NOTICE OF MEETING

Eryri National Park Authority

Jonathan Cawley
Chief Executive
Eryri National Park Authority
Penrhyndeudraeth
Gwynedd LL48 6LF
Phone: (01766) 770274
E.mail: parc@eryri.llyw.cymru

Meeting: Performance and Resources Committee

Date: Wednesday 11 November 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;

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.	**Apologies and Chairman's Remarks** To receive any apologies from Members or officers	
2.	**Declaration of Interest** To receive any disclosure of interest by members or officers in any item of business.	
3.	**Minutes** The Chair shall propose that the minutes of the Performance and Resources Committee held on 15 July 2026 be signed as a true record. (Copy herewith).	4 - 10
4.	**Action Sheet** To submit the Action Sheet for information and decision. (Copy herewith)	11 - 13
5.	**External Grant Funding Update Report** To submit a report by the Chief Executive. (Copy herewith)	14 - 22
6.	**Corporate Work Programme 2026-27** To submit a report by the Director of Corporate Services. (Copy herewith)	23 - 70
7.	**Information Centres Annual Report** To submit a report by the Sustainable Tourism Manager (Copy herewith)	71 - 78
8.	**Health and Safety Annual Report 2025-26** To submit a report by the Head of Health and Safety (Copy herewith)	79 - 94
9.	**Pay Policy Statement 2026/27 and Pay Policy Annual Report for 2025/26** To submit a report by the Head of Human Resources Service (Copy herewith)	95 - 100
10.	**Equality, Diversity and Inclusivity Policy** To submit a report by the Head of Human Resources Service (Copy herewith)	101 - 115
11.	**Progress Report (June 2026): *Cynllun Yr Wyddfa*** To submit a report by the Partnerships Project Manager (Copy herewith)	116 - 140
12.	**Procurement Policy and Strategy 2026-29** To submit a report by the Director of Corporate Services. (Copy herewith)	141 - 161

13. **Strategic Equality Plan** 162 - 195

To submit a report by the Head of Administration and Customer Care and Head of Human Resources. (Copy herewith)

MINUTES OF THE
PERFORMANCE AND RESOURCES COMMITTEE
WEDNESDAY 15 JULY 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, Louise 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, Salamatu Fada, Tim Jones, Delyth Lloyd, Wyn Thomas;

Officers
Bethan Hughes, Keira Sweenie, Naomi Jones, Dewi Aeron Morgan, Sian Owen, Etta Trumper, Angela Jones, Eifion Jones.

Also In Attendance
Luned Fôn Jones (Internal Audit)

1. **Chair**

The Director of Corporate Services outlined the procedure for the election of a Chair of the Performance and Resources Committee. She advised that, in accordance with Standing Orders 5.2 and 5.3, she had received nominations proposing two names, namely Tim Jones and Elfed Powell Roberts.

Both were invited to address the meeting, and both gave a presentation.

A vote was held and ***Elfed Powell Roberts*** was elected Chair of the Performance and Resources Committee.

The Chair thanked the Members for their support.

2. **Vice-chair**

The Director of Corporate Services outlined the procedure for the election of a Vice-chair of the Performance and Resources Committee. She advised that, in accordance with Standing Orders 5.2 and 5.3, she had accepted nominations proposing one name only, namely Tim Jones.

Tim Jones was elected Vice-chair of the Performance and Resources Committee.

The Vice-chair thanked the Members for their support.

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.

3. **Apologies for absence and Chair's Statements**

Apologies were received from Councillor Einir Wyn Williams, Naomi Luhde-Thompson and Jon Cawley.

The Chair welcomed Bethan Hughes to her first meeting of the Performance and Resources Committee in her new role as Director of Corporate Services.

Councillor Meryl Roberts was congratulated for being elected to the Trawsfynydd Site Stakeholder Group committee.

He thanked those who had been preparing for the Park's 75th anniversary celebrations.

He urged Members to support the "O'r Mart i'r Maes" (from the Mart to the Maes) campaign, - a group of farmers walking from Caerwen to the Royal Welsh Show grounds in Builth Wells to raise money for Cancer Research Wales.

4. **Declaration of Interest**

No declaration of interest was received.

5. **Minutes**

The minutes of the meeting of the Performance and Resources Committee held on 11 March 2026 were *adopted* and signed by the Chair as a true record.

6. **Action Log**

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

Recommendation : –

- that *Item 12. Revenue and Capital Outturn Report 2024/25* (PacA 09.07.25) remained on the Action Log for the time being; the Head of Property intends to report on the issue of daily general litter in the Park in September.

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

7. **Head of Internal Audit Annual Report**

The report was *presented* by the Head of Internal Audit.

Reported:

- the report included a summary of work conducted by Internal Audit during 2025/26 together with an Internal Audit plan for 2026/27;
- the annual conclusion of the Head of Internal Audit was that the Authority had a robust framework of internal control;
- there were 2 pieces of work in the 25/26 Internal Audit scheme, namely Plas Tan y Bwlch and Project Management:
    1. the report on Plas Tan y Bwlch was given a "High" level of assurance, and
    2. the Project Management report was given an "Adequate" level of assurance.
- the report on Project Management recommended that project managers should be required to have a structured project management qualification, such as PRINCE2 (*Projects in Controlled Environments*);
- the draft audit plan for 26/27 had been prepared and consisted of two core reports, Yr Ysgwrn, and the Authority's Information Centres.

Noted:

- in response to the comment that point 5.4 of the report on Plas Tan y Bwlch stated "projected income of almost £125k, but no working papers have been seen to support these figures", that the working papers were available from Authority officers and the figures could be shown if they wished to see them;
- point 6 of the report on Plas Tan y Bwlch recommended "the establishment of a group of officers to hold regular meetings to review progress and risks", but consideration should also be given to giving a role to Members and the Plas Board of Management in this review, and could be considered in the discussion to take place at the Authority's September meeting on the Board's terms of reference;
- support for the idea of requiring project managers to be qualified in PRINCE2;
- the Chief Executive was reviewing the "Project Management Toolkit" approved in 2019 and that it was a task that was on the Authority's Action Sheet.

Recommendation: – that the Committee:

1. accept the report as the "Annual Report of the Head of Internal Audit" in accordance with the requirement of the Global Internal Audit Standards.
2. consider the Operational Audit Plan for the 2026/27 accounting period, and either provide relevant specific recommendations and/or accept the plan.

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

8. **Volunteers and Well-being Annual Report 2026**

Submitted - a report by the Volunteering and Wellbeing Officer.

Reported:

- that this was the last complete annual report of delivery under the Strategy for the Development of Volunteers (2021-2026);
- *Caru Eryri* and the volunteer wardens had continued to make a significant contribution over the past year toward caring for the Park;
- feedback from the volunteers demonstrated the benefits in terms of health and wellbeing, skills development, and confidence building;
- also, well-being has continued to develop, and feedback from the walks etc had shown that the activities help people to feel more relaxed and confident using the Park;
- promoting partnerships was crucial;
- the current report would be used to inform the creation of a new volunteering and wellbeing strategy;
- work would commence following a review of *Cynllun Eryri* to ensure that the strategies were aligned with the Authority's priorities;
- the Officer conveyed her gratitude to all the volunteers, partners and staff who had contributed to the work over the years.

Noted:

- the Park was increasingly popular with visitors from South Asian backgrounds and heritage and having such people as volunteer wardens should be investigated;
- the report should include what had been learned during the year (which things went well, the things that didn't go as well), and compare figures with previous years;

- the intention was to seek to increase the number of volunteers at Plas Tan y Bwlch to assist with the maintenance of the gardens and paths etc;
- the Authority and Gwynedd Council had different litter pick-up patrol routes and although there was contact between the tidy-up teams in places such as Llyn Tegid or villages, the Authority's collection teams were focused on more remote and polluted areas.

Recommendation: – that the Committee note the contents of the annual report.

