of propriety can be stated as internal controls can be relied upon to achieve objectives.

4. Current Risk Score

- 4.1 The audit's risks are as follows:

<u>Risk Level</u>	<u>Number</u>
VERY HIGH	0
HIGH	0
MEDIUM	0
LOW	1

5. Main Findings

- 5.1 Unfortunately, both the Plas and the Authority in general have faced a challenging financial situation in recent years, with increasing costs of maintaining an old building exceeding income from its activities. Against the backdrop of the current economic crisis, the difficult decision was made to explore alternative options for the future of the Plas, including working with community partnerships, or ultimately, placing it on the market.

- 5.2 However, at the time of the audit, the Authority had committed to pursuing a new option: applying for a substantial grant from the National Lottery Heritage Fund, with the intention of retaining and developing the Plas. The Authority acknowledges that the original decision to dispose of the Plas was contentious and that greater transparency and communication would have helped to justify the decision. To that end, the Authority is engaging with the local community as it progresses the grant application, providing regular updates at Authority meetings, attending local Community Council meetings, and holding drop-in sessions, etc. The decision to apply for the grant has received encouraging feedback from the community, which has strong emotional ties to the Plas.
- 5.3 Applying for a Lottery grant is a lengthy, multi-stage process, and as the application is still at a relatively early stage, uncertainty and risk are currently unavoidable. If the application were to be rejected, the Authority would have to revisit the original limited options, unless another source of financial support could be identified, though such opportunities are scarce. It was seen that the Authority has warned that an unsuccessful application is a real possibility.
- 5.4 The Plas was originally put up for sale due to the financial pressures placed on the Authority. As the decision to sell has been reversed, the Authority needed to consider the financial implications by preparing a budget to reflect costs and income targets, bearing in mind that uncertainty about the future could affect customers' willingness to book services. Until development work is approved by the Lottery, there is a risk that short-term running costs of the Plas could place pressure on reserves. However, following a positive financial settlement, a baseline budget for the Plas was reinstated during the transition period while grant applications are submitted to the Lottery. The Authority acknowledges that budgeting for the Plas is challenging, with unstable income streams creating uncertainty. The 2026/27 budget indicates net costs for the Plas of over £400k, with projected income of nearly £125k, but no working papers were seen to support these figures.
- 5.5 As part of the grant application process, the Authority has commissioned an experienced design team to support a £325k application for the scheme's "development phase". The application outcome decision is expected around June 2026. If the work during the development phase suggests that developing the Plas and using it as a cultural, educational centre and new headquarters is viable and sustainable in the long term, then a 'delivery phase' application for £9m is intended to be submitted in late 2027. However, there is a risk that it may not be viable, it could overspend or fail to secure match funding. The procurement arrangements for the design team were seen to be appropriate, and that work on the project is progressing, and that there is hope of securing prompt approval to move to the next stage of the application.
- 5.6 If the grant application is successful, the Plas will be developed, and a central element in securing its future and anchoring the Authority's commitment will be the relocation of the current headquarters there, while retaining and developing the existing services offered at the Plas. As a result, the Authority will likely need to dispose of or lease out its current offices to release costs. Although this is several years away, and there has been early interest from potential purchasers of the building, the risk of being unable to dispose of it cannot be avoided until development plans progress, although it appears the current Headquarters' running costs when empty can be low. It is recognised that discussing its future with local people is a priority.
- 5.7 If the grant application fails, or if the plans appear unviable due to long term running costs becoming unsustainable, it may be necessary to reconsider inviting other organisations to take ownership of the Plas. Losing the Plas to the private sector would create a risk of the community losing access to the property and land, and a further risk of deterioration of the building if new owners face the same financial difficulties. The Authority has already held discussions with potential purchasers prior to applying for the grant, and it is understood that any prospective buyers would need to satisfy the Authority of their genuine intention to safeguard the Plas, and

preferably allow the Authority to retain ownership of the surrounding land.

- 5.8 Overall, the audit is of the view that every option carries financial and reputational risks for the Authority, particularly uncertainty over the Plas's costs and income in the short and long term. Transparency will be key to securing community support, especially if difficult and unpopular decisions are required in its role as steward of heritage and guardian of public funds. Although still at an early stage, it is considered that reasonable steps have been taken to meet the community's wishes, and that arrangements are in place to seek to fulfil them, with an appropriate framework for managing the project in place.

6. **Actions**

The Director of Corporate Services has committed to implementing the following steps to mitigate the risks highlighted.

- **Establish a group of officers to hold regular meetings to review progress and risks**

PROJECT MANAGEMENT

1. Background

Robust project management arrangements ensure that work is planned, organised and managed effectively to deliver clear outcomes that are consistent with the Authority's strategic priorities, in a timely manner and within defined cost and resource constraints. By setting clear objectives, defining roles and responsibilities, and monitoring progress and risks, project management helps organisations to reduce waste, improve quality, and make better use of resources, thereby increasing the likelihood of success.

2. Purpose and Scope of Audit

- 2.1 The purpose of the audit was to ensure that the Authority's project management arrangements are consistent and appropriate to deliver their objectives. To achieve this, the audit involved selecting a sample of the Authority's projects and reviewing relevant documents and working papers.

3. Audit Level of Assurance

- 3.1 The controls for risk mitigation were examined. The auditor's assessment concludes that the level of assurance of the audit is as follows:

Assurance Level	Description
SATISFACTORY	Controls are in place to achieve their objectives but there are aspects of the arrangements that need tightening to further mitigate the risks.

4. Current Risk Score

- 4.1 The audit's risks are as follows:

<u>Risk Level</u>	<u>Number</u>
VERY HIGH	0
HIGH	0
MEDIUM	1
LOW	0

5. Main Findings

- 5.1 In May 2019, a Members' Working Group approved a Project Management Toolkit, which outlines the framework for identifying, assessing, planning and reporting on projects within the Authority. The framework divides arrangements into four stages: Identifying the need for a project, Planning, Delivery, and Project Closure. The toolkit is not intended to be a comprehensive guide to project management; however, it includes document templates to assist Project Managers in delivering each stage, thereby ensuring quality and consistency across the Authority. In addition, training opportunities are available to the Authority's project managers to strengthen their arrangements, but qualifications such as PRINCE2 (Projects in Controlled Environments, a structured project management methodology widely used in the UK and internationally) should perhaps be mandatory for project managers.

- 5.2 In March 2022, a project development and approval process was adopted. The Management Team evaluates projects against the framework outlined above, and Members then approve them if satisfied that the work aligns with the Authority's priorities and vision.
- 5.3 The PRINCE2 definition of a project is "a temporary organisation that is created for the purpose of delivering one or more business products according to an agreed business case." A sample of projects was selected in line with this definition, primarily by reviewing the 'Overview of On-going SNPA Projects' item, presented every six months to the Performance and Resources Committee, together with a review of the Authority's website. Checks were carried out to determine whether appropriate project management arrangements were in place that followed the Project Management Toolkit framework and templates, or whether adequate alternative arrangements were in place. The projects reviewed were Eryri Nature Partnership, Peatland Restoration, Eryri Trees and Woodlands Strategy 2025–2125, Plas Tan y Bwlch, Integrated Natural Resources Plan, and Celtic Rainforests.
- 5.4 The Trees and Woodlands Strategy was not part of the Committee 'projects' item but was included in the sample because it was considered to meet the PRINCE2 definition and to require project management arrangements to ensure the strategy is successfully delivered. It was noted that the Strategy had not been treated as a project as such, as it was a process of drawing together a strategy, and therefore no project management documentation was available.
- 5.5 The Eryri Nature Partnership and Peatland Restoration Works projects evolved from what were originally one-off pieces of work, funded and managed by external bodies (Welsh Government and Natural Resources Wales), and therefore were not considered to be projects, although they are referred to as projects in the Committee item. Plans, progress reports and financial claims for the peatland project were reviewed and found to be appropriate, following templates and requirements set by the funding body, and that grant funding had been received.
- 5.6 A multi-phase development project for Plas Tan y Bwlch is underway, and the Authority is in the process of applying to the National Lottery Heritage Fund to approve the next stage, namely the 'development phase' of the plans. Although it was stated that the current stage of work is considered to be pre-formal project commencement, a Project Framework was provided, including the business case, together with a risk register and progress reports to Members.
- 5.7 The Integrated Natural Resources Plan includes two new projects, 'The Right Tree in the Right Place' and 'Regenerative Farming', funded through a Welsh Government grant. A successful application has been submitted, and grant funding has been offered. It was noted that the projects were approved by the Management Team and subsequently by Members in accordance with the process outlined in section 5.2. The projects are at an early stage, and no staff have yet been appointed to deliver the work; project management documentation will develop over time.
- 5.8 The Celtic Rainforests project is a substantial multi-year project funded by the European Commission. It was noted that project management arrangements were appropriate, again in line with the strict requirements of the funding body, and that grant funding had been received in line with project progress.
- 5.9 From the sample selected, it was therefore found that a Project Management framework has been established within the Authority, including the creation of a Project Management Toolkit and the adoption of a formal project approval process to ensure that work aligns with the Authority's priorities and vision. However, it appears that the majority of projects are externally funded, and as a result, inconsistencies in arrangements arise from the individual requirements of funding bodies, together with the nature of the "project" itself.

Actions

The Director of Corporate Services has committed to implementing the following steps to mitigate the risks highlighted.

Consider requiring project managers to attend relevant training, such as PRINCE2

MEETING	Performance and Resources Committee
DATE	15 July 2026
TITLE	Volunteer and Wellbeing Annual Report 2026
REPORT BY	Volunteer and Wellbeing Officer
PURPOSE	To present the Volunteer and Wellbeing Annual Report 2026, which provides an overview of volunteering and wellbeing activity delivered by the Authority during the year. The report highlights the contribution volunteers make to conservation, visitor management, community engagement across ENP. It also reflects on learning from the final full year of delivery under the Strategy for Volunteer Development (2021-2026), which will inform the forthcoming review.

1. BACKGROUND

Volunteering and wellbeing activity play an important role in supporting the Authority's statutory purposes. Volunteers contributed 6,501.5 hours of time to support conservation, visitor management and community engagement across Eryri in 2025. Our wellbeing programmes support people to connect with nature in ways that benefit their physical and mental health.

2. PROPOSAL

For Authority Members to approve the content of the 2025 Annual Report and advise of any renewed aims and objectives for the review of the Strategy for Volunteer Development.

3. IMPLICATIONS (Financial, Staffing, Requirements, Advantages/Disadvantages etc)

Financial:

Volunteers contributed a total of 6,501.5 hours to the Authority during 2025, an estimated economic contribution of £82,600 worth of volunteer time. Corporate volunteering generate income through the Authority's Corporate Volunteering Policy (£500 per session). Wellbeing activities are offered at £5 per participant, generating a modest income that helps contribute towards delivery costs, including fees for external providers such as Forest School practitioners.

Staffing:

Delivery for Volunteering and Wellbeing activity is primarily supported through existing staff capacity and external partnerships.

Advantages:

Volunteering activity supports conservation work, visitor management and community engagement while delivering wellbeing benefits for participants and strengthening partnerships.

Challenges:

Delivery is influenced by staff capacity and the availability of core funds, which will be key considerations in the future development of volunteering and wellbeing provision.

4. FURTHER RELEVANT INFORMATION

Key themes highlighted in the report:

- Demand for inclusive volunteering opportunities
- Importance of partnership working
- The wellbeing benefits associated with nature-based activity

These findings will inform the planned review of the Strategy for Volunteer Development, and the new Wellbeing Strategy.

5. RECOMMENDATION

That Authority Members note the contents of the Annual Report.

VOLUNTEER AND WELLBEING ANNUAL REPORT 2025



Introduction

This report provides an overview of volunteering and wellbeing activity delivered by Eryri National Park Authority during 2025. It forms part of the Authority's ongoing commitment to supporting inclusive access to the National Park, protecting its Special Qualities, and contributing positively to the health and wellbeing of communities, visitors and volunteers.

The year represents the final full year of delivery under the Strategy for Volunteer Development 2021–2026. As such, this report focuses on summarising activity, impacts and learning to inform the forthcoming review of the Strategy.

Volunteering and wellbeing remain closely linked strands of work, delivering environmental, social and health benefits while supporting the Authority's statutory purposes and duty.



Volunteering in Eryri National Park

Volunteers continue to play a vital role in supporting the Authority's work across conservation, visitor management, engagement and access. During the year, volunteering opportunities have been delivered through a mix of long-established schemes and developing partnerships, enabling people with a wide range of skills, backgrounds and availability to contribute meaningfully.

Caru Eryri

Caru Eryri remains the Authority's flagship volunteering programme, focused on managing visitor pressures and caring for the National Park through practical conservation activity. Volunteers have taken part in litter picking, footpath maintenance, beach cleans and visitor engagement across Eryri.

Feedback from Caru Eryri volunteers demonstrates the significant environmental, social and wellbeing impacts of the scheme. Volunteers consistently highlight the visible difference their efforts make, particularly in relation to litter removal and footpath maintenance, and express pride in contributing to the protection of Eryri. Many Caru Eryri volunteers describe some benefits to their sense of wellbeing, including improved physical health, better mental resilience, and opportunities to connect with like-minded people.