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

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

Submitted - a report by the Director of Corporate Services.

Reported:

- this report conveyed the progress made in the final quarter and throughout 2025-26 to deliver the various projects and initiatives agreed for the achievement of the Authority's Improvement Objectives;
- progress on some objectives had slipped and Members' attention had been drawn to those.

Noted:

- the Authority's staff had recently had training on inclusion and it was noted that people who shared one or more of the protected characteristics set out in the Equality Act were given consideration in the Authority's strategies;
- outreach to minority groups should be targeted appropriately to deliver the right engagement;
- greater collaboration between the Authority and housing associations could be beneficial in increasing the number of affordable housing in the Park;
- an item on Members' training, similar to item CW1.1 (*Engaging with our staff at all levels to support performance management*) should be added to staff;
- monitoring of Members' attendance at meetings was good in terms of governance but noting attendance alone was inadequate, - there should be some means of measuring Members' contribution at the meetings;
- an induction session was given to all new Members and initial plans were underway to hold joint induction sessions across the three National Parks of Wales.

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

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

10. **Authority's Risk Register**

Submitted – a report by the Director of Corporate Services.

Reported:

- 18 risks had been identified on the Register:
  - 1 classified as High risk,
  - 14 as Medium risks and
  - 3 as Low risk
- the intrinsic impact risk score of risk 5, the Income Generation Target for TIC's, had

been lowered from 4 to 3, better to reflect the reality of the situation; that this had been done to distinguish between risks 5 and 4 (Income Generation Target (Car Parks)) and to reflect the significant difference between the car park income target (which had an intrinsic impact risk of 4) and the Information Centre income target.

Noted:

- the risk numbers as reported in the previous report did not match the numbers as set out in the Risk Register itself;
- after discussing the proposal, that the risk, "Establishment of a Fourth National Park in Wales" (risk 19) should remain on the register until the decision had been made;
- the ability to manage projects using PRINCE2 should be added as part of Risk 9 (Poor and ineffective management of projects by the Authority);
- the Leadership Team should constantly consider the political landscape and identify any risks that may arise from it.

Recommendation: – that the Committee notes the content of the report and

1. the need for project managers to be able to use PRINCE2 as part of Risk 9 should be added,
2. to keep Risk 19 (fourth National Park) on the Risk Register for the time being.

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

11. **Complaints Monitoring Report**

Submitted - report by the Director of Corporate Services.

Reported:

- the Authority received 13 formal complaints relating directly to the Authority during the 2025/26 financial year.

Noted:

- It would be useful if the report included comparisons with previous years.

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

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

12. **Annual Report on Actual Treasury Management Activity in 2025/26**

Submitted - report by the Chief Finance Officer.

Reported:

- the report was statutorily required and reports back on the implementation of the Authority's Strategy for Treasury Management 2025/26 (approved by the Authority at the meeting of 5 February 2025);
- the Authority had fully complied with what was agreed in 2025;
- borrowing had not been required during the year, and the Authority ended the year as it began, as a debt-free Authority;
- the Authority would reduce risk by splitting the investment between 6 different banks;
- a total of £327K of interest was received, which was less than the previous year, but more than expected.

Noted:

- It would be useful to see figures from recent years for comparison.

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

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

13. **Eryri Landscape Names Annual Report**

Submitted - report by the Director of Land Management.

Reported:

- the background of the project and how it had grown and become more strategic;
- there were two different projects, namely
    - standardizing the names already on Ordnance Survey (OS) maps;
    - a community project recording local landscape names;
- the intention was to align the two projects increasingly over the coming year so that more of the local names would be recorded on OS maps;
- over 900 names had now been standardised, and while the OS's attitude has been supportive, it remained to be seen how many of the recommendations would be fully adopted;
- building partnerships with organisations such as the *British Mountaineering Council* and Plas y Brenin was crucial to try to ensure that people who did not understand the Welsh language would understand the importance of the names;
- the intention was to organise a specific piece of work on the standardisation of names in the Ogwen area this year:
    - that work would raise a number of difficult questions that had to be faced including, for example, a number of recent English types on certain climbs;
    - it was not a matter of recording Welsh or English names only, but an attempt to obtain linguistic and historical accuracy in both Welsh and English;
- Llanuwchllyn community had collected over a thousand names in one session, and there was so much enthusiasm within the community about the work that the Authority decided to work with the community specifically to develop interpretation and engagement work; and that a community map had now been produced containing local names.

Noted:

- if the OS held back, it would ultimately be political pressure that would change the situation;
- the Authority was in touch with the Welsh Government, and met Llŷr ap Dafydd of the Welsh Team on a monthly basis; that a heritage bill was in the pipeline and that there was a possibility that place names would be part of this;
- Westminster Members could be lobbied but it would be better to wait to see the OS's response to the 900 names first;
- the Authority had written to all Members of the Senedd after the May elections to invite them to come to the Park to discuss any topics they wished, and the issue of place names could be raised at such a meeting.

Recommendation: – that the Committee:

1. accepts the report for information
2. contributes any ideas for the development of place name work area

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

The meeting ended at 11:55

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 was presented to the Members' Working Group in September**	**Yes**

TAFLEN WEITHREDU – ACTION SHEET

PERFORMANCE AND RESOURCES COMMITTEE – 15.07.2026

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
7. Head of Internal Audit Annual Report	Point 6 of the report on Plas Tan y Bwlch recommended "establishing a group of officers to hold regular meetings to review progress and risks". It was SUGGESTED that assigning roles to Members and the Plas' Management Board be considered also.	Consider the role of the Members and bring recommendations to the Authority meeting in September regarding the terms of reference for the Plas Tan y Bwlch Board.	Bethan Hughes and Naomi Jones	Sept 26 **A report by the PW was submitted to the October Members' Working Group proposing the establishment of groups to receive input from Members – this included the establishment of a Plas Tan y Bwlch Sub-Group**	**Yes**
8. Volunteers and Welfare Annual Report 2026	The report should include lessons learned during the year (what went well, what did not go as well) and compare figures with previous years.	Add the information to the report	Keira Sweenie and Angela Jones	July 27 **Noted. The information will be incorporated into the annual report from now on**	
9. Corporate Work Programme 2026-27	An item regarding Member training should be added, similar to item CW1.1 (Engaging with our staff at all levels to support performance management) which relates to staff.	Add the information to the report	BH	**CW 4.3 included in the Corporate Work Programme:** "Members have had a Personal Development Review meeting regarding their development and support needs. Annually / every 12 months"	**Yes**

TAFLEN WEITHREDU – ACTION SHEET

10. Authority Risk Register	The ability to manage projects using PRINCE2 should be added as part of Risk 9 (Poor and ineffective project management by the Authority).	Add the risk to the report	BH	**Included in the Risk Register**	**Yes**
11. Complaints Monitoring Report	It would be useful if the report included comparisons with previous years.	Add the information to the report	BH	**Noted. It will be included in the annual report for the July 2027 P&R committee meeting**	
12. Annual Report on Actual Treasury Management Activity in 2025/26	It would be useful if the report included comparisons with previous years.	Add the information to the report	Sian Owen	**Noted. The information will be incorporated into the annual report from now on.**	

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

1. BACKGROUND

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

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

1.2 The project toolkit was last amended in 2022 to include the Authority's Welsh Language Policy on awarding grants. It is now considered timely that the toolkit is reviewed, updated and simplified. The work has commenced and will be presented for discussion by Members shortly.

2. PROJECTS UPDATE:

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

2.1 **Celtic Rainforest LIFE Project:**

The project is progressing on target for completion in 2027. The End of Project Conference, a significant deliverable of the project, was held at Bangor University on the 14th and 15th April 2026. The two-day event was a success and celebrated the achievements of Celtic Rainforests LIFE, whilst giving opportunities for delegates and stakeholders to contribute their thoughts on future initiatives through interactive workshops. The project remains on schedule to achieve the set targets and outputs.

2.2 **Plas Tan y Bwlch**:

National Lottery Heritage Fund Application (NLHF):

Members have been updated separately on the progress of commissioned work for preparing plans and documentation to support the Authority's application for the "development phase" of the Lottery bid. The application was submitted to the Lottery end of July; officers are currently awaiting feedback and expect a final decision early December.

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

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

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

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

2.4 **Ffermio Bro:**

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

Welsh Government officers conducted a first-year evaluation on the scheme based on feedback from farmers, landscape staff and external stakeholders including NRW providing valuable information to develop the scheme rules, policies and guidelines for 2026-28. Second year has been oversubscribed in all three areas. All contracts have been issued and works are underway.

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

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

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

2.6 **National Grid Projects:**

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

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

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

2.7 **Local Places for Nature:**

Funding was confirmed for the 2026-27 financial year and provides resource for two biodiversity officers and capital funding for community-based projects. The Authority receives half the capital funding of a Local Authority which is currently £148k.

2.8 **Eryri Dywyll (NOS)**:

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

2.9 **Integrated natural Resources Scheme (INRS)**

i. T**he right tree in the right place** (£999k): At the February Authority meeting Members approved the Head of Conservation, Woods and Agriculture to accept the grant funding and progress the project.

ii. **Ffermio Adfywiol** (£780K) At the February Authority meeting Members approved the Head of Conservation, Woods and Agriculture to accept the grant funding and progress the project.

Recruitment has been undertaken for both INRS projects and staff are now in post, however both projects are six months behind profile, primarily due to Welsh Government delays. Discussions on reprofiling of capital and revenue funding due to these delays are continuing with Welsh Government. There is a continuing risk that re-profiling of the budget will not be possible therefore a significant portion of capital expenditure in the current financial year is at risk of not being available unless it can be moved to the next financial year.

2.10 **Brilliant Basics 2025-26/27:**

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

Yr Hen Stablau Information Centre: £300k has been received towards landscaping and interpretation work in the courtyard outside the Betws y Coed Information Centre, part of the redevelopment work on site. Work will progress to improve the courtyard with planting, seating areas and signage, improvements to the lighting in the main car park and plans to enlarge the vacant unit to combine with former office.

3. SUSTAINABLE LANDSCAPES SUSTAINABLE PLACES (SLSP) WELSH GOVERNMENT'S 2 YEAR CAPITAL FUNDING FOR LANDSCAPES WALES, 2025-27

3.1 Building on the preceding 3 year SLSP programme, the Welsh Government approved a further 2 year programme of capital investment across Wales's eight Designated Landscapes to ensure they could contribute to key WG objectives. Funding of up to £1m each was approved over the two years. In addition to this targeted progamme a separate allocation of general capital funding of £330k per annum was awarded.

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

The Fund has two main strands:

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

Projects agreed by WG and progressed in Eryri:

3.2.1 **Nocturnal Eryri: £270k** (+£100k see below**).** The project spins off from the Project NOS works and delves more into the biodiversity aspects of darkness and the species reliant in dark conditions to thrive. The works will safeguard and enhance conditions of priority nocturnal species habitats creating better conditions to thrive and breed more effectively. The project has is a specific focus on bat roots. Works include two traditional buildings being restored (one of which is listed), both are registered bat roosts.

Also, light retrofitting is being undertaken where there is impact on bat roots, owl nesting sites or fish migration in several SSSI and SAC sites in the Coedydd Derw Meirionnydd area.

3.2.2 **Wild Water Eryri: £200k.** The aquatic focus project aimed to look to deliver river restoration projects leading to the naturalization of channels and flows, removal of fish migration barriers opening up more habitat and improving connectivity along riparian areas. The work would improve conditions for key species such as Atlantic salmon, lamprey, trout and otter to name a few. These are key species in several Eryri SAC's

Unfortunately, predominantly due to time elements and project management challenges, the project was not progressed into the second year of funding by the Welsh Government. However, the funding allocated in 2026-27 (£100k) for the project was reprofiled in its entirety to the Nocturnal Eryri project allowing the project to deliver to its full potential, addressing maximum benefits for nature and cultural heritage and reduce any risk in funding shortfall.

Staff are progressing with preparatory works (planning application) so that a wild water Eryri project can move rapidly if funding becomes available in the future.

3.2.3 **Trees and Ancient Woodland: £170k.** Continued support of the Ancient Woodland Survey and work program and building on the delivery of the Trees and Woodlands Strategy and action plan. It allows continued information to be gathered and capital works to be undertaken that increases the resilience of sites and their connectivity.

Work progressed well in the first year with the completion of 13 sites areas survey covering 78.61ha and capital work sites area of 93.04ha.

Most survey work in the second year has been undertaken and the capital works programme will get underway during the winter months.

3.2.4 **On-site renewable electricity generation: £160k.** Solar PV roof installation and roof insultation improvement works at Aberdyfi Information Centre, Solar PV roof installation at yr Ysgwrn Bungalow and Llyn Tegid Boathouse, office, public toilets and showers.

3.2.5 **Decarbonisation Historic Dolgellau: £200k.** The project progressed opportunities to restore nature within the Dolgellau Conservation Area by placing biodiversity boxes (bats, swallows etc.) on traditional buildings. The project also acts on opportunities to improve the dark sky condition of the area improving habitats and conditions for biodiversity.

8 buildings were identified high priority and awarded £16.5k each, 7 buildings identified as medium priority and awarded £8.25k each with the grants offered based on 50% of the costs.

5 traditional skills bursaries have been awarded to high potential students of building, plastering, conservation woodwork on Further Education courses at Grŵp Llandrillo Menai colleges. 2 apprenticeships facilitated by Grŵp Llandrillo Menai have started in their respective courses and several traditional skills training courses have been held targeting traditional building owners and contractors.

3.2.6 **General Capital Fund:** £330k annually in 2025-26-27.

The fund was allocated as follows:

Continuation of work to update all the Eryri National Park boundary marker stones with the new NP logo.

Funding granted for 11 decarbonisation projects within the Cronfa Cymunedau Eryri Fund for varying capital works to improve energy efficiency.

Work has progressed from year 1 on the sustainable tourist platform – RHOI – which is currently being reviewed and piloted by users before its launch Easter 2027.

A contribution of £100k was made to fund essential safety and flood-prevention engineering works at Llyn Mair to install a new emergency siphon system. This work has been completed over the summer months.

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

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

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

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

5. NEW AND POTENTIAL PROJECTS:

5.1 Officers continue to assess the potential for new project opportunities that align with our objectives. We will endeavour to update Members as these develop.

5.2 **Grow Cycling Tourism in Wales**: ENPA's Partnerships section was recently successful in their bid for grant funding from Visit Wales' "Grow Cycling Tourism in Wales" fund. The fund was set up as a result of Wales hosting a stage of the world-renowned Tour de France to establish Wales as a leading cycling nation, to invest in infrastructure and facilities and to make Wales more welcoming to cyclists helping to grow tourism, support local economies and maximise the long-term legacy benefits of the iconic event.

3 bids were submitted by ENPA, all 3 were successful totalling grant funding of £122.5k

- **The Mawddach Trail** (£25,032) to improve the cycling experience – in Partnership with History Points and the local community to update and improve signage on the Mawddach Trail.
- **Improving cycling infrastructure in Eryri** (£48,758) in partnership with the National Trust for installing bike racks in all of ENPA owned car parks, NT are doing the same on their sites in Eryri and installing maintenance stands and boxes on some sites
- **Betws-y-coed e bikes** (£48,792**):** Led by Pellenig Cyf (a not for profit organisation). ENPA facilitated the application to increase the availability of e-bikes in Betws-y-coed, making cycling more accessible to locals and visitors.