One volunteer, reflected through the end of season feedback form that volunteering *"is one of the best things you can do for your mental and physical health, whilst preserving our wonderful environment for generations to come."* Another volunteer shared that they *"feel good having contributed to my local area and the environment,"* and valued the exercise and social connection the scheme provides.

Learning and personal development also feature strongly in the feedback. Volunteers refer to the opportunities for gaining new skills, learning about the landscape, wildlife and heritage of Eryri, and building confidence. One volunteer reflected on how participation opened unexpected opportunities, sharing that their experience through Caru Eryri led them to apply to become a Volunteer Warden, describing the journey as *"starting from Caru Eryri... I am truly thankful to all who have made my life better."*

The inclusive and welcoming nature of the scheme is repeatedly highlighted, with volunteers valuing the supportive leadership and diversity

of participants. One volunteer described Caru Eryri as "a great team of volunteers willing to help the environment, each other, and the general public," while another emphasised the joy of meeting people with different abilities and backgrounds.

Overall, Caru Eryri feedback underlines the scheme's success in delivering practical conservation outcomes alongside powerful social connection, skills development and wellbeing benefits.

During 2025, the scheme continued to evolve, with:

- Regular weekend shifts
- Targeting the most popular routes in Eryri, notably Llanberis Path, Watkin Path and Ogwen.
- Increased emphasis on volunteer development, with experienced volunteers leading the majority of shifts
- Regular engagement with community groups, (e.g. Pobl i Bobl) helping people develop a sense of belonging and connection to place



Key data:



76 volunteers
took part in
the project



3825m
of path
maintained



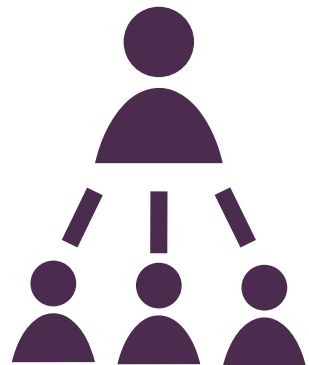
172
bags of litter
(485.23kg total)



802.50
volunteer hours
contributed



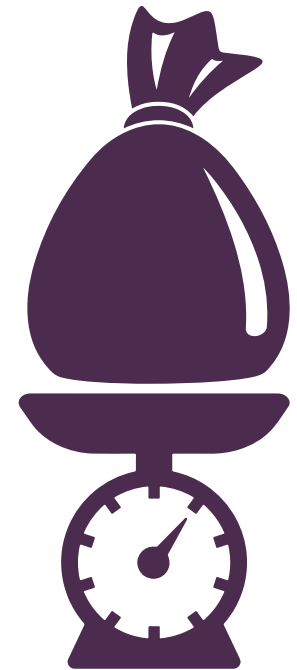
71.69kg
of recycling



11
volunteer
leaders
trained



39
shifts led
independently
by volunteer
leaders



413.54kg
of litter collected

Volunteer Wardens

Volunteer Wardens remain an integral part of visitor management in Eryri, particularly during peak periods. Working alongside Area Wardens, volunteers provide information and advice to visitors, promote responsible behaviour, and help maintain a visible and welcoming presence on popular routes on Yr Wyddfa, Cader Idris and Ogwen.

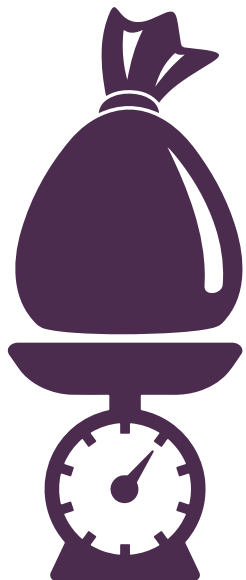
Volunteer Wardens contribute substantial time and local knowledge, supporting safer access to the National Park and helping to protect its special qualities. Volunteer Warden feedback continues to be overwhelmingly positive, highlighting both the value of the role and the personal benefits volunteers gain from their involvement. Volunteers consistently report feeling well supported, adequately trained, and proud to play an active role in protecting Eryri during busy periods.

One Volunteer Warden reflected that the role “gives me a sense of responsibility and custodianship and helps me feel a sense of place – cynefin – and I like to share this.” Another highlighted the team dynamic, describing the scheme as a “good scheme with a great team” and noting how flexible opportunities across different paths made it easy to get involved. Several volunteers commented on the value of varied shifts, with late and extended patrols being particularly well received. Feedback also suggests interest in expanding opportunities further, including more midweek volunteering where possible.

Overall, Volunteer Warden feedback reinforces the importance of the scheme not only in supporting visitor management and safety, but also in delivering meaningful wellbeing and social benefits for those who volunteer.

Category	Activity	Hours	Volunteers
Yr Wyddfa Volunteer Wardens	Welcome day	92	23
	Extended patrol Supervisor	900	1
	Snowdon Ranger Path	679	26
	Llanberis Path	910	26
	Llanberis path - Extended patrol	132	10
	Miners & PyG Track	1132	25
	Miners & PyG Track - Extended Patrols	140	10
	Rhyd Ddu Path	820	22
	Watkin Path	260	14
	Information van	247	6
	Cwm Idwal	119	9
	Total	5431.5	
	Welcome Day	15	5
South Eryri Volunteer Wardens	Precipice Walk	3	1
	Mawddach Trail	72	6
	Minffordd Path	41.50	1
	Tŷ Nant Path	78	4
	Llyn Tegid	8	2
	Total	217.50	

Key data:



1,157 kg
of litter collected



Total bags
collected:
836
bags



Yr Wyddfa
5312.50
voluntary hours


44 volunteers



Ogwen
119
voluntary hours


9 volunteers



South Eryri
217.50
voluntary hours


11 volunteers

Relaunch of the Eryri Young Wardens Scheme – An Opportunity for Young People to Protect and Care for Eryri’s Landscapes

The Young Wardens scheme was relaunched in summer 2025, and since then it has grown from strength to strength, with 45 young people registered and over 50 hours of volunteering completed on conservation and outdoor projects across Eryri.

Activities have included:

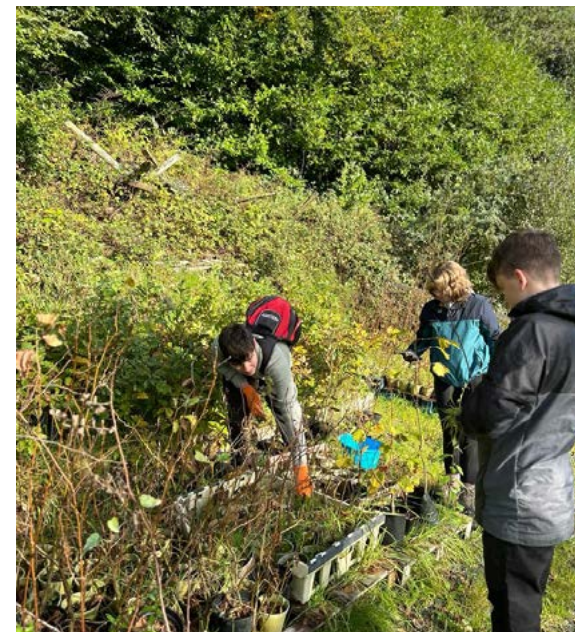
- Removing invasive species such as Himalayan balsam
- Planting native trees and measuring peat depth
- Climbing and canoeing experiences, and exploring a slate mine
- A night walk to experience the wonders of the Celtic rainforests

Our aim is to provide practical conservation opportunities and outdoor experiences for young people, enabling them to play an important role in caring for and enjoying Eryri’s natural environment.

Over the coming year, the scheme will offer conservation activities and outdoor sessions designed for young people living in Eryri and the surrounding areas. Activities will include path maintenance, exploring the mountainous landscape, identifying rare species, and learning about the management and protection of natural habitats.

The programme has been co-produced with Young Leaders and offers significant educational and personal benefits. Volunteering hours can be used towards the Welsh Baccalaureate, the Duke of Edinburgh’s Award, CV development, or similar qualifications. After completing 10 hours of volunteering, these hours may also be used as credits towards specific courses in the outdoor or conservation sectors.

Report by Young People’s Officer



Corporate Volunteering

Corporate volunteering continues to be an area of growth and opportunity. During the year, the Authority has delivered a number of successful corporate volunteering days, supporting conservation work while strengthening relationships with partner organisations.

A notable partnership has been developed with Hochtief (Dwyrdd Estuary National Grid Project), where staff volunteered their time to support practical conservation work in the Southern Area of the National Park. This partnership demonstrates the value of well-structured corporate volunteering in delivering tangible environmental benefits, supporting corporate social responsibility objectives, and generating income to help sustain volunteering activity.

[Green fingered volunteers lend Eryri National Park a helping hand | National Grid](#)



Community Payback Scheme (Justice)

The partnership with the Community Payback Scheme continues to develop positively. The scheme involves individuals completing unpaid work as part of a court order, with placements designed to provide constructive, community-benefiting activity.

Through this partnership, participants have supported practical maintenance and conservation work across the National Park, providing regular and reliable assistance while gaining skills, experience and confidence, and contributing positively to their local environment.

During 2025, Community Payback activity was delivered across several locations within Eryri. A total of six workdays were completed in partnership with the scheme, including:

- **Llyn Tegid** – 1 workday attended by 1 participant
- **Mawddach River** – 1 workday attended by 2 participants
- **Ysgwrn** – 4 workdays attended by between 1 and 5 participants per session

Workdays typically lasted approximately five hours, providing meaningful contributions to site maintenance and conservation tasks.

This partnership offers clear mutual benefits: supporting the Authority's operational needs while providing participants with opportunities to complete their payback hours in a structured, supportive outdoor setting. The success of the scheme locally reflects growing interest in this model across Wales as a way of delivering environmental benefit alongside positive rehabilitation outcomes.

Wellbeing Activity

Wellbeing activity in Eryri continues to focus on enabling people to connect with nature in ways that support physical and mental health, reduce isolation and increase confidence in outdoor spaces. Activity is designed to be inclusive, welcoming and accessible, and increasingly aligns with wider health and social prescribing agendas.

The Authority's Volunteering and Well-being Officer has ensured that the provision has been strengthened by completing professional development, including the Wellbeing in Nature Practitioner Level 3 qualification through Agored Cymru. One of the first cohorts to complete the course, this qualification is grounded in Forest School approaches adapted for a wider age range and underpinned by scientific evidence linking improved mental health outcomes with connection to nature. This training supports the quality, safety and impact of wellbeing provision delivered by the Authority.



Partnership with Lle Chi Lle Ni

Lle Chi Lle Ni is a Welsh Government-funded place-based initiative focused on supporting community wellbeing, connection and resilience through local projects rooted in culture, landscape and heritage. The project works in partnership with organisations across Wales to fund and support activities that help people connect more deeply with place and with each other.

Feedback gathered from participants attending wellbeing sessions delivered in partnership with the Lle Chi Lle Ni project demonstrates a consistently positive impact on wellbeing and nature connection. All participants reported a positive experience, describing a sense of calm and relaxation during the session. Participants also unanimously stated that the session helped them feel more connected to nature and that they noticed an improvement in their wellbeing, reporting that they felt better at the end of the session than when they arrived.

Feedback highlights the importance of a welcoming and supportive environment, with one participant noting: *"I was nervous coming – but Etta was so welcoming and set the tone for a lovely group of people."* Others reflected on the quality of facilitation and setting, describing it as an *"excellent workshop in a beautiful location"* and valuing the supporting materials, with one participant commenting that *"the content was really good, the literature to look at was helpful."*

Participants particularly valued the opportunity to slow down, notice their surroundings and engage creatively with nature. Comments included enjoying *"the invitation to connect with nature and make art"* and *"taking time to notice details, beauty, and sharing with others."* These responses reinforce the role of gentle, nature-based activity in supporting mental wellbeing, confidence and social connection.



Guided Mindful Walks

Guided mindful walks have continued throughout the year, offering participants opportunities to slow down and engage more mindfully with the natural environment. Feedback gathered from participants highlights the value of taking time out, being present in nature and sharing the experience with others in a supportive group setting.

During 2025, the walks were delivered on the first Saturday of each month, alternating between the North and South of Eryri across quieter areas of the National Park, such as Cwm Pennant, Ceunant Cynfal and Coed Dolfriog. These locations were deliberately selected to provide peaceful settings. Feedback also indicates that participants valued being guided through quieter parts of the National Park, which supported a sense of ease, and encouraged reflection.

Regular attendance and repeat participation were evident, with feedback suggesting that some individuals have incorporated the walks into their personal wellbeing routines. Participants also commented positively on the pace and structure of the walks, describing them as accessible and welcoming, and appreciating a supportive setting.



Forest School

Forest School sessions have once again proved popular, particularly with families and children during school holiday periods. These sessions support early connection with nature through play, exploration and learning, helping to build confidence, curiosity and environmental awareness from a young age. This year the sessions were funded by the Outdoor Partnership, 60 children attended.

Outdoor Yoga

Outdoor yoga sessions have continued to attract good turnouts, offering participants a different way to experience the National Park while supporting physical and mental wellbeing. Feedback reflects the value of combining gentle movement with natural surroundings, contributing to feelings of relaxation and rejuvenation.

Across all wellbeing activity delivered during 2025, a total of 166 participants took part. Income generated from wellbeing activities during the year totalled £830.



Tramper Hire

The Tramper hire service remains an important element of the Authority's commitment to inclusive access. During 2025, the service recorded 63 hires, reflecting continued demand and the value of the service to users.