6. FUTURE PROJECTS:

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

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

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

Proposals that should be noted are:

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

7. RECOMMENDATIONS:

7.1 To note the update on the capital funded projects.

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

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

APPENDIX 1.

ENPA PRIORITIES FOR CAPITAL AND REVENUE BIDS:

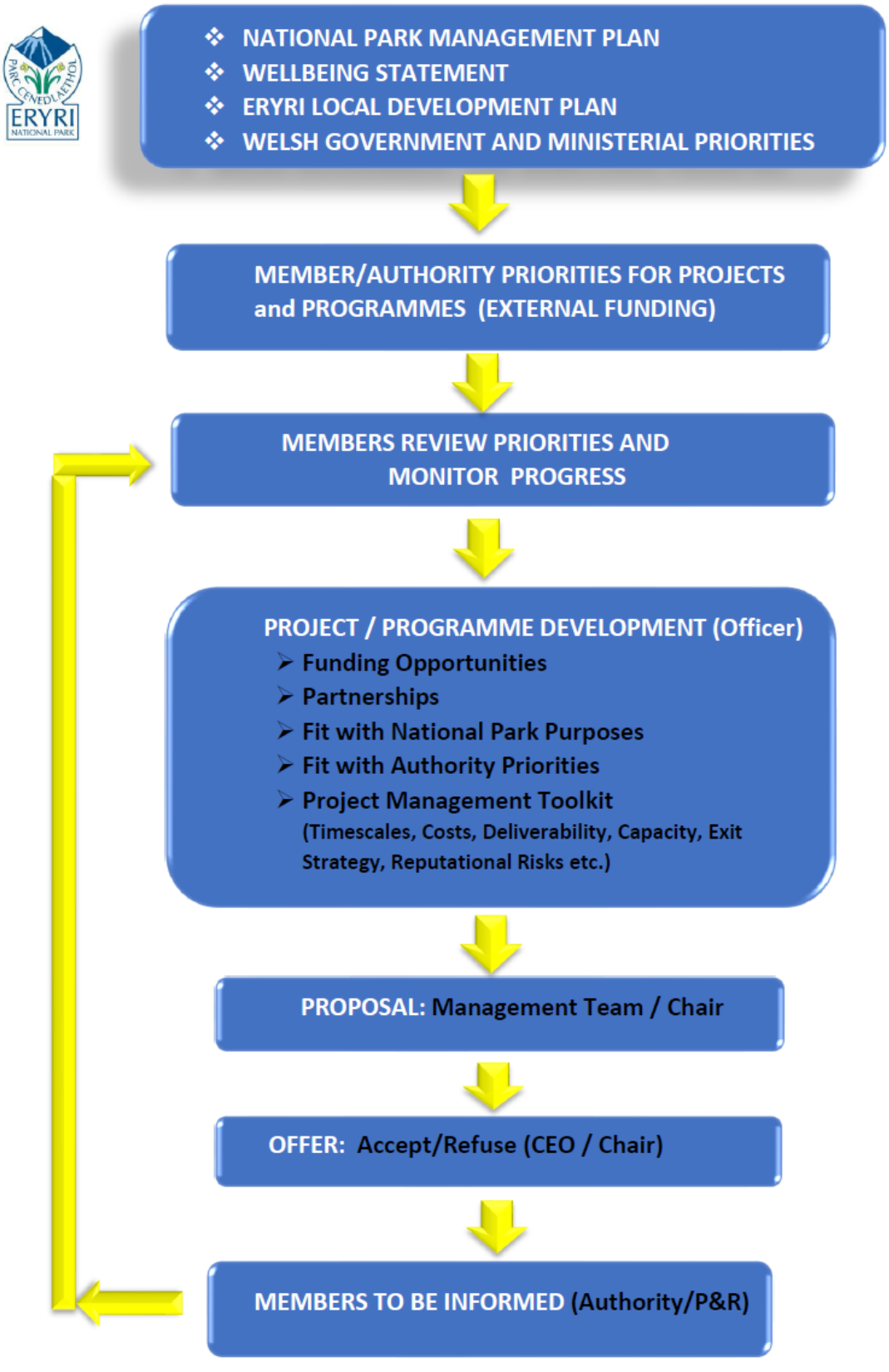
Members consider the Authority's grant application priorities annually. In previous years these were identified as specific projects. As per request of members these are now listed under strategic thematic headings which can be linked to our strategic and statutory documents.

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

Approved March 2026

APPENDIX 2.

EXTERNAL FUNDING : PROJECT/PROGRAMME DEVELOPMENT & APPROVAL



Awdurdod Parc Cenedlaethol Eryri National Park Authority
JO/External Funded Project Approval

APPENDIX 3.

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

Current external grant funded projects	FUNDING BODY	VALUE £
Carneddau (Project completed December 2025)	National Heritage Lottery Fund	**£4.1m**
Celtic Rainforest	LIFE European Funding	**£7.6m**
Ffermio Bro	Welsh Government Year 1 Year 2 Year 3	**£1.9m** **£3.2m** **£3.2m**
National Peatland Action Programme	WG	**£1.2m**
National Grid Projects	NG	**£585k**
Local Places for Nature	NHLF	**£148k**
Integrated Natural Resources Scheme **Right Tree in the Right Place** **Ffermio Adfywiol**	WG	 **£999k** **£780k**
Brilliant Basics (2 grant funding streams)	Visit Wales	**£600k**
Sustainable Landscapes Sustainable Places x 2 years	WG	**£1.6m**
Additional Capital Funding	WG	**£1m**
Visit Wales Grow Cycling Tourism Fund		**£122k**

TOTAL	**£26,934,000**

Item No. 6

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Corporate Work Programme 2026-27**
REPORT BY	Director of Corporate Services
PURPOSE	Progress Report on the First and Second Quarters (April – September), 2026

1. BACKGROUND

1.1 Enclosed is a report on the Corporate Work Programme containing details of the progress made in Quarters One and Two (April – September) 2026 in undertaking the agreed projects and initiatives for achieving the Authority's agreed Wellbeing Objectives.

1.2 Progress is indicated by green, amber and red  with a further symbol of a red dot and arrow  indicating the work was not completed on schedule in 2025 and has been included in the 2026 work programme for completion.

1.3 A blue hexagon symbol  indicates the work/project has been cross referenced and is relevant to targets set for Eryri NPA in the annual Welsh Government Strategic Grant Letter.

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

2. RECOMMENDATION

2.1. To examine and discuss the attached Corporate Work Programme.

3. BACKGROUND PAPERS

3.1. Corporate Work Programme 2026-27: First and Second Quarter Updates.

WELLBEING OBJECTIVES 2026-27: CORPORATE WORK PROGRAMME

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

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

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	Qtrs. 1+ 2 ● Qtr. 3 Qtr. 4	**Implement the Gwynedd and Eryri Communication Campaign on Sustainable Visiting Economy, 2026** **We have commissioned a small-scale campaign to promote road cycling, adventure cycling, and leisure cycling opportunities in Gwynedd and Eryri. Throughout the peak visitor season, consistent work has been carried out to reinforce our respective messages, involving regular meetings between departments within the Eryri Authority and the communications teams of Gwynedd and Conwy Councils.**	Ongoing	Head of Comms.

● Progressed and within Timetable.

● Delayed and/or to be progressed in next quarter for completion by March 2027

● Not progressed and/or will **not** be completed by March 2027

⬢ Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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**	**Monitor visitor numbers through people counters to establish the impact of users across the National Park.** **Report produced based on data for 2025.** **The Report has been published and is available on the Authority's Website** **Completed**	Completed	Ho Partnerships
AC 1.3	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Identify and quantify access work to mitigate the effects of people pressure** ➢ Present report at end of year **Regular meetings are held between the Head of the Warden Service, the Access and Well-being Manager, the Senior Wardens, and the Access Projects Officer to discuss work priorities and medium-to-large-scale access projects across the National Park. Smaller-scale work projects will be led locally by the Area Wardens and included in their Area Plans.**	Ongoing Authority Dec. 2026	Head of Wardens & Access (W&A)
AC 1.4  	 **Qtrs. 1 + 2** Ctr. 3- 4	**Produce a Footpaths Strategy for footpath works in Eryri** Report to Working Group Authority to adopt strategy **Significant work has already been achieved but further work will be required to progress to a final draft 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.**	May/Jun Dec. 2026	Ho Wardens & Access (WaA)

 Work scheduled for 2025-26 but carried over to 2026-27

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 Qtr. 4	**Produce guidelines for undertaking access route works in Eryri** **The work aligns with and included as part of the Strategy in 1.4 above.**	Dec. 2026	Ho W&A
AC 1.6		**Ensure that promoted routes are regularly surveyed, maintained and improved when necessary and reported annually to the Management Team**	Annual	Ho W&A
Annual Report				
AC 1.7	**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	Ho W&A

Work scheduled for 2025-26 but carried over to 2026-27

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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	**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 Projects will continue until March 2027.**	Ongoing	Dir. Land Man. Ho WaA
AC 1.9	Qtrs. 1+ 2 Qtr. 3 Qtr. 4	**Review, adopt and implement the Authority's Communications Strategy operational for 2026-2030** **This work has slipped due to the time resources required for the 'Miri Medi' arrangements and the Authority's 75th Anniversary celebrations. The work will be completed in the next quarter.**	June 2026	HoComms.

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	AC 2	RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE

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	**Ensure that climate change receives full consideration when amending the Eryri LDP** **Climate change mitigation was a consideration in the preparation of much of the current LDP, including settlement strategies, flood mitigation, and renewable energy generation. Policy has evolved significantly over the last few years, and this will raise a number of important issues during the current review of the Plan.**	**Annual Report**	Head of Planning Policy (Ho PP)
AC 2.2	**Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Create a Climate Change Risk Assessment on the Special Qualities of Eryri NP in conjunction with partners and communities** **A workshop was held In November 2025, with experts, partners, and communities from across the region to contribute to a new Risk Assessment for the Special Qualities of Eryri. The work was led and facilitated in collaboration with Bangor University. This initiative represented new ground for the Authority and has led several partners to adopt the same structure. The Carbon Officer has shared this good practice with local authorities and the Public Services Board. The findings of this Risk Assessment are reflected in the draft of the new Eryri Plan, which will, in turn, inform an Adaptation Plan for Eryri.** **Furthermore, a Citizen Science project was completed in July to document memories and experiences of extreme weather on the land in Eryri. Working in partnership with Lafan Consultancy, the project provided a platform for various landowners and farmers across Eryri to record how, in their experience, the weather has changed. This evidence serves as a robust foundation for both the Adaptation Plan and the Eryri Plan.**	March 2027	Carbon Officer

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 2.3	Qtrs. 1+ 2 Qtr. 3 Qtr. 4	**Develop a Climate Change Adaptation Plan for the Special Qualities of Eryri NP in conjunction with the review of the Eryri Management Plan** **The foundation for this work has been developed during the drafting of the new Eryri Plan. The work will commence following the formal adoption of a new Management Plan. In the meantime, a Climate Change Action Plan has been completed as part of collaborative work with the UK's National Parks.**	March 2027	Carbon Officer
AC 2.4	Qtrs. 1+ 2	**Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan 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. **A review of the Asset Portfolio was conducted, and an Asset Management Policy, Strategy and Plan were presented to the Authority's June meeting. The Asset Sub-Group will review the Asset Management Plan annually, with a full mid-term review in 2028 and a comprehensive review to inform the successor plan in 2030. Opportunities for disposal, leasing, or repurposing of assets will be pursued as they arise, as outlined in the Authority's Property Disposal/Acquisition Policy – adopted as part of the Strategy.** **Completed and Ongoing**	New Asset Management Plan to be adopted by Sept. 2026 then Ongoing	Head of Property

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 2.5 	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Review the Carbon Strategy and present to Members identifying changes and progress.** **The Authority's Carbon Strategy has been produced, and an officers' sub-group has been established—meeting for the first time in March—to provide guidance for the carbon officer's work programme. A list of actions is in place, which includes tracking the use of the 'grey fleet' and piloting the Welsh Government's supply chain emissions forms.**	Sept. 2026	Carbon Officer (reporting to Director of Corporate Services (DoCS)
AC 2.6 	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Develop a Low Carbon Action Plan for Eryri to be carbon neutral by 2030 based on the recommendations of the Carbon study report, ensuring this includes a commitment to:** ➢ Low carbon objectives in both the LDP and Cynllun Eryri ➢ Action and progress the Tree & Woodland Strategy; and ➢ Updating the Peatland Strategy **This work is being developed as part of the review of the Eryri Plan and forms part of the officer's ongoing work. Through collaboration with a PhD student from Bangor University, academic research has been incorporated into the Risk Assessment. The officer will continue to provide input and facilitate joint discussions with the climate change departments of the LDP (Local Development Plan) and the Eryri Plan.**	Ongoing	Carbon Officer Director of Planning & Partnerships (P&P) Hof Conservation, Wood & Agric. (CWA)

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 2.7 	 Annual report	**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 – the Carbon Officer contributes to all joint meetings involving UK National Parks and Landscapes Wales. The officer consistently prepares and provides data regarding the 'Race to Zero' principles, and this has been incorporated into the draft of the new Management Plan (the Eryri Plan) for 2026/7–31/2.**	Ongoing Report to Working Group during 2026	Carbon Officer
AC 2.8 	 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** **The post is now managed by and based at Pembrokeshire Coast National Park Authority, and operates across the 8 landscapes.**	Ongoing	CEO

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	AC 3	IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE

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 Qtr. 4	**Development and adoption of the ENPA Cultural Heritage Strategy** **Work will continue while reviewing Cynllun Eryri. A draft was presented to the Leadership Team in September 2026. It is proposed to submit a Strategy to the Members Working Group in the Autumn.**	March 2027	Hof Cultural Heritage
AC 3.2 ⬢	Qtrs. 1+ 2 Qtr. 3 Qtr. 4	**To actively contribute to the work programme of the North West Wales Slate Landscape World Heritage Site Action Plan.** **Officers attend and contribute to the management structure of Llechi Cymru by collaborating with partners to update site management plans.**	Ongoing	Director of Land Management
AC 3.3 ⬢	Qtr. 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	Hof CH

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

⬢ Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 3.4		**Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute and present an annual report to Members.**	Dec. 2026	Hof CH
Annual Report				
AC 3.5	**Qtrs.1 + 2** Qtr. 3 Qtr. 4	**Following on from the completion of Conservation Area Appraisals and Management Plan deliver an on-going programme of traditional skills training which will also compliment the World Heritage Site Action Plan.** **An evaluation of the traditional skills work has been completed, and a programme for 2026 has been confirmed, involving collaboration with local contractors—specifically in the areas of lime work and slate-pillar fencing. Demand remains high. In partnership with Grŵp Llandrillo Menai, two apprentices have begun courses in traditional skills.**	Ongoing	Ho Cultural Heritage
AC 3.6	**Qtr. 1 + 2** Qtr. 3 Qtr. 4	**Completion of the Historic Dolgellau Decarbonisation project, to improve the effectiveness of commercial listed buildings in the Dolgellau Conservation Area.** **Buildings and grants have been confirmed, and the projects are moving forward. Listed Building Consent has been secured for the projects, and contractors have been appointed to carry out the work. Work is underway on 15 properties within the Dolgellau Conservation Area, and everything is currently on track for completion by March 2027.**	March 2027	Ho Cultural Heritage

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	AC 4	TACKLING LAND MANAGEMENT CHALLENGES AND OPPORTUNITIES ARISING FROM THE CLIMATE CHANGE CHALLENGE AND NATURE LOSS

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 ⬢	🟢	**Assist in the development and production of land management principles for the benefit of nature, in conjunction with partners including the Welsh Government, Natural Resources Wales and Landscapes Wales, and that these are reflected in the Eryri Management Plan.**	Annual report to Authority March 2027	Hof Conservation, Woodlands & Agric. (Hof CWA) +
Annual Report				
AC 4.2	🟢	**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** ➢ Produce an annual report on NRAP Eryri to the Authority	Ongoing March 2027	Hof CWA
Annual Report				
AC 4.3 ⬢	🟢	**Prepare an Annual Report on agri-environment work to include Ffermio Bro and Integrated Natural Resources Scheme (INRS) Regenerative Farming**	Annual report March 2027	Hof CWA
Annual Report				

🟢 Progressed and within Timetable.