The 2025 Tramper hire feedback paints a clear picture of a hugely valued, emotionally meaningful, and widely appreciated service. The programme continues to provide life enhancing access to Eryri for people with mobility needs, supported by excellent staff who consistently go above and beyond. While booking and route clarity improvements could enhance the experience further, overall satisfaction remains exceptionally high with numerous repeat users and heartfelt testimonials.

Quotes:

"I want to say again how grateful I am for this accessibility."

"Only way my mum can visit Llyn Llydaw where my brother's ashes have been scattered."

"I haven't been able to have a full day out in the countryside in so long... it was unforgettable."

"The tramper itself has amazing capability; I was pleasantly surprised."

"World class service – exceptional and much appreciated."

"Love being able to experience things like this as a disabled person."



Learning and Looking Ahead

As the Strategy for Volunteer Development approaches the end of its current cycle (2021 – 2026), a number of key themes have emerged during the past year:

- There continues to be a demand for inclusive and diverse opportunities that enable people to connect with nature in ways that support both environmental outcomes and personal wellbeing. Feedback from volunteers and participants consistently highlighted the social value of activities that allow people from a wide range of backgrounds to take part in caring for the local environment.
- The evidence in this report reinforced the importance of partnership working in extending the reach and impact of volunteering and wellbeing provision. Collaboration with community groups, corporate and external partners has enabled the Authority to deliver activity that might not otherwise have been possible, while strengthening relationships with organisations that share similar objectives.
- At the same time, the delivery of these programmes has highlighted ongoing challenges around staff capacity, funding and long-term sustainability. As interest in volunteering and wellbeing activity continues to grow, maintaining a balance between expanding opportunities and ensuring high-quality, well-supported delivery will remain an important consideration for the Authority.

As the current strategy period draws to a close, a review of the Strategy for Volunteer Development will be undertaken during 2026. This process will provide an opportunity to reflect on delivery to date, gather input from volunteers, partners and ENPA staff, and identify priorities for the next phase of volunteering development within the National Park.

Conclusion

Volunteering and wellbeing activity during 2025 has continued to make a meaningful contribution to the care of Eryri National Park and to the wellbeing of those who engage with it.

Across all our programmes, from practical conservation and visitor engagement to wellbeing activities and inclusive access initiatives, volunteers and participants have supported the Authority's work while also gaining valuable personal, social and health benefits.

As this report concludes the current strategy period, it provides a valuable opportunity to reflect on the progress made and the learning gained. This reflection will inform the development of the next phase of volunteering and wellbeing provision we will facilitate, ensuring that these programmes continue to support the Authority's purposes while strengthening connections between people, place and nature in Eryri.



MEETING	Performance and Resources Committee
DATE	15 July 2026
TITLE	Corporate Work Programme 2025-26
REPORT BY	Director of Corporate Services
PURPOSE	To report on progress on the final quarter, January – March, 2026

1. BACKGROUND

- 1.1 Attached, a report on the Corporate Work Programme containing details of the progress made in the fourth quarter and throughout the year in progressing the agreed projects and initiatives for achieving the Authority's agreed Wellbeing Objectives

2. UPDATES:

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

AC1.5 and AC 1.6: Produce and Engagement Strategy for footpath work in Eryri:

Unfortunately, the timetable has had to be extended and although significant work has already been carried out further work is required before a full draft Strategy can be presented to the Leadership Team in the autumn. A presentation to Members will follow during the December Working Group, a period of consultation will follow before presenting a final Strategy to the Authority in April 2027.

AC1.10: Review, Adopt and Implement the Authority's Communication Strategy for 2026-2030:

The Strategy will be presented to Members during the September Authority meeting.

AC 2.2: Review of the Authority's Asset Portfolio:

Although there has been a slippage in the work, the Asset Management Policy, Strategy and Plan for 2026-31 has now been presented to and adopted by the Members during the June meeting of the Authority.

CW 1.4 Develop and adopt an Information Systems Strategy and a Digital Strategy to lead the Authority into the future with guidelines and vision in terms of its technical systems:

Although the work was not completed within the 2025-26 year, the Strategy has now been presented to and adopted by Members during the Authority meeting in June.

CW1.5 Communications Handbook for ENPA staff:

The Communications Handbook will be presented as part of the Communication Strategy package with the aim of presented the full package to Members during the September Authority meeting.

3. RECOMMENDATION:

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

4. BACKGROUND PAPERS:

Appendix 1. Corporate Work Programme 2025-26.



WELLBEING OBJECTIVES 2025-26: CORPORATE WORK PROGRAMME

The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success

Fourth Quarter : January – March 2026

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

1. RESILIENT ENVIRONMENTS

This outcome will be achieved by:	AC 1	IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION
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Out-come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.1		Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy, 2025	Ongoing	Dir. Corporate Services (Corp. Svcs.). Head of (Ho) Communications (Comms.)
	Qtrs. 1- 2	The Authority led a successful visitor season campaign with the help of officers from the Eryri Mynyddoedd a Mor Gwynedd Council team. Arrangements are in place to commission external videos and photos for the winter.		
	Qtr. 3	Joint work has taken place with a definite focus on safe visits to the mountains and coast as well as promoting the local economy during quiet periods of the year.		
	Qtr. 4	Work has continued with the Eryri Mynyddoedd a Mor team to promote safety in the outdoors during the winter season whilst also promoting contributing visiting our towns and villages. Preparation for the main visitor season has started and Cyngor Gwynedd and Conwy Council's main communication departments have agreed to participating in regular meetings for Summer 2026 to work efficiently together and strengthen our messaging for the region.		



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



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



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

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

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

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

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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.5  	 Qtrs. 1- 2 Qtr. 3- 4	Produce an Engagement Strategy for footpath works in Eryri Work postponed until Quarter 4 Significant work has already been undertaken but not to a full Strategy. It is anticipated that a draft Footpaths Strategy will be presented to the Leadership Team in the Autumn and member Working Group in December. A consultation phase will take place before final submission to the Members in April, 2027.	Oct. 2025	Dir. Land Man. Ho WaA
AC 1.6  	 Qtrs. 1- 2	Produce guidelines for undertaking access route works in Eryri Work will be included as part of the Strategy in 1.5 above	Oct. 2025	Dir. Land Man. Ho WaA
AC 1.7	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Leadership Team The work continues and is ongoing through the work of Area Wardens and Warden Support Officer. The service will present an item to the Leadership Team in Quarter 4. - Promoted routes are being considered within the Footpath Strategy and work is ongoing. Reports will be submitted to the Leadership Team and Members later in 2026.	Ongoing	Dir. Land Man. Ho WaA

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

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

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

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



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



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



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

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

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



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



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



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

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.2 	 Qtrs. 1-2 Qtr. 3 Qtr. 4.	Energy efficiency and reducing carbon footprint of ENPA buildings to be integral part of new Asset Management Plan (AMP - to be adopted from Dec. 2024) and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets ➤ Undertake a review of the Asset Portfolio with the Asset Sub-Group with recommendations to be considered by the full Authority and any surplus assets to be considered for disposal/transfer of ownership. Asset Sub-Group to meet during the Third Quarter to discuss and review the draft portfolio. Dates have been circulated and currently awaiting availability of the members, some of which are new members. Unfortunately, a meeting of the Asset Sub-Group has had to be postponed due to the illness of the Head of Property. Meeting will be re-arranged as soon as possible. Work has progressed on an Asset Management Policy, Strategy and Plan, 2026-2031, for ENPA. It is anticipated the document will be ready for presenting to the Members during the Authority meeting in June.	New AMP to be adopted by June 2025 then Ongoing	Dir. Corp. Svcs. Ho Property
AC 2.3  	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Review the Carbon Strategy Action Plan for Eryri and re-submit to Members updating on any update/amendments A Carbon Strategy is being produced on behalf of the Authority – a paper will be presented to the Leadership Team to agree the direction of the work of the Carbon Officer. An officer sub-group has been established, meeting arranged to take place March 2026 to give better guidance to the Carbon Officer's work program in terms of reducing the authority's carbon consumption. Following the officer sub-group a list of actions for the Carbon Officer have been agreed including tracking grey fleet usage and trialling the Welsh Government supply chain emissions forms.	Ongoing	Dir. Planning & Partnerships Ho Partn. Carbon Officer



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



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



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

Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.4 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Develop a Low Carbon Action Plan for Eryri ensuring this includes a commitment to: ➤ Low carbon objectives in both the LDP and Cynllun Eryri ➤ Producing a Tree & Woodland Strategy; and ➤ Producing a Peatland Strategy A Carbon Strategy is being produced on behalf of the Authority – a paper will be presented to the Leadership Team to agree the direction of the work of the Carbon Officer. A Risk Assessment has been prepared jointly with stakeholders and communities for the first time. Work on the Adaptation Strategy beings in conjunction with the review of the Management Plan. This breaks new ground for the Authority. Further academic research will go into the Risk Assessment, collaborating with a PhD student from Bangor University. The Carbon Officer will continue to provide input and facilitate conversations for the climate change sections of the LDP and Cynllun Eryri	Ongoing	Dir. Planning & Partnerships Ho Partn. Carbon Officer
AC 2.5 	 Qtrs. 1 - 4	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 Ongoing work of the Carbon Officer	Ongoing	Dir. Planning & Partnerships Ho Partn. Carbon Officer
AC 2.6 	 Qtrs. 1 - 4	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 No specific update – the officer is now based at Pembrokeshire Coast National Park and works across the 8 Designated Landscapes on this objective	Ongoing	CEO



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



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



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

This outcome will be achieved by:	AC 3	IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.1  	 Qtrs 1 -2 Qtr. 3 – 4	Development and adoption of the ENPA Cultural Heritage Strategy Engagement work within the Authority has been completed and priorities for the Strategy drawn up. A presentation intended for the October 2025 Members' Working Group has been postponed in order to interweave the strategy with the review of the Eryri Plan. There will be a further update in Quarter 4. Work will continue while reviewing Cynllun Eryri. A draft will be presented to the Leadership Team in July 2026 and to the Members Working Group in the Autumn. The work is on-going.	Oct. 2025	Dir. Land Man. Ho Cultural Heritage
AC 3.2 	 Qtrs. 1+2 Qtr. 3 - 4	Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2024/25 is completed on time to ensure that the Project remains on track for completion by March 2026. ➤ Prepare an update report to members ➤ Adopt a legacy plan for the Carneddau area Officers prioritise the Carneddau legacy plan and work closely with partners to develop it. Officers will present a report to Members early in 2026 including the full legacy plan. The project was successfully completed. Officers will present a final completion report including a full legacy plan to Members Working Group in 2026.	Ongoing 2025	Dir. Land Management



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



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



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

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

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

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

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.6 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members An annual report was presented to the Authority during the summer. A programme of events has been held and successfully completed throughout the summer at Yr Ysgwrn. Officers are working on the application for accreditation renewal for Yr Ysgwrn museum, to be submitted by Summer 2026. Temporary exhibition of the 1918 Eisteddfod Chair carved by Eugene Vanfleteren has been installed and received very well, including excellent media coverage.	Dec. 2025	Dir. Land Man. Ho Cultural Heritage
AC 3.7 	 Qtrs. 1-2 Qtr. 3 – 4	Following on from the completion of Conservation Area Appraisals and Management Plan deliver an ongoing programme of traditional skills training which will also compliment the World Heritage Site Action Plan An initial evaluation of the traditional skills work has been completed which will inform the development of the next projects. Initial discussions held with local providers. Detailed planning will take place during winter 2025/26. A skills programme for 2026 is in place, working with local contractors and specifically in lime working and slate pillar fencing. Demand continues to be high. Two apprenticeships are being finalised, working in collaboration with Grŵp Llandrillo Menai.	Ongoing	Dir. Land Man. Ho Cultural Heritage



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



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



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



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



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

This outcome will be achieved by:	AC 4	ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF POST BREXIT LAND MANAGEMENT SCENARIOS
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 4.1 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Assist in the development and design of future land management proposals with Welsh Government and Natural Resources Wales, to ensure that Eryri benefits from future proposals and that the strategic aims of Cynllun Eryri are reflected in future proposals Eryri NP officers have played a leading role in the development of the Ffermio Bro scheme (2025-28) and continue to assist with the development of the SFS plan. The work program is about to move on to Phase 2, which is to develop the optional and collaborative layers. Year 1 has resulted in 50 farms (through 13 groups) having received Ffermio Bro funding. Plans are in place for Years 2 and 3 and increased budgets are confirmed.	Ongoing	Dir. Land Man. Ho Cons. Woods & Agric. (CWA)
AC 4.2	 Qtrs.1 – 2 Qtr. 3 - 4	Following WG consultation, maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications of the effect of proposals of the Sustainable Farming Scheme, Wales, on the special qualities of Eryri Discussing a liaising with the farming community is ongoing and regular. An Agriculture Liaison meeting was held in November with farmers and agricultural Unions. Regular Union meetings take place to discuss the implementation of Ffermio Bro.	Ongoing	Dir. Land Man. Ho Cons. Woods & Agric.



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



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

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

This outcome will be achieved by:	AC 5	ADDRESSING THE DECLINE IN NATURE
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AC 5.1  Annual report		Develop an Action Plan based on Nature Recovery Action Plan ➤ The Action Plan is being developed through the Eryri Nature Partnership. ➤ Officers will be submitting proposals for Member involvement in strategic planning for nature recovery in September 2026. The final draft of the Eryri Nature Recovery Action Plan (NRAP) 2026-2031 will be submitted to Members during the April Authority meeting. The NRAP includes an overview of Eryri's biodiversity and habitats, key pressures affecting the biodiversity and a general action plan including ways groups, organisations, communities and individuals can help to restore nature. The NRAP is intended as a dynamic document to ensure changes can be implemented as required.	Annual report	Dir. Land Man. Ho Cons. Woods & Agric.
AC 5.2  Annual report		Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance Continue to wait for guidelines from the WG	Reported annually	Dir. P&P Hof DM&C



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



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

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.3 		Once WG guidelines issued, ensure an SPG on biodiversity is produced to support the Development Management process Continue to wait for guidelines from the WG	March 2026	Dir. P&P Dir. P&P Ho Planning Policy
AC 5.4 	 Qtrs. 1-2 Qtr. 3- 4	Continued delivery of approved projects that address the aims of Cynllun Eryri and develop further programmes An update report was presented to the July meeting of the Performance and Resources Committee detailing all the projects progressing by the Authority, applications for grant funding awaiting the outcome and projects about to start. A further update report was submitted to the March Performance and Resources Committee.	2 yearly update reports	Dir. Land Man. Project Managers
AC 5.5 	 Qtrs.1-2 Qtr. 3 Qtr. 4	To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS) Work has started on the 2025 surveys and a capital works programme is being set for the winter. The work programme is being progressed Ancient Woodland Reports completed for 16 sites (circa 133Ha). 20 packages of capital works completed at 15 sites, including improving boundaries, managing invasive species and coppicing.	March 2026	Dir. Land Man. Ho Cons. Woods & Agric.



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OUTCOMES:

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

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

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

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

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

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

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

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

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

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

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

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



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by March 2026

2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.1	 Qtrs. 1 – 2 Qtr. 3 - 4	Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately Joint working between the wardens and communications sections continues. Focus placed on the Authority website and social media to promote accessible routes. Work is on-going	Ongoing	Dir. Corp. Svcs. Ho Comms. Ho W&A Digital Content Officer
CC 1.2 	 Qtrs. 1 – 2 Qtr. 3 Qtr. 4	As part of the ENPA Volunteer Strategy and in collaboration with partners, continue to expand volunteer opportunities within the National Park that include both physical and cultural activities Annual report produced by the Volunteers and Well being officer lists all the events and opportunities. A staff volunteering day was held at Plas Tan y Bwlch in November with a good turn out of staff taking on a variety of work in the gardens. ➤ Weekly gardening sessions set up at Yr Ysgwrn and Plas Tan y Bwlch ➤ Ongoing Community Payback work at yr Ysgwrn, the group visits two to three times a month ➤ Monthly corporate volunteering days with Eryri Visual Impact Provision project, Hotchief ➤ South Eryri and Yr Wyddfa Volunteer Warden teams return for the season as well as the Caru Eryri volunteer scheme	Ongoing	Dir. P&P Ho Partnerships Volunteer & Wellbeing Offcr.



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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.3		Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups	Ongoing	Dir. P&P Ho Partnerships Volunteer & Wellbeing Officer
	Qtrs. 1-2	Annual report produced by the Volunteering and Wellbeing Officers recognises opportunities. Also preparations are underway to hold an Equality, Diversity and Inclusion symposium early in 2026 as part of the preparatory work to review Cynllun Eryri Plan.		
	Qtr. 3 - 4	A symposium took place in January 2026 to start identifying and better define the target groups in order to draft new policies for the 2026 version of the Eryri Plan. Work is on-going.		

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.4		Ensuring planning takes a pro-active role in encouraging affordable housing by working with other agencies in this sector, in order to try and achieve the annual target set out in the LDP	Reported annually	Dir. P&P Ho DM&C Ho PP
Annual report	The Authority contributes towards funding the Rural Housing Enabler Partnership in the National Park area jointly with Gwynedd Council and local Housing Associations that are active in the area. During the year the Enabler carried out surveys of local housing needs in Gellilydan, Maentwrog and Llanfachreth, and a programme of surveys will continue. The Authority is also working to ensure that it makes the best use of any affordable housing commuted sums received to assist with providing affordable housing to meet local need within the National Park area. Following community work in the Penmachno area and discussions between Menter Iaith Conwy the Authority continues to fund a community led housing officer in Penmachno. The Authority has also used commuted sums to fund Gwynedd Council's Buy to Let Scheme which has enabled the purchase of dwellings. The Authority has also used commuted sums to fund Gwynedd Council's Buy to Let Scheme which has enabled the purchase of three dwellings, and the renovation of two dwellings, which has lead to an increase in the stock of affordable housing. The Authority contributes, when necessary, towards the Welsh Government's pilot work being held in the Dwyfor area. As part of efforts to prevent any further reduction in the existing housing stock available to local communities, the Authority has introduced an Article 4 Direction to manage the use of houses as second homes and holiday accommodation in the Eryri Local Planning Authority Area. The Article 4 Direction came into force on 1 June 2025. The Authority negotiates regularly with Registered Social Landlords to ensure that affordable housing is provided where necessary and has recently set up the Eryri Housing Partnership to involve stakeholders in developing policies as part of the replacement Eryri Local Development Plan to respond to housing challenges within the National Park.			



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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.6	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Subject to receiving funding from the WGs Sustainable Landscapes Sustainable Places grant for 2025-27, continue to provide funds to support local communities and economies through the Eryri Communities Fund (CCE) focussing on decarbonisation. A new funding window for 2025-26 will open and be promoted as soon as confirmation of funding is received WG grant funding was received for two years, 2025-27 and the window for receiving applications opened at the beginning of the summer. The Panel met and agreed/supported 9 projects to be developed during 2025-26 with the focus on decarbonisation. As above. All community projects are progressing well with the support of the Authority's Community Engagement Officer. All projects were completed within the timeframe and within budget allocated. Funding was provided to support various community initiatives ranging from: completing the necessary surveys and plans for the development of a community hydroelectric scheme for Dolwyddelan Community Council; installation of secondary glass panel windows at Harlech Library/Institute and Ysbyty Ifan Memorial Hall; electric bikes and associated accessories for local people at Gwallgofiaif CellB and Ogwen Partnership; installation of solar panels and back up battery for Gellilydan Hall; charging point for a community car for Pum Plwy Penllyn and measures to improve energy efficiency of Pantperthog Hall and Parc Hall. Notification of applications for the 2026-27 funding window will begin in April, 2026.	On going April 2025 -March 2027	Dir. P&P. Ho Partnerships Community Engagement Officer (CCE Project Officer)



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

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



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

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

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.5 		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 Ensuring sustainable tourism was an important consideration when preparing the current LDP policies. An Annual Monitoring Report (AMB) of the progress of all LDP policies is presented to the Members and to the Welsh Government every October, and this had led to the conclusion that these policies have been compiled with. Since the LDP was adopted the Authority has been busy working closely with Gwynedd and Conwy Council to adopt a sustainable Visitor Economy Plan which promotes sustainable tourism that supports communities, culture and the environment while promoting economic growth. It will be necessary to ensure that the revised LDP reflects the vision and principles of the Sustainable Visitor Economy Plan.	Reported annually	Dir. P&P Ho DM&C Ho PP
Annual report				



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



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

This outcome will be achieved by:	CC4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.1	 	Continue to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh ➤ Submit the renewal of the Ysgwrn's accreditation status to the WG ➤ Create a new temporary exhibition on the Chairs of Eugene Van Fleteren The Chairs exhibition has been planned and will take place from November 2025 onwards. Artists and groups were commissioned for the project. A freelance consultant was commissioned to advise on the collection elements of yr Ysgwrn's museum accreditation renewal. Work continues on the renewal of yr Ysgwrn's museum accreditation renewal. A Chairs exhibition session was held at ysgol Bro Hedd Wyn.	Ongoing	Dir. Land Man.
	Qtrs. 1-2		Oct. 2025 By summer 2026	Ho Cultural Heritage
	Qtr. 3 - 4	Work on the exhibition is progressing with a view to open during summer of 2026. We will be submitting yr Ysgwrn's museum accreditation renewal in Summer 2026 (work slightly delayed since previous update).		



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

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.2 	 Qtrs. 1-2 Qtr. 3 Qtr. 4	Safeguarding and promoting use of Welsh place names by completing the next stage of the standardisation of Eryri place names Over 6,000 landscapes names have been collected to date. An art exhibition was commissioned to interpret the significance of the names, which will travel throughout North Wales from January 2026 onwards. Sessions have been held to record the landscape names of the area of yr Wyddfa, Abergynolwyn, Llanuwchllyn, Corris and Maentwrog. Preparations progressing on the exhibition of Eryri's landscape names. Various Press interviews have been given including to BBC Radio Cymru, BBC Radio 4's Today program and BBC Radio Wales. Opening of an exhibition of tapestries incorporating Eryri landscape names has taken place at Oriel Plas Glyn y Weddw during January 2026. Work continues with Conwy CB Council and Landscapes Wales to complete an educational resource on Eryri landscape names.	Ongoing	Dir. Land Man. Ho Cultural Heritage
CC 4.3 	 Qtrs. 1- 4	Develop opportunities to engage people in the Welsh language, culture and heritage of the area including: ➤ Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy. Volunteers learning Welsh are partnered with fluent speakers and all the material prepared for volunteers is produced in both languages.	Ongoing	Dir. P&P Ho Partnerships Volunteer & Wellbeing Officer



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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.4 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	The Carneddau Voices and Place Names project and Harlech and Arduwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation. Two name recording sessions have been held in the Carneddau area. Further work was carried out by the artist Anna Pritchard to interpret the names, as part of the Eryri landscape blankets project. The names of the Carneddau are also part of the Eryri landscape names education resource project. Anna Pritchard's art commission continues to tour north Wales. Community mapping and gathering sessions will resume in Winter 2026.	Ongoing Until Dec. 2025	Dir. Land Man. Ho Cultural Heritage
CC 4.5  Annual report		Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process The annual Monitoring Report presented to Members and the Welsh Government every October, has concluded that the above policy is being implemented effectively.	Reported annually	Dir. P&P Ho DM&C



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



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

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



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



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



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

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



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



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



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

OUTCOMES:

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

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

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

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

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

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

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

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

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

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

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



Progressed and within
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RESILIENT WAYS OF WORKING

This outcome will be achieved by:	CW 1	DEVELOPING A SKILLED WORKFORCE
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.1	 Qtrs. 1 - 4	Engaging with our staff at all levels to assist performance management: ➤ All Authority staff members will be appraised within the 12 months ➤ Training needs assessments of all staff will have been undertaken within the 12 months ➤ ➤ Reforming and Performance Assessment Process: The Authority is moving from the traditional annual model to a system of quarterly reviews with RAG status indicators (Red, Amber, Green). The final quarterly review will act as the formal assessment, placing greater emphasis on career development, wellbeing and training opportunities. Planned launch: October 2026. ➤ Performance Support Culture Change: Introducing a “Success Plan” to change the formal improvement plan system, promoting a positive and proactive approach to supporting staff development. ➤ 360° Feedback: “Reflect to Grow”: This tool is now available to encourage self-awareness and continuous improvement, ensuring that constructive feedback is part of the performance management process. ➤ Mandatory Training Framework: All staff members have access to bilingual e-learning modules (e.g. Respect and Duty at Work, Equality and Diversity, Mental Health Awareness, etc.) to support assessment discussions and training needs analysis.	Ongoing March 2026	Ho Human Resources (HR)

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

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

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.2	 Qtr. 1 - 4	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 ➤ Staff members are encouraged and supported to attend peer groups. Many more courses have been added to ELMS, our online training system which provides a number of bilingual training courses to assist staff and inspire them to progress and learn new disciplines. ➤ Collaboration Group: The Authority continues to promote a culture of collaboration through the Staff Welfare and Engagement Forum which drives welfare initiatives and shares information about policy development. ➤ 360° Feedback: “Reflect to Grow”: This method encourages open discussion and sharing of experiences between peers, strengthening connections and understanding of the Authority’s core values. ➤ Wellbeing and Communication Initiatives: Digital tools such as PWLS enable staff to reflect on their wellbeing and contribute to peer discussions in a positive way.	Ongoing March 2025	Ho HR Heads of Service



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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.3	 Qtr. 1 - 4	To further develop our workforce and provide staff with every opportunity to develop to meet future challenges ➤ Secondment opportunities are considered and offered where practical. Staff are encouraged and supported to develop their qualifications within their respective fields of expertise and/or gain experience and knowledge by taking on additional projects and/or responsibilities. Between the external training courses that have been organised and the number available through ELMS (online learning portal) there are many more training opportunities available to staff. ➤ A learning and development policy has been created which outlines the Authority's support for staff to improve their ability and provides support networks to assist them. ➤ Mandatory Training Framework: Bilingual e-learning modules are now available to all staff members through ELMS, including Dignity at Work, Equality and Diversity, Mental Health Awareness, etc. ➤ Leadership Training: A number of staff have completed ILM Level 3, 4 and 5 courses, strengthening management and strategic planning skills. ➤ Specialist External Courses: Access to technical and specialist training (e.g. Safe Management, First Aid, Asbestos Management, NEBOSH). ➤ Sabbatical Policy: Offers staff the opportunity to take extended leave for personal or professional development, supporting lifelong learning. ➤ Workplace Adjustments and Passport Policy: Enables staff to work effectively by providing reasonable adjustments, promoting inclusion and development	Ongoing March 2025	Ho HR Hof Service