🟡 Delayed and/or to be progressed in next quarter for completion by March 2027

🔴 Not progressed and/or will **not** be completed by March 2027

⬢ Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	AC 5	ADDRESSSING THE DECLINE IN NATURE

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 5.1 	 Qtr. 1 + 2 update	**Progress Action Plan of the Nature Restoration Plan** ➢ Produce an Annual Report. **A final draft of the Snowdonia Nature Recovery Action Plan (NRAP) for 2026–2031 was presented to and adopted by the Members in April. The NRAP includes an overview of Snowdonia's biodiversity and habitats, key pressures affecting that biodiversity, and a broad action plan—outlining ways in which groups, organisations, communities, and individuals can help to restore nature. The NRAP is intended to be a dynamic document, ensuring that changes can be implemented as needed.**	Ongoing March 2027 Annual Report	Hof CWA.
AC 5.2 	 Annual Report	**Continuing to deliver biodiversity enhancement through the development management process.** **Continuing to await guidance from the Welsh Government. Nevertheless, officers ensure this by requesting green infrastructure statements with every application and imposing planning conditions, where appropriate, to secure improvements to biodiversity.**	Annual Report	Hof DM&C
AC 5.3 	 Qtr. 1 + 2	**Once guidance by Welsh Government is published, ensure that an SPG on biodiversity is produced to support the Development Management process** **Continue to wait for guidelines from the WG**	March 2027	Ho Planning Policy

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5. 4 	 **Qtr. 1 + 2** Qtr. 3 Qtr. 4	**Continue to deliver approved projects that address the aims of Eryri and develop further programmes.** **An update report was presented to the Performance and Resources Committee in March, outlining all projects being undertaken by the Authority, all grant funding applications awaiting outcomes, and new projects about to commence. A further report will be submitted to the Committee in November 2026.**	Twice yearly update reports	Dir. Land Man. Project Managers
AC 5.5 		**To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS)**	March 2027	Hof CWA
Annual Report				

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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).**

2. RESILIENT COMMUNITIES

This outcome will be achieved by:	CC 1	MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.1 	 Qtrs. 1 + 2 Qtr. 3 Qtr. 4	**Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately** **Work continues, with a focus on the Authority's website and social media, to promote accessible routes.**	Ongoing	Ho Comms To lead

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 1.2 		**As part of the SNPA Volunteer Strategy and in collaboration with partners:** ➢ continue to expand volunteer opportunities within the National Park that include both physical and cultural activities ➢ Develop the Volunteering Strategy to include a Well-being strategy for residents and visitors to Eryri	Ongoing March 2027	Dir. P&P Ho Partnerships Volunteer & Wellbeing Offcr.
	Qtrs. 1 + 2	**During the period from April to September, a total of 6,052 volunteering hours were contributed to the Authority's work:** ➢ **<u>Volunteer Wardens:</u> (1) Snowdon (Yr Wyddfa): 4,672 hours by 45 individuals; (2) Cwm Idwal: 168 hours by 14 individuals; and (3) Southern Wardens: 156 hours by 4 individuals** ➢ **<u>Caru Eryri:</u> 972 hours by 79 individuals** ➢ **<u>Gardening and maintenance sessions at Yr Ysgwrn</u>: 84 hours by 10 individuals** **During the Performance and Resources Committee meeting in July 2026, Members approved the annual volunteering and well-being report for 2025. The document provides an overview of volunteering and well-being activities delivered by the Authority and highlights the contribution of volunteers in Snowdonia (Eryri) towards conservation, visitor management, and engagement, in line with the Volunteer Development Strategy (2021–26). The outcomes from this final full year will inform the upcoming review of the Strategy.**		
	Qtr. 3 Qtr. 4			

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.3 	 Qtrs. 1 + 2	**Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups** **As part of the preparatory work for reviewing the Eryri Plan, an Equality, Diversity and Inclusion symposium was organised and held in early 2026. The feedback will assist officers in better identifying and defining target groups, with the aim of developing new policies for the 2026 version of the Eryri Plan.** **The draft Eryri Plan outlines priorities for the next five years regarding work that needs to be carried out in collaboration with partners across Eryri. Adopting the Plan will formalise the structures and staff capacity required to take this work forward.**	Ongoing	Volunteer & Well-being Officer to lead
	Qtr. 3 Qtr. 4			
CC 1.4 	 Annual report	**Ensuring planning takes a pro-active role in encouraging affordable housing by working with other agencies in this sector, in order to try and achieve the annual target set out in the LDP**	Annual Report	Ho DM&C Hof PP
CC 1.5 	 Qtrs. 1 + 2 Qtr. 3 Qtr. 4	**Following a decision by the Authority to confirm Article 4 Guidance to manage the use of houses as second homes and holiday accommodation in the Eryri National Park area that came into force on 1st June, 2025:** ➢ Prepare a monitoring framework to report on the impact of introducing Article 4 in Eryri **A monitoring report on the impact of introducing Article 4 in Snowdonia is currently being drafted**	Oct. 2026	Hof PP

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 2026-27 will open and be promoted as soon as confirmation of funding is received** **An application window for 2026-27 opened in March, with Welsh Government grant funding worth nearly £100,000. The CCE Panel has met and agreed to support 11 projects for development during 2026-27, with a focus on helping communities become prosperous and resilient. A Community Engagement Officer provides ongoing support to the communities throughout the projects.**	March 2027	Cronfa Cymunedau Eryri Projects Officer

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	CC 2	SUPPORTING YOUNG PEOPLE

CC 2.1 	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Implement the Youth Manifesto.** **A Young People's Officer was recruited and appointed in May 2026, beginning the work of delivering the Young People's Manifesto.** **The Officer has already spearheaded innovative work by collaborating with various partners to offer sessions and engage with young people, providing them with opportunities to discuss and share how they wish to contribute to the Authority's work. This includes organizing COPA2—a major conference for young people from across Eryri, focusing on Rainforests and Dark Skies—which is set to take place in December 2026.** **The Officer has also been involved in developing and drafting a new Eryri Plan, which identifies priorities for this work over the next five years.**	Ongoing March 2027	Ho Partnerships

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 2.2 	 Qtrs. 1 + 2 Qtr. 3 Qtr. 4	**Develop the Young Ranger scheme to ensure efficient partnership work, provide broad opportunities and source funding to sustain the scheme.** **Since starting in the role in May 2026, the Young People's Officer has revitalised the 'Young Ranger' programme, successfully delivering five diverse sessions in collaboration with partners and Park staff. The programme is going from strength to strength, with several further sessions already scheduled for the remainder of the year.** **The Young People's Officer is working with UK National Parks to develop applications for the National Lottery Fund and the UK Communities Fund. The aim is to expand and evolve the Young Ranger scheme, while also building greater capacity and resources within the Authority to reach out to young people across Eryri.**	Ongoing March 2027	Ho Partnerships Hof W&A

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	CC3	PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES