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



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



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



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This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 2.1	 Qtrs. 1- 4	Develop projects and share achievements of Decarbonisation projects on the Estate/Buildings through SLSP funding with other bodies within designated landscapes and wider public estate Work ongoing. The Head of Property attends regular meetings of North Wales Decarbonisation Officer Group and Ystadau Cymru and the newly appointed Carbon Officer will join when he takes up the role in order to identify opportunities to share information and collaborate with partners.	March 2026	Dir. Corp. Svcs. Ho Property
CW 2.2	 Qtrs. 1 – 2	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: ➤ <u>Researching and adopting best practices from other parks</u> and authorities in relation to conducting health surveillance checks for staff to prioritise their health and safety. ➤ <u>Analysis of Sickness Absences:</u> Understanding the factors contributing to sickness absences to identify trends and implement targeted interventions to promote overall well-being and reduce absenteeism. ➤ <u>Increased Staff Networking:</u> Building a sense of community and camaraderie among our employees by organising more frequent staff get-together days, including lunches and outdoor events, to provide opportunities for relaxation, socialisation, and rejuvenation. Staff Engagement and Wellbeing Forum: continues to drive new initiatives to support wellbeing, including: ➤ Free menstrual packs in all the Authority's toilets ➤ Free parking for staff in their leisure time to encourage use of the park for physical and mental health ➤ A Gratitude Wall in the officers to share positive messages and encourage a culture of recognition	March 2026	Ho HR



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		➤ Urine colour Check Chart: Placed in toilets to promote awareness of hydration and physical well-being ➤ PWLS – Digital Wellbeing Tool: Enables staff to check their emotional wellbeing regularly through their computer screen. Anonymous data helps the Authority to monitor trends and adapt welfare strategies. ➤ Domestic Abuse Policy: Provides support and clear guidelines for staff who experience abuse, strengthening a culture of safety and equality. ➤ APCE Core Values: Launched to foster a culture of respect, collaboration and camaraderie, strengthening connectivity and well-being in the workplace.
	Qtr. 3	As part of our ongoing commitment in cultivating a supportive, healthy, and connected workplace, a range of initiatives has been progressed during Q3 to strengthen staff wellbeing and engagement across the Authority.

	Qtr. 3	<u>Health Surveillance</u> A general health surveillance clinic was offered to all Authority staff in December 2025, provided over a three-day period delivered by trained occupational health nurses. The clinic included: • Blood pressure and pulse checks • BMI and cholesterol testing • Mental Health Screening and signposting session Feedback indicated staff appreciation for the accessibility and preventative nature of this support. <u>Sickness Absence Analysis</u> A continued review of sickness absence data is underway to identify underlying trends, recurring themes, and emerging areas of concern. This analysis will inform targeted interventions aimed at addressing the root causes of absence. <u>Increasing Staff Connectivity and Wellbeing Activities</u> Several activities have been introduced or continued to encourage a sense of a workplace community and support positive mental health. These include: • Regular yoga sessions held in the office for relaxation, mindfulness, and stress reduction. • Lunchtime walks, promoting fresh air, time in nature, and informal conversations among colleagues. • Book Club, offering a valuable opportunity for connection, reflection, and shared learning, helping to strengthen relationships, spark discussion, and support overall staff wellbeing. These activities continue to reinforce the Authority's commitment to building a workplace where staff feel valued, supported, and connected.
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	Qtr. 4	During Quarter 4, the focus was on strengthening preventative methods in terms of workforce sustainability, staff well-being and engagement. A structured program of quarterly workforce planning meetings with Heads of Service has been implemented. This enables earlier identification of any workload, capacity challenges, skills gaps and succession risks, supporting more proactive demand management and helping to reduce the pressure on staff and services. Progress has also been made in terms of reviewing the staff evaluation process, with the initial, revised plan scoped by the IT department. The new approach will focus on quarterly (rather than annual) conversations between managers and employees. The intention of this is to enable earlier recognition of any well-being concerns and workload, improve staff engagement, and strengthen development, succession planning and long-term staff retention.
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This outcome will be achieved by:	CW 3	EFFECTIVE PARTNERSHIP WORKING
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Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.1	 Qtrs. 1 - 4	Review Cynllun Eryri (Management Plan) to reflect the priorities of the State of the Park report The State of the Park Report was published in April 2025 and the process of reviewing Cynllun Eryri has started and will continue throughout 2026.	Ongoing June 2026	Dir. P&P Ho Partnerships
CW 3.2 	 Qtrs. 1 - 4	Support the work of the National Designated Landscapes Partnership (NDLP) in Wales Good practice and information about accessing grants is shared between the members of the Partnership. Consideration is given to skill needs across the 8 landscapes.	Ongoing	CEO
CW 3.3 	 Qtrs. 1 - 4	Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives The CEO attends all meetings as required. Collaborative initiatives are progressed by various sections throughout the Authority as opportunities arise.	Ongoing	CEO
CW 3.4 	 Qtrs. 1 - 4	Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC) The Chair and Chief Executive continue to attend meetings of the CJC. The Chair has been co-opted to sit on the Economy and Wellbeing sub-committee and Eryri NPA officers co-opted to sit on the NW Strategic Transport and Planning sub-committees.	Ongoing	CEO Do P&P Ho Partnerships

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

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

This outcome will be achieved by:	CW 4	MODERNISING GOVERNANCE ARRANGEMENTS
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CW 4.1 	 Qtrs. 1-2 Qtr.3 Qtr. 4	Monitor Members attendance at Authority meetings 3 x Full Authority meetings – April, June, September – Attendance: 81.7% 4 x Planning and Access Committee – April, May, June, September – Attendance: 78% 1 x Performance & Resouces Committee – July – Attendance: 100% 1 x Full Authority meeting – December – Attendance: 100% 2 x Planning and Access Committee – October, November – Attendance: 89% 1 x Performance & Resources Committee – November – Attendance: 72% 1 x Full Authority meeting – February – Attendance: 94% 3 x Planning and Access Committee – January, February, March – Attendance: 81% 1 x Performance & Resources Committee – March – Attendance: 89%	March 2026	Dir. Corp. Svcs. Democratic Services Officer
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.2		Support and develop Authority members through training and development ➤ Continue to support WG to refine and deliver a training programme on the principles of good governance practice and accountability for Authority Members	Ongoing	Director Corporate Svcs.
	Qtrs. 1-2	➤ An induction session for new WG elected Members was held in July along with training sessions such as Planning and Governance. A member Development day was organised in June to visit the Dolgellau townscape Heritage Scheme. ➤ Arrangements have been confirmed for 2 members to attend the NPUK induction course for new NP members which will be held in Northumberland in November. ➤ Arrangements are underway to host the National Parks Wales Members Seminar in Eryri early October.		
	Qtr. 3	Two members attended the NPUK new members induction session during November which was hosted at Northumberland NPA The Wales NPA Members Seminar was hosted by Eryri NPA in October during which Members received presentations from various guest speakers on the theme “Nature Restoration: Sowing the Seeds of Change”. Members had the opportunity of attending site visits and an opportunity to network.		
	Qtr. 4	A Members Development Day was held on Friday 13th March at Plas Tan y Bwlch during which Members received various presentations on proposals for the site by officers and the Lead Architect of the Design Team. Members had the opportunity to view and discuss the plans and options. The next Member Development Day will be held in June.		



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This outcome will be achieved by:	CW 5	MAINTAINING AND IMPROVE THE UNDERSTANDING AND SUPPORT OF LOCAL COMMUNITIES TO THE WORK OF THE NATIONAL PARK
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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.1 	 Qtrs. 1 – 4	Developing further volunteer opportunities at Yr Ysgwrn to enhance the current cohort of volunteers, seeking to recruit young people who are keen to develop new skills and gain experience, focusing on delivery of activities by volunteers as well as more traditional roles such as visitor guides Volunteers continue to be core to Yr Ysgwrn's business model and key to carry out several aspects of activity e.g. group and school visits and there are a number of volunteers volunteering regularly. Attracting more regular volunteers remains a challenge. We managed to attract 3 new volunteers to work in the Ysgwrn gardens this year. An appeal was made over winter to try and attract new volunteers for 2026 season and we succeeded in attracting a further 6 volunteers.	Ongoing	Dir. Land Man. Ho Cuturel Heritage Visitor Experience Mgr. (when in post)
CW 5.2 	 Qtrs. 1- 2 Qtr. 3 Qtr. 4	Review and monitor measures in Communication Engagement Strategy via the annual Key Performance Indicators report to ensure local communities and stakeholders understand and are aware of the work of the Authority. No progress to date, meetings are scheduled to complete the work by the 4 th quarter. The Head of Communications will present a report to the March Performance and Resources Committee. Annual Report submitted to the Performance and Resource Committee during this quarter, digital statistics were higher overall than 2024/25	Ongoing	Dir. Corp. Svcs. Ho Comms.

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.3 	 Qtrs. 1- 2 Qtr. 3 - 4	Engage with and keep communities informed through meetings with Community Councils An Eryri Communities Forum has been established to update and involve Town and Community Councils in the Local Development Plan review process. Other general issues will be raised and discussed as necessary. A similar engagement format is being considered throughout the review of the LDP. Officers gave a presentation to members of the Eryri Communities Forum in May on the Delivery Agreement of the LDP, Review of Cynllun Eryri Management Plan and Ffermio Bro. Gwyl Fach Eryri has been a new and successful model of engagement with the Park's communities during 2025. A local Residents Questionnaire was prepared to receive community input on the main issues feeding into the process of preparing the new Local Development Plan. Shared with Community Councils and more use made of social media platforms.	Ongoing	Dir. P&P Ho Policy Ho Partnerships
CW 5.4	 Qtrs. 1- 4	Liaise with landowners and interested parties through meetings of the Eryri Local Access Forums (northern and southern) Continued liaison is maintained through the LAF meetings held 3 times annually in the north and south of the NP. Forum meetings are held in spring, summer and winter.	On going	Dir. P&P Access & Wellbeing Manager
CW 5.5 Annual meeting		Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group A meeting of the Agricultural Liaison Group took place in November, 2025. This is an Annual meeting of the Farming Unions servicing Eryri and includes Union offices and some of their local members (10). The Agenda is developed by Officers and Unions to reflect current issues and updates and allows both Authority and Unions to convey current work, pressures and issues locally and Nationally ensuring understanding and ability to seek solutions in partnership.	Annual meeting	Dir. Land Man. Ho CWA

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Out-Come No.	Qtrly. Progress & Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.6	 Qtrs. 1 – 2	Involve our local communities in all important aspects of the Authority's work e.g. delivery of Cynllun Eryri, formulation of Supplementary Planning Guidance, Engagement Strategies when developing new projects etc. ➤ Develop a Community Engagement Strategy for the Authority ➤ A Community Engagement Strategy will be presented to the Authority before the end of 2025. ➤ Arrangements are progressing to hold Gwyl Fach Eryri Festival which will involve the communities in the review of the Management Plan. ➤ An Eryri Communities Forum has been established to update and involve Town and Community Councils in the Local Development Plan review process. A similar engagement format is being considered throughout a review of the LDP. Other general issues will be raised and discussed as required. ➤ Officers have given a presentation to the member of the Eryri Communities Forum on the LDP Delivery Agreement, Review of Cynllun Eryri Plan and Ffermio Bro in May. ➤ A Community Involvement Plan was prepared as part of the Delivery Agreement for the LDP setting out how and when local communities can contribute during the process of preparing the Plan. ➤ There was a consultation on the content of the Community Involvement Plan between 16th May and 27th June 2025. Following the consultation, it was modified and presented to the Authority's Planning and Access Committee in September and presented to the Welsh Government to be agreed. ➤ The Planning Policy Team intends to attend Gwyl Fach Eryri Festival in Dolgellau and Betws y Coed during the Autumn to start the process of receiving the input of local residents as well as preparing a questionnaire for local residents for the Community Councils and social media.	On going Spring 2025	Dir. P&P Ho Partnerships Ho PP
	Qtr. 3- 4	A Community Engagement Strategy has been developed by the Community Engagement Officer which was presented to the Authority in April 2026.		



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

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

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OUTCOMES:

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

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

CW2, 3: Cynllun Eryri is being implemented successfully.

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

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

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

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

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

* New Well-being Objective, March 2024



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WELSH GOVERNMENT REMIT LETTER: ENVIRONMENT

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

WELSH GOVERNMENT REMIT LETTER: PEOPLE AND PLACE

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

WELSH GOVERNMENT REMIT LETTER: **EXCELLENCE IN GOVERNANCE AND PLANNING**

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

WELSH GOVERNMENT REMIT LETTER: **COLLABORATION**

WG Priority Objectives and Actions for SNPA (and Designated Landscapes Wales (DLW))	SNPA Project Work 
Support Tirweddau Cymru (the National Designated Landscapes Partnership) to develop its ambition, embed collaborative working at all levels within NPAs and AONBs, help produce a strategic vision for action for 2022-24	CW 3.2 3.3
Implement a transformational tripartite agreement between NPAs to host a team of WG-funded Strategic Landscape Co-ordinators to work across our Parks and AONBs, and ensure the objectives and outputs of these posts are included within wider NPA monitoring arrangements and those of DLW: i. A Nature Recovery and Carbon Sequestration Strategic Lead, with focus on all of the unimproved habitats and woodland and the biodiversity they contain inclusive of invasives, and opportunities for carbon reduction ii. A Nature Recovery and Nutrient Management Strategic Lead, with a focus on working soil management, riparian and marine matters from terrestrial activity, upland lake eutrophication, water/aquatic biosecurity to agricultural run-off issues, and support the development of Nutrient Management Boards Both posts would help to: • Develop a strategic plan to respond to the nature and climate emergencies • Support the development of approaches to enable DLW to transition to the new Sustainable Farming Scheme • Identify how DLW can develop new partnerships and support wider Welsh Government priorities, and identify innovative funding streams iii. An Inclusion, Diversity and Governance Excellence Strategic Lead, to work across all NPAs, hosted by one NPA. A key aspect of their work should also be to take bold steps to drive up diversity and equality – on Boards, staffing profile, and visitors and support NPAs to meet the requirements of the socio-economic duty and increase contributions towards tackling child and rural poverty.	AC 2.5
Share experience and best practice as designation for a new National Park progresses	-

MEETING	Performance and Resources Committee
DATE	15 July 2026
TITLE	The Authority's Risk Register
REPORT BY	Director of Corporate Services
PURPOSE	To update on the Authority's Risk Register

1. BACKGROUND / INTRODUCTION

- 1.1 The Authority has a Risk Register where risks facing the Authority are placed into three categories, namely High Priorities, Medium Priorities and Low Priorities.
- 1.2 Risks are primarily identified through the relevant Heads of Service and the Leadership Team. The Risk Register is regularly monitored within the Leadership Team meetings, and each risk now has either a Director or the Chief Executive as the responsible officer.
- 1.3 This report provides an update in relation to the said Risk Profile previously presented to the Performance and Resources Committee on the 11th of March 2026.
- 1.4 Currently, there are 18 identified risks on the Register. Of these 1 is classed as High risk, 14 are classed as Medium risks and 3 are classed as Low risk.
- 1.5 Following a review of the inherent risk score for effect on risk 5 - income generating target for Information Centres, it has been reduced from 4 to 3 which is felt to better reflect the reality of the situation. This change enables differentiation between risk 4 and 5, which reflect the significant difference between the Information Centres income target and the income target for car parks, whose inherent risk effect is also 4.
- 1.6 These two risks have also increased score since the last review. As they both relate to income generation, and there are various factors outside the Authority's control which could affect the income over the coming main visitor season, the change reflects this.
- 1.7 The risk relating to the Senedd Election have now passed, and no further mitigation measures can be taken regarding the Establishment of a 4th National Park in Wales. Officers will continue to monitor the situation. Both these risks can now be removed from the Register.
- 1.8 Here is a summary of the risks:

Risk No.	High Risk	Change
4	Income Generation Target (Car Parks).	INCREASED

Risk No.	Medium Risk	Change
1	Insufficient Core Budget Funding.	None
2	Plas Tan y Bwlch – reputational and financial risk.	None
3	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	None
5	Income Generating Target (Information Centres).	INCREASED
8	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	None
9	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforest project.	None
10	Poor and ineffectual management of projects by the Authority.	None
11	Yr Ysgwrn fails to generate sufficient income to meet the budget.	None
13	Non-compliance with the General Data Protection Regulation 2018.	None
14	Risk of Cyber attack.	None
15	Risk (publicity) as a result of the transport issues within Eryri	None
16	Failure to fulfil the “Future Generations Well-Being” Bill requirements.	None
17	Unable to comply with the statutory requirements of the Authority’s structures and infrastructures.	None
19	Establishing a fourth National Park in Wales	DELETE

Risk No.	Low Risk	Change
6	Diminished staff resilience (due to increasing demands) as a result of flat budgets and inflation.	None
12	Reputational risk re. the Authority’s management of Yr Ysgwrn.	None
18	Senedd Elections May 2026	DELETE

2. RESOURCE IMPLICATIONS

None arising from this Report.

3. RECOMMENDATION:

To note the contents of this report.

4. BACKGROUND PAPERS

Risk Register: Updated July 2026.

ERYRI NATIONAL PARK AUTHORITY RISK REGISTER

JULY 2026

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
1	Insufficient core budget funding.	Cut in Services.	5	5	25 Red 	The Budget for 2026/27 was approved by the Authority at its meeting on 4th February 2026. Core funding received an increase of around 4%. In financial terms, this represents an increase of £173,000 in core funding, which will also result in a £58,000 increase in levies raised on the constituent authorities. This is positive news and puts the Authority in a stronger position at the start of the financial year than anticipated, but nevertheless a basic shortfall of £139,000 will continue to be funded from the Hardship Fund. This compared with a deficit of £635,850 forecast in the setting of the 2025/26 budget, which is a significant reduction. Officers intend to make contact with the relevant Members of Parliament and Cabinet Members in the new Welsh Government in order to have the opportunity to discuss work programmes and our priorities. This will be an opportunity to sell the significant benefit that the NP designation has on the environment, the economy and our communities.	4	3	12 Amber 		Chief Finance Officer	P&R 11.03.26 Leadership Team 22.06.26
2	Reputational and financial risk regarding the future of Plas Tan y Bwlch.	The future of Plas Tan y Bwlch (whether this is to sell or retain) could create a significantly increased financial risk and reputational damage.	5	4	20 Red 	This complicated and dynamic situation is consistently being reviewed, both in terms of short term uses and long term development plans. Great care continues to be taken to ensure that the financial impacts will be mitigated as far as possible, although these risks cannot be eliminated. The Authority are: - Trying to reduce heating costs at Plas. - Assessing whether business rates can be reduced. - Seeking to bring additional income into Plas by renting rooms out in the short to medium term. There are various reputational risks arising from both retaining and selling Plas. Officers do consider that retaining Plas and exploring a Lottery funded project to relocate the NPA's offices carries less reputational risk than selling Plas without exploring this option.	4	3	12 Amber 		Chief Executive	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
3	Plas Tan y Bwlch – short term financial pressures on the Authority and securing its long-term future.	Failure to keep within the Authority's budget. Significant reputational damage to the Authority. Adverse impact on the local economy. Loss of livelihood for staff employed at Plas Tan y Bwlch. Failure to maintain a Grade II* listed building.	4	5	20 Red 	Plas continues to operate a much reduced business at the time of writing. A recent short term business agreement which ended in May bought in a healthy income stream. However, numerous problems arose during this time which required substantial resources in terms of staff time to resolve. Currently, ad-hoc day hire for meetings and events continue alongside discussions on the potential to renew a previous medium term letting agreement. Work continues on the long-term development plans for Plas Tan y Bwlch in line with the Authority decision passed on 30.04.25, namely: a) Officers to pursue the retention of Plas Tan Y Bwlch subject to securing a National Lottery Heritage Fund grant, with a view to relocating offices from Penrhyndeudraeth to Plas, including a wider mix of uses for the property; b) Officers to pursue this with a National Lottery Grant application this Summer; c) Officers to emphasize the importance of expectation management throughout this process, noting that Plas would revert to be sold should the grant application fail; d) Should the grant funding approach prove unsuccessful, that the Authority should retain control of the woodlands and Llyn Mair whatever decision is made on Plas Tan y Bwlch; and e) Officers to continue to closely monitor the Authority's financial situation throughout this process. Officers and the Design Team are currently working on the Development Phase application (Stage 1). The application will be submitted by the Heritage Fund deadline of 6 August 2026. A response is expected by 31 December 2026.	4	3	12 Amber 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
4	Income Generating Target (Car Parks).	Failure to keep within the Authority's budget.	4	5	20 Red 	Despite the fee increases, the income at the start of the financial year did not increase significantly. However, there are signs of improvement as we get further into the season. Accordingly, the risk level for reaching the income targets has been increased for the time being. Data over the summer months will better inform the situation at the half way point in the year, with detailed analysis and tracking to monitor progress on a monthly basis.	4	4	16 Red 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26
5	Income Generating Target (Information Centres).	The Information Centres fails to generate sufficient income to meet the budget. The Information Centers fail to reach income generating goals due to staffing shortages leading to closures.	3	4	12 Amber 	A combination of the delayed opening of the extended Pen y Pass Hwb and recruitment difficulties has effected the start of the season. Between the 3 Centres, the overall trend is showing visitor numbers are fairly comparable to last year, but income levels are down, which reflects the general economic situation. Accordingly, the risk level for reaching the income targets has been increased for the time being. Data over the summer months will better inform the situation at the half way point in the year.	3	4	12 Amber 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
6	Diminished staff resilience (due to increasing demands) as a result of flat budgets and inflation.	Impact on staff retention, wellbeing of staff in the workplace and performance capability.	3	3	9 Amber 	To mitigate the risk of reduced staff resilience, the following actions have been implemented: • Super Flexi-Time Policy. • Flexible Working Policy Updated. • Wellbeing Initiatives: Gratitude Wall, hydration awareness, free staff parking for leisure time to encourage outdoor activity, and PWLS Digital Wellbeing Tool. • Workplace Adjustments Policy and Passport, • Sabbatical Policy, • Mandatory Wellbeing Training: Mental Health Awareness, Stress Awareness, and related courses to build coping strategies. These measures aim to maintain and enhance staff wellbeing, morale, and productivity in the face of ongoing external pressures. In addition: Quarterly Workforce Planning with Heads of Service: A structured system of workforce planning has now been established, with quarterly meetings with all Heads of Service. This will enable the proactive identification of pressures on the workforce and services, skills gaps, succession risks, and capacity issues. It will also support better resource allocation and more effective planning, helping to manage demand and reduce the impact on staff wellbeing and service provision. Review of the Staff Appraisal Process: The Authority's staff appraisal programme is currently being reviewed to ensure that it is more meaningful and fit for purpose. The new approach will put a stronger emphasis on regular, high-quality conversations between managers and employees, enabling earlier identification of concerns about well-being, support needs, and workload. It will also provide a clearer framework for recording training and development needs, supporting career progression, strengthening succession planning and improving performance capability, and supporting long-term staff retention.	2	2	4 Green 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
7	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	SNPA and other partners required to self-finance aspects of project expenditure to date.	5	4	20 Red 	Second mid-term report to EC (and associated grant claim) received and approved, leading to the draw down of the 3rd LIFE payment from the EC in December 2022. A request for a 2-year project extension has been officially approved by the European Commission, giving a new project end date of 31st of July 2027. The overall cost of the project will not be affected. Official feedback from the Commission is thus positive, with only minor concerns and amendments which need addressing. Latest Monitoring Mission undertaken in November 2024, with a progress report due for submission end of March 2025. All other co-financier payments up-to-date, including the £2m contribution from Welsh Government. Expected surplus monies (estimated £200k - £250k as of December 2025) in the project due to favourable exchange rate (compared to that used in the bid), means the project must spend more in GBP to reach € target. It also means that partner contributions are worth less than anticipated, requiring more match funding to claim the full €9.5m. With circa £450k in unclaimed committed spend, there is a reasonable possibility that the project will not meet its total budget come July 2027, and an extension is currently being discussed as a result.	4	3	12 Amber 		Director of Land Management	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
8	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforests project.	That the Authority suffers adverse reputational damage amongst those organisations which are named partners in the project, other project partners including private landowners, contractors and other organisations, and the wider public.	4	3	12 Amber 	The scheme has experienced some staff retention problems, not uncommon on any grant funded and time bound project. The chances of further staff losses increase over the next 2 years as contracts near the end, posing a risk to the project at a crucial time as the project draws to a close (and all associated reporting and auditing is taking place). The disruption caused by the staff turnover (loss of momentum, not operating at full capacity for significant periods), side by side with the effects of the Covid-19 pandemic, was the main driver behind requesting a 2 year extension.	4	3	12 Amber 		Director of Land Management	P&R 11.03.26 Leadership Team 22.06.26
9	Poor and ineffectual management of projects by the Authority.	Risk of not accomplishing projects and Authority objectives. Risk to the Authority's reputation. Financial opportunities being missed.	3	3	9 Amber 	Officers follow standard guidelines which have been adopted for project management - including creating a 'Project Initiation Document' and obtaining management team approval for this document. This creates a basis for managing and communication (internal and external) on projects consistently throughout the Authority. The process of reviewing the guidelines has commenced.	2	3	6 Amber 		Chief Executive	P&R 11.03.26 Leadership Team 22.06.26
10	Yr Ysgwrn fails to generate sufficient income to meet the budget.	Yr Ysgwrn relies on a higher subsidy from the Authority and/or uses financial reserves which have been saved following previous prosperous years. In the end, this will mean Yr Ysgwrn will not be sustainable.	4	4	16 Red 	Maintaining Yr Ysgwrn within the budget is an ongoing challenge in light of the cost of living crisis which is disrupting visitor spending and increasing running costs. Costs are reviewed regularly. Most costs, such as heat, telephone and electricity are fixed and necessary for accreditation standards. Yr Ysgwrn regularly manages to secure funding for activity and interpretation costs. Grants have been received to engage with Ysgol Bro Hedd Wyn in 2025 and to hold a temporary new exhibition in 2026.	3	3	9 Amber 		Director of Land Management	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
11	Reputational risk re the Authority's management of the Ysgwrn.	Mismanagement leading to lack of credibility in the Authority's ability to fulfil its duties.	5	2	10 Amber 	Yr Ysgwrn has gained a very good reputation as an accredited museum and cultural centre with a programme of excellent quality cultural heritage activities. The accreditation status demonstrates that there is sound and effective governance structures in place. Officers have presented an application to renew the status in February 2026. The result is expected later in the year. Yr Ysgwrn shows a successful pattern of applying for external funding to finance activities and projects, and officers work proactively on these applications, looking for sponsorship opportunities regularly. The educational resource Hedd Wyn film (a joint project with Bangor University) was launched in December 2025. An external grant was received to create a new temporary exhibition for 2026, based on Eugene Vanfleteren's bardic chairs. The response thus far has been very positive.	4	1	4 Green 		Director of Land Management	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
12	Non-compliance with "General Data Protection Regulation 2018" (GDPR).	Lack of data management and publishing data that we shouldn't.	4	3	12 Amber 	<u>Training</u> Mandatory courses have been added on to ELMS. Everyone is now expected to sit these in a timely manner or access to the network and / or email will be removed. The majority of staff are now completing both one off and annual courses consistently without any issues, however uptake by Members remains low. The situation is continually monitored. As part of on-going monitoring, we have appointed an external company to audit our GDPR processes and compliance. This audit will provide clarification on how we can further strengthen our processes to minimise future risk. The draft report has been received from the consultant and feedback has been sent by IT Officers on the report. A response is now awaited. We will proceed with the recommendations once they have been finalised and received.	3	2	6 Amber 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
13	The risk of a Cyber attack.	Loose data and access to the network.	4	3	12 Amber 	Cyber Security risks are constantly monitored with corresponding risk mitigation measures implemented as and when required by the IT service. This includes continuous monitoring of the Authority's security settings, ensuring timely strengthening measures are implemented as and when required. Cyber Security is a risk that nationally is increasing, with widespread reports of serious consequences arising from cyber attacks. This risk is addressed in the recently adopted new IT strategy. A corresponding action plan will now be developed which will outline measures to be undertaken to ensure continued risk mitigation. This may include requesting external expertise in order to assess the Authority's situation. Going forward, part of the risk mitigation measures will be continuing with the cyber awareness and resilience training courses as and when opportunities arise, alongside the mandatory ELMS modules.	3	2	6 Amber 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
14	Risk (publicity) as a result of Transport issues within Eryri.	Mismanagement leading to lack of credibility in the Authority and its partners.	4	2	8 Amber 	Development of Cynllun Yr Wyddfa has established a better relationship between the individual elements relating to management on Yr Wyddfa, including the Sherpa service. The Eryri Transport Group no longer meets since Transport for Wales pulled out. The CJC has since formed which is mainly strategic. Authority officers attend the CJC to give context and awareness of issues within Eryri, endeavoring to influence and steer policies and funding. An internal Authority meeting for parking and transport is held monthly which is also attended by the Police. This ensures the Authority remains responsive and can also be proactive where required. The Welsh Government have recently completed a consultation on planning permitted development rights. Relevant to this is possible changes to the rights for temporary change of use of land. The consultation looked at extending the time frame from 28 days to 60. It is currently not known what the outcome will be, but it may have an impact on parking and transport. The review of Cynllun Eryri and the Eryri Local Development Plan needs to ensure transport matters and policies are rigorously reviewed, and allows the Authority to respond to transport matters whilst still fulfilling our statutory purposes.	3	2	6 Amber 		Director of Planning & Partnerships	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
15	Failure to fulfil the "Future Generations Well-Being" Act requirements.	Critical audit report / negative publicity.	3	3	9 Amber 	The Authority continues to work together with Audit Wales to implement the requirements of the Well-Being Act. The Audit Wales study for 2022/23 (commercial income and income diversification) has been published with supplementary 3 National Park Authority report produced. The Authority awaits guidance from WG before being able to move forward with recommendations. Work has commenced on implementing the agreed actions in response to the recommendations in the Wales Audit Promoting Access report. Following the audit on the setting of Wellbeing Objectives, the recommendations will form part of the current review taking place. The Authority's Assurance and Risk report identified 2 risks, namely the lack of an Authority Safeguarding Policy and the need to establish a regular review mechanism of the Authority's corporate policies. Both now have been implemented. The report has been received on the review of the Financial Sustainability of the Authority, and the Authority has responded to the 2 recommendations. An update to the Authority's Financial Strategy will be given to the Authority at the end of the year.	3	2	6 Amber 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
16	Unable to comply with the statutory requirements of structures and infrastructure.	This is a significant risk to both the environment and to the Authority's reputation. Ultimately, continued non compliance with regulations could result in significant fines.	4	5	20 Red 	Three formal Notices have been received, and a new engineering company has been appointed. Following Planning approval and the formal tender process, a suitably qualified contractor has been appointed. Work is expected to be completed by the end of the summer to fully satisfy one notice. A comprehensive plan has been put in place for the completion of the 2nd notice by the end of summer 2027. Planning approval will be required, the full tendering process undertaken and funding secured for this complex project. The third notice requires alternative solutions to overcome a statutory consultee's concern regarding impact on floodplain, and these are currently being explored to have a sustainable solution. The risk is therefore currently being actively managed.	4	3	12 Amber 		Director of Corporate Services	P&R 11.03.26 Leadership Team 22.06.26
17	Senedd Elections in May 2026.	Change of political leadership may lead to change of attitude / approach to National Parks.	4	5	20 Red 	Prior to the election a manifesto was prepared jointly between the National Parks of Wales and shared with the main parties. Core funding issues are dealt with under Risk 1. This risk can now be removed.	2	1	1 Green 	 DELETE	Chief Executive	P&R 11.03.26 Leadership Team 22.06.26