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+ 2 Qtr. 3 Qtr. 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 third year – targets and indicators are being developed collaboratively through the Gwynedd, Snowdonia and Conwy Visitor Economy Partnership to promote sustainable tourism that supports communities, culture and the environment, while fostering economic growth.**	Ongoing	Hof Partnerships
CC 3.2 ⬢	Qtrs 1+ 2 Qtr. 3 Qtr. 4	**Progress Yr Wyddfa Action Plan in partnership with the organisations that are represented on the Partnership.** **This work will continue following the adoption and launch of the new Plan in July 2025. As the lead officer is on maternity leave, other officers will lead on this work until 2027. An annual report will be presented to a members' working group in due course.**	March 2027	Partnerships Project Manager

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

⬢ Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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 + 2 Qtr. 3 Qtr. 4	**Pilot the Sustainable Tourism Platform by co-producing an App with the communities and businesses of the National Park under the investment of WG, Sustainable Landscapes Sustainable Places** **This project follows a tight and ambitious schedule. It is currently on track to be piloted in two areas of the National Park. A tender for promotional and marketing work will be published on the 'Sell2Wales' (Gwerthwch i Gymru) platform in October. Lead officers for the project have been invited to Copenhagen, alongside a cohort of international officials, to learn more about how the App functions in other countries and contexts.** **Eryri is the only member of this group attempting to develop the App within a rural area—a fact that has generated significant interest among other partners.**	March 2027	Ho Partnerships

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

CC 3.4 	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Continue to develop the Eryri Ambassadors scheme.** **Ongoing work – the Scheme is reviewed annually, with new modules being made available and a re-qualification module developed each year. The Scheme continues to attract new Ambassadors, with 1,467 having qualified by the end of September 2026.** **Joint modules have been produced with Gwynedd Council on behalf of 'Mentra'n Gall' (Smart Ventures) and Sustainable Tourism, and new modules focusing on the Carneddau Scheme and the LIFE Celtic Rainforest Project will be available in 2026. The programme is going from strength to strength.**	Ongoing	Ho Partnerships
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 	 Annual report	**Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities. In addition, ensure that sustainable tourism with community benefit is fully considered when amending the Eryri LDP**	Annual Report	Hof DM&C Hof PP

 Progressed and within Timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2027

 Not progressed and/or will **not** be completed by March 2027

 Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

This outcome will be achieved by:	CC4	PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE

CC 4.1 Qtrs. 1 + 2 Qtr. 3 Qtr. 4		**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 **An accreditation application for Yr Ysgwrn museum was submitted for February 2026.** **An exhibition of chairs by Eugene Van Fleteren will be on display throughout the summer and into the autumn.**	Ongoing Summer 2026 Summer 2026	Hof Cultural Heritage
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 through projects to record, standardise and interpret Eryri's place names and the use of Planning conditions.** **An exhibition on the landscape names of Eryri opened at Oriel Plas Glyn y Weddw in January. Work is ongoing with Conwy County Borough Council and Landscapes Wales to complete an educational resource focused on the landscape names of Eryri. Mapping and data-collection activities with local communities will resume during the winter.**	Ongoing	Ho Cultural Heritage
CC 4.3		**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.	March 2027	Volunteer & Well Being Officer

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

	Qtrs. 1- 4	**Volunteers learning Welsh are partnered with fluent speakers and all the material prepared for volunteers is produced in both languages.**		
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		**Continue to inform and promote the importance and value of Welsh Language skills in enabling the Authority, through its staff, to serve the Eryri community.** ➢ As a partner in the Welsh Language subgroup of Gwynedd and Ynys Môn Public Service Board, contribute, use and promote the outputs of the "Mythbusting" project ➢ Sign up to TWF – Welsh Language Charter at Work	March 2027	Ho Admin & Customer Care Ho Human Resources
	Qtrs. 1+ 2	**<u>Mythbusting Project:</u> As an active member of the Welsh Language sub-group of the North Region Public Services Board, we began working on a 'Mythsbusting' project this year. The project gathered existing myths and assumptions regarding working through the medium of Welsh, whether within public organisations or the wider community. Following the collection of people's experiences of using Welsh in the workplace, creative and accessible resources were developed, showcasing the real-life experiences of individuals who use the Welsh language in their day-to-day work. The project was officially launched at the Urdd Eisteddfod on Anglesey on Monday, 25 May 2026. The Authority is now using these promotional materials alongside our recruitment campaigns.** **<u>Signing the Twf Charter:</u> In July, a special event was held on the summit of yr Wyddfa and near Craig yr Undeb, Penllyn, close to Brynrefail, to sign the Charter. Eryri National Park Authority is the first National Park Authority in Wales to adopt it. By signing the charter, the Authority reaffirms its commitment to promoting the Welsh language in the workplace and ensuring that staff are supported to use and develop their Welsh language skills, and to grow in confidence.** **The Charter was developed by TUC Cymru as an enabling framework to help workers, their trade unions,**		

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

		and employers collaborate to create inclusive, bilingual workplaces and increase the use of Welsh at work. The charter is based on four core principles: Growth and Welsh language rights; inclusion and linguistic justice; leadership and accountability; and continuous learning and confidence-building **Completed and operational within the Authority's processes**		
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 4.5 **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.**	Annual Report	Ho DM&C

This outcome will be achieved by:	**CC5**	**DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF ERYRI AS A NATIONAL PARK**

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**	Ho DM&C
CC 5.2		**Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP**	**Annual report**	Hof PP

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

Annual report	

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		**Promote sustainable opportunities to understand and enjoy Eryri's special qualities.**	Ongoing	Hof Comms.
	Qtrs. 1+ 2 Qtr. 3 Qtr. 4	**The Communications section has set out plans to increase diverse content and commission external film production companies to add value to our messaging, with the aim of promoting all the special qualities of Eryri. A draft of the Digital Strategy has been produced, which will guide this work.**		

Progressed and within Timetable.

Delayed and/or to be progressed in next quarter for completion by March 2027

Not progressed and/or will **not** be completed by March 2027

Relevant to Targets set for ENPA in Welsh Government's Remit Letter 2026-27

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)**

RESILIENT WAYS OF WORKING

This outcome will be achieved by:	CW 1	DEVELOPING A SKILLED WORKFORCE

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 + 2** Qtr. 3 Qtr. 4	**Engaging with our staff at all levels to assist performance management:** ➢ Aim for all Authority staff members to be appraised within the 12 months ➢ Look at creating an easier process to use, to include quarterly progress assessments rather than annually through a more interactive electronic system ➢ **Work is underway to transition the annual performance assessment process to a system of quarterly reviews, incorporating RAG (red, amber, green) status indicators. The final review will serve as the formal assessment, placing greater emphasis on career development, well-being, and training opportunities.** ➢ **All staff members have access to bilingual e-learning modules.** ➢ **A 360-degree feedback tool is available to encourage self-awareness and continuous improvement, ensuring the provision of constructive feedback.**	Ongoing March 2027	Ho Human Resources (HR)

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 + 2** Qtr. 3 Qtr. 4	**Aim to carry out training needs assessments of all staff within 12 months** ➢ Health and Safety Officer to work with each Head of Service to create an assessment of training requirements for each position within the respective service **The H&S Officer has completed training requirements assessments with the Senior Wardens, and will assess the remaining Heads of Service over the coming quarters.**	Ongoing March 2027	Ho HR Heads of Service
CW 1.3	 **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.** ➢ **360º 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 2027	Ho HR Hof Service

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 – 4**	**Further develop our workforce and provide staff with every opportunity to develop to meet future challenges.** ➢ **Secondment opportunities are considered and offered wherever practicable.** ➢ **Staff are encouraged and supported to develop their qualifications within their respective areas of expertise and/or to gain experience and knowledge by undertaking additional projects and/or responsibilities.** ➢ **A wide range of training opportunities is available to staff, encompassing both scheduled external training courses and numerous options accessible via ELMS (the online learning portal). A learning and development policy has been established, outlining the Authority's support for staff to enhance their capabilities and providing support networks to assist them.** ➢ **Mandatory Training Framework: Bilingual e-learning modules are now available to all staff members via ELMS, covering topics such as 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 their management and strategic planning skills.** □ ➢ **Specialist External Courses: Access to technical and specialist training (e.g., Health and Safety).** ➢ **Sabbatical Policy: Offers staff the opportunity to take an extended period of 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.** ➢ **Revision of the Performance Assessment Process: The new model will include a stronger focus on career development and training opportunities as part of quarterly reviews.**	Ongoing March 2027	Hsof Service Hof HR