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk Direction	Owner	Last Reviewed
			Effect	Likely	Result		Effect	Likely	Result			
18	Establishing a fourth National Park in Wales.	Although the benefits of creating a new National Park can be significant (environmentally, economically and socially) - there is the potential for a new designation to raise risks for Snowdonia too e.g. - Competing for scarce resources - in terms of core budget and competitive budgets such as Ffermio Bro and the Lottery Fund - Increase in visitor numbers.	3	3	9 Amber 	The Authority has raised the main risks to the Authority through the public consultation. It is difficult to measure if this will have an effect. Other than this, further mitigation methods are very limited. At this time, whether the new Welsh Government will continue with plans to develop a fourth park is unknown. Officers will continue to monitor the situation. However, for the reasons stated above it is recommended that this be removed from the register.	3	3	9 Amber 	 DELETE	Chief Executive	P&R 11.03.26 Leadership Team 22.06.26

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

MEETING	Performance and Resources Committee
DATE	15 July 2026
TITLE	Complaints Monitoring Report
REPORT BY	Director of Corporate Services
PURPOSE	To report on the written complaints received by the Authority

1.0 BACKGROUND

- 1.1. All formal complaints are registered and monitored centrally, as part of our ongoing commitment to ensuring excellent customer care in our service provision. The Authority received 13 formal complaints directly relating to the Authority during the 2025/26 financial year.
- 1.2. Of the 13 complaints received, 7 related to the planning service, 2 regarding the Conservation, Trees and Agriculture Service, 1 related to GDPR concerns, 1 regarding the Warden Service, 1 regarding the Property Service and 1 related to rubbish on road verges.
- 1.3. All complaints were thoroughly investigated, and all received a response within the target of 15 working days. Of the complaints investigated, 5 were upheld or partially upheld. One complaint was subsequently referred to the Public Service Ombudsman for Wales for investigation. However, the Ombudsman declined to investigate the matter further.
- 1.5. Where the Authority's standard of service has fallen short, we have duly apologised and taken steps to address the problems immediately.
- 1.6. A summary of the complaints upheld or partially upheld are set out in the appendix.

2.0. RECOMMENDATION

- 2.1. That the Committee note the content of the report

Summary of Complaints Upheld or Partially Upheld

Planning Service

Incorrect advice and lack of response from Staff (April 2025)

During a visit to the office to look at a planning application, the complainant was advised to submit an objection online. However, the complainant didn't have the required skills or confidence to submit an online objection. They should have been advised by the member of the planning staff that they had the option to submit an objection via e-mail, hand delivery or through the post as well as online.

In addition, the complaint had subsequently asked the Planning Officer to inform them of the planning application outcome. When no response was received the matter was chased up by phone calls and e-mails, but no response was received.

An apology was issued to the complainant on both these issues, which fell below expected service standards.

Complaint about a Member of Staff (July 2025)

A complaint was received regarding the behaviour of a member of staff who was felt to be abrupt and unhelpful by the complainant during two telephone conversations in which they requested clarity on a planning application fee.

The matter was investigated and an apology given to the complainant. The matter was addressed with the member of staff in question, which included a discussion on the appropriate level of service and customer care required when dealing with members of the public.

Complaint about Planning Application Process (February 2026)

A complaint was received by both the planning applicant and the agent regarding how a planning application was processed and the general level of communication by the Planning Officer.

The applicants were unwilling to enter into a Section 106 agreement which was required to accompany their application for a new dwelling, and were aware that this meant that the application would be refused as it did not conform to policy. The agent informed the Planning Officer that an Authority Member had agreed to 'call' in the application to the Planning and Access Committee. The Planning Officer did not inform the agent that he had not received a written request from the Member to 'call in' the application within the required timeframe. He should also have made it clear that without this request, the application would be decided under Delegated Powers. The application was subsequently refused under Delegated Powers.

The lack of communication on this application fell short of the expected service standards required, and for this an apology was duly given along with advice on the best way forward in terms of re-submitting the planning application.

Conservation, Trees and Agriculture Service

Concern of Chemical Runoff during Rhododendron Eradication

(November 2025)

A concern was received regarding the possibility of chemical run-off from work carried out to eradicate rhododendron through stem injection from a landowner with particular sensitivities from the adjacent land. Work was suspended whilst the concern was reviewed and a professional opinion sought.

The matter is ongoing as the viability of alternative no-chemical eradication methods is investigated, taking advantage whilst work has to be suspended over the bird nesting season.

Property Service

Complaint regarding Staff Member (February 2026)

A complaint was received from an Authority tenant regarding how a member of staff had dealt with their tenancy over the years.

A thorough investigation was conducted into the long and protracted history, and some aspects of the complaint were not upheld. However, it was found that other issues were valid and were upheld. In conclusion it was found that the level of service received from the Authority in the overall management of their tenancy had fallen well short of expected standards, and for that an apology was given.

The complainant subsequently referred the matter to the Public Service Ombudsman for Wales who declined to investigate the matter further. The Ombudsman stated in her response that she was satisfied that the Authority had identified and taken appropriate actions to address the acknowledged failings to prevent future recurrences.

MEETING	Performance and Resources Committee
DATE	15 July 2026
TITLE	Annual Report on Actual Treasury Management Activity in 2025/26
REPORT BY	Chief Finance Officer
PURPOSE	Reported in accordance with statutory requirements. Members of the Authority are asked to note the content for information only.

1. SUMMARY

- 1.1 It is required under the CIPFA Code of Practice to report on the actual results of the Authority's Treasury Management activity. During 2025/26 the Authority's activity remained within the limitations originally set. No borrowing has occurred. No banks that the Authority had used for investment defaulted.
- 1.2 In 2025/26, the total interest received on investments was £326,988, against a budget of £100,000. £1,799 of interest received from car loans increases the total to £328,787.
- 1.3 The bank and building society interest amount of £326,988 for 2025/26 is a decrease on the amount of £386,792 received in 2024/25. This decrease reflects the reduction in interest rates during 2025/26 following the period of higher rates experienced over the previous two years. As interest rates have fallen, the return earned on cash balances has reduced accordingly.

2. BACKGROUND

- 2.1 Treasury management investments are derived from the Authority's cash flow, income received in advance of expenditure, as well as balances and reserves that need to be invested until the money is needed for the Authority's purposes. By investing significant sums, the Authority is exposed to financial risks including loss of invested funding. The Authority's finance officers identify, monitor and control these risks in accordance with the Authority's treasury management strategy. In compliance with the requirements of CIPFA (*Chartered Institute of Public Finance and Accountancy*) the Authority approved its Strategy for Treasury Management 2025/26 at the meeting of 5 February 2025.
- 2.2 CIPFA's framework, 'Treasury Management in the Public Services: Code of Practice', requires the Authority to approve a treasury management strategy before the start of each financial year and, as a minimum, to receive a semi-annual and annual treasury outturn report. The actual Treasury Management activity (borrowing and investment) of the Authority during 2025/26 is reported here.

3. BORROWING

- 3.1 The investment guidelines of CIPFA and the Welsh Government require the Authority to invest carefully, taking into account the safety and liquidity of our balances/investments, rather than aiming to secure the best possible returns.

A. Borrowing Limits 2025/26

On 5 February 2025 the Authority approved Borrowing Limits as follows for 2025/26 :-

- (i) Maximum overall Borrowing of £500,000 for 2025/26, including a Short Term borrowing Limit of £100,000.
- (ii) That no maximum limit be placed on the proportion of interest payable at a variable rate.

It was noted when these limits were set that they were 'just in case', and that the Authority was not expected to borrow.

B. Actual Borrowing 2025/26

The Authority started the financial year without debt, and revenue and capital expenditure during 2025/26 was financed with grant income and revenue funds. Therefore, from a Treasury Management perspective, the Authority remains debt free.

4. Investment

- 4.1 It was possible for the Authority to invest and earn interest due to the amount of balances and the positive cash flow. That money was invested as follows, in accordance with the Treasury Management Strategy:
- Balances predicted to be held in the short - medium term were placed in BOS (Bank of Scotland) "no notice" accounts, HSBC (reserve account), Nationwide and Santander UK, 32/35 day notice accounts (Bank of Scotland, HSBC and Santander UK) and 95 day notice accounts (Nationwide and Santander UK).
- 4.2 The bank rate was 4.5% at the start of the reporting period (financial year 2025/26), and lowered to 3.75% by the end of the financial year.

Account	Average Balance over Investment period	Interest rate	Interest earned
Barclays Business Premium Account (365 days in credit):			
37 days (1 April - 7 May)	£497,897	1.63%	£823
91 days (8 May - 6 August)	£585,864	1.50%	£2,191
133 days (7 August - 17 December)	£514,705	1.38%	£2,588
104 days (18 December - 31 March)	£1,061,437	1.25%	£3,780
Barclays 32 Day Term Notice Account - No Notice (365 Days in Credit):			
37 days (1 April - 07 May)	£2,120,642	4.45%	£9,566
39 days (08 May - 15 June)	£1,740,734	4.20%	£7,812
52 days (16 June - 6 August)	£2,009,304	4.05%	£11,593
133 days (7 August - 17 December)	£2,098,444	3.80%	£29,056
104 days (18 December - 31 March)	£2,103,920	3.55%	£21,281
Barclays 32 Day Term Notice Account - On Notice (93 days in credit):			
27 days (17 April - 13 May)	£400,000	4.30%	£1,272
5 days (14 May - 18 May)	£605,996	4.18%	£347
28 days (19 May - 15 June)	£200,000	4.05%	£621
33 days (20 August - 21 September)	£200,000	3.65%	£660
Bank of Scotland Commercial Call Account (365 days in credit):			
39 days (1 April - 9 May)	£429,614	1.00%	£459
26 days (10 May - 4 June)	£474,172	0.90%	£304
5 days (5 June - 9 June)	£450,045	0.80%	£49
30 days (10 June - 9 July)	£510,405	0.90%	£378
40 days (10 July - 18 August)	£461,474	0.80%	£405
7 days (19 August - 25 August)	£547,848	0.90%	£95
14 days (26 August - 8 September)	£480,008	0.80%	£147
10 days (9 September - 18 September)	£480,340	0.70%	£92
123 days (19 September - 19 January)	£754,812	0.80%	£2,035
71 days (20 January - 31 March)	£549,343	0.70%	£748
Bank of Scotland 32 Day Term Notice Account - No Notice (365 day in credit):			
65 days (1 April - 4 June)	£1,635,106	2.15%	£6,260
97 days (5 June - 9 September)	£1,792,092	2.05%	£9,763
132 days (10 September - 19 January)	£1,813,367	1.95%	£12,788
71 days (20 January - 31 March)	£1,556,925	2.15%	£6,511
Bank of Scotland 32 Day Term Notice Account - On Notice (170 days in credit):			
76 days (1 April - 15 June)	£226,316	2.15%	£1,013
94 days (17 June - 18 September)	£207,675	2.05%	£1,096
HSBC Deposit Account (365 days in credit):			
19 days (1 April - 19 April)	£2,475,958	1.79%	£2,307
91 days (20 April - 19 July)	£2,343,496	1.67%	£9,757
92 days (20 July - 19 October)	£2,466,942	1.55%	£9,638
31 days (20 October - 19 November)	£2,413,469	1.47%	£3,013
92 days (20 November - 19 February)	£2,419,502	1.53%	£9,331
28 days (20 February - 19 March)	£2,422,785	1.41%	£2,621
12 days (20 March - 31 March)	£2,431,569	1.31%	£1,047
Nationwide Instant Saver Account (365 days in credit):			
15 days (1 April - 15 April)	£511,852	2.00%	£421
69 days (16 April - 23 June)	£459,891	1.80%	£1,565
86 days (24 June - 17 September)	£468,328	1.70%	£1,876
127 days (18 September - 22 January)	£266,321	1.55%	£1,436
68 days (23 January - 31 March)	£117,584	1.50%	£329
Nationwide 95 day notice Account (365 days in credit):			
15 days (1 April - 15 April)	£1,881,170	3.95%	£3,054
69 days (16 April - 23 June)	£1,871,882	3.75%	£13,270
86 days (24 June - 17 September)	£2,061,527	3.60%	£17,486
127 days (18 September - 22 January)	£1,813,615	3.40%	£21,455
68 days (23 January - 31 March)	£1,786,099	3.25%	£10,814
Santander Business Savings Account (365 days in credit):			
123 days (1 April - 1 August)	£513,933	2.48%	£4,295
92 days (2 August - 1 November)	£451,050	2.23%	£2,535
120 days (2 November - 1 March)	£479,330	1.98%	£3,120
30 days (2 March - 31 March)	£359,866	1.73%	£512
Santander 35 Day Term Deposit Account (365 days in credit):			
37 days (1 April - 7 May)	£604,452	4.03%	£2,469
91 days (8 May - 6 August)	£552,463	3.78%	£5,206
133 days (7 August - 17 December)	£617,707	3.53%	£7,945
104 days (18 December - 31 March)	£677,317	3.28%	£6,330
Santander 95 Day Term Deposit Account - No Notice (365 days in credit):			
37 days (1 April - 7 May)	£1,106,153	4.18%	£4,687
91 days (8 May - 6 August)	£1,417,269	3.93%	£13,887
133 days (7 August - 25 August)	£1,409,046	3.68%	£18,894
104 days (18 December - 31 March)	£1,427,509	3.43%	£13,951
Total interest earned			£ 326,988

- 4.3 More importantly, **all the Authority's balances were kept safe, because none of the banks**, of those used for investment (cash deposits) during the 2025/26 financial year, **failed to repay**.

All treasury management activities during the year complied with the 'CIPFA Code of Practice' and the Authority's Treasury Management strategy.

5. RECOMMENDATION

Members of the Authority are asked to note the contents of the report for information.

MEETING	Performance and Resources Committee
DATE	15 July 2026
TITLE	Eryri Landscape Names Annual Report
REPORT BY	Director of Land Management
PURPOSE	To update Members on the progress of the work

1. BACKGROUND / INTRODUCTION

- 1.1 A programme of work to strengthen ENPA's work in relation to Eryri's landscape names was established in 2020.
- 1.2 In 2022, the Authority decided to use the Welsh names, Yr Wyddfa and Eryri, in all languages and that was followed by a further decision by the Authority in 2024 to style only Welsh landscape names.
- 1.3 These are decisions relating to the Authority's use only – however the Authority recognises that the Authority's actions in this field are likely to influence the use organisations, media and individuals of Welsh language landscape related names.

2. THE STRATEGIC CONTEXT

- 2.1. The place-name field fulfils the purposes of the National Park by:
 - 2.1.1. Preserving and enhancing cultural heritage.
 - 2.1.2. Providing opportunities for enjoyment and learning about the special qualities of the area.
- 2.2. Place names are part of the Special Features 3 (Vitality of the Welsh Language) and 7 (Historic Landscapes) of Cynllun Eryri.
- 2.3. In addition, place names are a vehicle for connecting with the natural environment of Eryri. In the face of the climate and nature crisis, place names bring us closer to understanding our connection to the landscape and wildlife. These elements are important considerations in the formulation of a new Cynllun Eryri.

3. ANALYSIS OF PLACE-NAMES ACTIVITY 2024-25

3.1. Achievements:

- Over 900 of Eryri's standardised landscape names have now been submitted to Ordnance Survey, through a collaborative process between the Welsh LaNguage Commissioner and the ENPA. The data is being added to Ordnance Survey databases to update assets.
- ENPA Wardens created voice recordings of Eryri's landscape names, to be submitted to Wiki databases. That will ensure that hundreds of Welsh landscape names can be heard on Wikipedia pages, number of languages, all over the world.
- The model for collecting landscape names in communities has been adopted by the Pembrokeshire Coast and Bannau Brycheiniog National Park Authorities and mapping and recording work is underway in both Parks.
- During the last year, information sharing sessions on the collection and standardisation of landscape names in Eryri was held with staff from Public Health Wales, Denbigh Council and Clwydian Range and Dee Valley National Landscape.
- Communities continue to respond very positively to the work and interest is increasing.
- Services across the Authority continue to contribute to the work, e.g. Wardens and the Conservation, Woodlands and Agriculture and Cultural Heritage services.
- Positive collaboration continues with key partners such as the Welsh Language Commissioner, Welsh Government, Ordnance Survey and the Royal Commission on the Ancient and Historical Monuments of Wales.
- New partnerships are underway with the BMC and Plas y Brenin. The aim of this work will be to engage with the outdoor sector and share digital content about how to pronounce Welsh landscape names and the history of the names.
- Community centres were used to host the recording events, to bring people together to chat and share information.
- Anna Pritchard's art commission, to interpret the landscape names of Eryri through textiles, was completed. Successful exhibitions were held at Oriel Plas Glyn y Weddw and Penmaenmawr Museum. The work is currently on display at Ruthin Craft Centre and the exhibition will be at MOMA Machynlleth from September.

3.2. Opportunities:

- The National Eisteddfod is keen to collaborate on the interpretation of landscape names in an exhibition at the 2027 Meirionnydd National Eisteddfod.
- Ffermio Bro – an opportunity to extend the project and intensify collaboration within the Authority and beyond.

3.3. Matters to consider:

- There are several difficult questions that remain unanswered, particularly around English neologisms on climbs and landscape features. In fact, the task of recording and preserving landscape names is ongoing.

4. KEY PERFORMANCE INDICATORS – Targets 2025/26

Target	Measure	Result 2024/25
We will be holding landscape name recording sessions in communities across the National Park.	The target will be to hold 10 sessions per year.	7 fewer sessions than expected were held due to staff changes and the expansion of work to Pembrokeshire Coast and Bannau Brycheiniog.
	The target will be to record 100 names in each session.	1202 names recorded in 7 sessions
We will continue to standardise the landscape names of Eryri through collaboration with the Welsh Language Commissioner, Cardiff University and Ordnance Survey.	We will target the standardization of at least one group of landscape names annually.	The names of mountain ranges, smaller lakes and a list of other miscellaneous names were standardized.
Engage with Ordnance Survey to improve understanding of the significance of Welsh landscape names and influence mapping policy.	Meet 2 times a year.	Meeting May and November 2025. Work is progressing positively.
Engage with stakeholders and the community about the achievements.	Complete a minimum of 2 engagement activities annually.	The monthly meetings with Cymraeg 2050 officers are continuing. Ready support available to the work at a practical and strategic level. Awareness sessions were held with Pembrokeshire Coast and Bannau Brycheiniog NP's and Denbighshire County Council, Anna Pritchard's commission exhibition.
We will update Members on the work's progress	Hold the Placenames Steering Group meetings at least once a year. Report to Members annually.	The Steering Group met in January 2026 to approve the latest lists of standardized names.
We will be launching the Eryri Names education resource.	The original intention was to work with Conwy Council but due to staff changes, Tirlun, Landscapes Wales' education initiative, is working on the resource as part of a wider national work.	Underway.

We will be presenting the work to the Northern and Southern Access Forums of Eryri National Park.	Provide a presentation to the Eryri Access Forums (North and South).	Completed June 2025.
Complete the collaboration with Wicipedia Cymraeg and the Welsh Language Commissioner to record the landscape names that have been standardised in the form of an audio clip, to be added to the resources of Wicipedia Cymraeg (via a creative commons licence).	To hold a workshop in conjunction with the Welsh Language Commissioner, Wicipedia at Plas Tan y Bwlch.	Completed Summer 2025.
We will be completing a landscape name interpretation project in the community of Llanuwchllyn.	Llanuwchllyn Community Council is leading the project with financial support from ENPA. The project includes on-site interpretation, an interpretive installation at Neuadd Llanuwchllyn and a programme of walks, all to interpret and raise awareness of the richness of the area's landscape names.	Underway.
We will measure qualitative data to understand the impact of this work on residents' and visitors' understanding of the significance of the National Park's landscape names. We will be doing this specifically via Yr Wyddfa user questionnaire in the first instance and looking for opportunities to reinforce this work through community councils, schools and social media.		Not delivered to date. However, a question on place names will be included in the Yr Wyddfa visitor survey in 2026.

5. TARGETS 2025/26

- Provide 5 placename recording sessions.
- Working with the National Eisteddfod and other stakeholders to develop a project plan for the 2027 Meirionnydd Eisteddfod.
- Anna Pritchard's initial art commission tour completed and the opportunities for extending the tour in 2027 is being assessed.
- Commission a name standardisation project for the Ogwen area.

6. RESOURCES

- Head of Cultural Heritage's Time
- Cultural Heritage projects budget
- There are potential opportunities to apply for additional funding for engagement and interpretation projects, e.g. the 2027 National Eisteddfod.

7. TIMELINE

- This work is part of the Cultural Heritage service's ongoing work programme.
- The priority of this work will vary according to other pressures within the service, e.g. strategic projects and resource availability.

RECOMMENDATION:

- 1. That Members accept the report for information.**
- 2. That Members contribute any ideas for the development of the place names work field.**