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 1.5	 **Qtrs. 1 + 2**	**Develop and adopt and Information Systems Strategy and a Digital Strategy to lead the Authority into the future with guidelines and vision in terms of its technical systems.** **The draft Information Strategy has been presented to Members for approval in June. The strategy's main objectives are to strengthen cyber-security, modernise systems and consider artificial intelligence, improve digital services, and develop the skills of staff and Members.** **Completed.**	June 2026	Ho Information Systems (IS) Ho Comms.
CW 1.6	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Develop an internal communications handbook for all staff** **The Handbook will be progressed in the next quarter.**	Sept. 2026	Ho Comms. Ho IS Ho Admin & CC

This outcome will be achieved by:	CW 2	DEVELOPING AND PROMOTING BEST PRACTICE

CW 2.1	 Qtrs. 1- 4	**Develop projects and share achievements of Decarbonisation work on the Estate/Buildings through Sustainable Landscapes Sustainable Places funding with other bodies within designated landscapes and wider public estate** **Work ongoing. The Head of Property attends regular meetings of North Wales Decarbonisation Officer Group and Ystadau Cymru along with the Carbon Officer in order to identify opportunities to share and collaborate with partners.**	March 2027	Hof Property

Out-Come No.	Qtrly. Progress & Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 2.2		**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:** ➢ **Researching and Implementation of Best Practices**: We will be researching and adopting best practices from other parks and authorities in relation to conducting health surveillance checks for staff to prioritise their health and safety. ➢ **Analysis of Sickness Absences**: Understanding the factors contributing to sickness absences to identify trends and implement targeted interventions to promote overall well-being and reduce absenteeism. Update and re-communicate the Absence Management Policy to re-engage managers and staff regarding responsibilities, ensure consistency and increase attendance. Develop a comprehensive analysis of sickness absence and produce reports that identify trends by service, season etc. ➢ **Increased Staff Networking**: 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.	March 2027	Ho HR

	Qtrs. 1 – 2 Qtr. 3 Qtr. 4	• **Staff Health and Well-being: Continuing to research and adopt good practices regarding occupational health and health surveillance, where appropriate, to support the health, safety, and well-being of employees.** • **Analysing and Monitoring Sickness Absence: Continuing to monitor and analyse sickness absence data to identify trends, patterns, and areas for improvement.** • **Staff Engagement and Connectivity: Staff days are now organised on a quarterly basis, providing regular opportunities for staff to meet, network, and share information. In addition, several well-being initiatives have been established—including a Walking Club, a Running Club, and a Book Club—to encourage social interaction and support physical and mental health.** • **Promoting Physical and Mental Well-being: Providing a range of well-being resources and activities for staff, including in-office yoga sessions, recorded meditation sessions (accessible at the staff member's convenience), a video on improving sleep, and 'desk yoga' resources to support daily well-being in the workplace. These initiatives contribute to developing a positive culture that supports staff health, well-being, and engagement across the Authority.**

This outcome will be achieved by:	CW 3	EFFECTIVE PARTNERSHIP WORKING

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- 2 Qtr. 3 Qtr. 4	**Co-produce Eryri Plan with core Partners, staff and Members of the Authority for its adoption for the next 5 years including incorporating the Authority's Well-being Objectives into the Plan** **The State of the Park Report was published in April 2025 and the process of reviewing the Eryri Plan has continued through spring and summer of 2026. A series of workshops and symposia have been held to engage with partners and stakeholders and to receive feedback and comments. The aim is to present a draft of the Plan to Members in the autumn.**	March 2027	Ho Partnerships

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 3.2	Qtrs. 1 -2 Qtr. 3 Qtr. 4	**Consider what new policies need to be developed for the Eryri Plan e.g. Belonging, Inclusion and Access** ➢ **The Draft Plan will be prepared based on the extensive evidence gathered through an extensive consultation process and close collaboration with officers and partners.** ➢ **The Draft Plan will identify priorities, objectives, and policies for the next 5 years. Several of these are new to the Authority.** ➢ **Workshops will be arranged with Park Members to scrutinise the Draft Plan, with the aim of agreeing on the way forward for the next 5 years.**	March 2027	Ho Partnerships

CW 3.3 	 **Qtrs. 1 – 4**	**Support the work of the National Designated Landscapes Partnerships (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 3.4 	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 4	**Continue to support the work of the UK wide National Park Authorities, the National Parks 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

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 	 **Qtr. 1 + 2** Qtr. 3 Qtr. 4	**Contribute to the formation and development of the planning function of the North Wales 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 with the support of ENPA officers.**	Ongoing	Do P&P

This outcome will be achieved by:	CW 4	MODERNISING GOVERNANCE ARRANGEMENTS

CW 4.1	 **Qtrs. 1 + 2** Qtr.3 Qtr. 4	**Monitor Members attendance at Authority meetings** **4 x full Authority meetings – April, June, July and September – Attendance: 86%** **3 x Planning Committee meetings – May, June, September – Attendance: 83%** **1 x meeting of Performance and Resources Committee – July - Attendance: 89%**	March 2027	Democratic Services Officer

Out-Come No.	Qtrly. Progress & Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.2	 **Qtrs. 1 + 2**	**Support and develop Authority members through training and development** ➢ Support Welsh Government on the "Improving Governance and Accountability of Members in Wales" programme. Giving support to Government officials on implementing the above work. **A <u>Members' Development Day</u> was organised on 19 June by the Conservation, Trees and Agriculture department. It included presentations from a Natural Resources and Agriculture Officer and a Trees and Woodlands Officer, as well as site visits to several relevant locations in the Betws-y-Coed area. Attendance: 67%.** **<u>National Parks Wales Seminar</u>: This seminar was organised in July by the Brecon Beacons National Park Authority, with 72% of Members in attendance.** **<u>UK National Parks Conference (September):</u> Three Members, the Chief Executive, and the Director of**	Ongoing	Ho A&CC Democratic Svcs. Officer

	Qtr. 3 Qtr. 4	**Planning and Partnerships attended the conference, which was held in the Cairngorms National Park, Scotland. The theme of the conference was "Dùthchas" – a Gaelic term encompassing concepts of kinship, heritage, and the profound connections between nature, people, and place. The comprehensive programme featured guest speakers, discussions, networking opportunities, site visits, and workshops.** **One of the most popular discussion topics concerned wildfires and the role of the National Park Authority. Unfortunately, the discussions became highly relevant with large fires breaking out at nearby Glemnore and Strath Nethy, and the wildfires on the Carneddau and Rhinogydd ranges within Eryri National Park, and several other wildfires across the country.**

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 4.3		**Members have had a Personal Development Review meeting regarding their development and support needs**	Ongoing / Annual	Democtractic Svcs. Officer
	Qtrs. 1 + 2 Qtr. 3 Qtr. 4	**Not yet arranged, due to a change in the evaluation process and elections on the horizon. Welsh Government Members CPD sessions will be arranged during the next quarter.**		

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

CW 5.1 	 **Qtrs. 1 + 2** Qtr. 3 Qtr. 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 remain central to yr Ysgwrn's business model and are key to sustaining various aspects of its activities – such as group and school visits – with many volunteering on a regular bais. Attracting more regular volunteers remains a challenge; however with the appointment of Yr Ysgwrn Manager, it is hoped that more people will be encouraged to volunteer on site.**	Ongoing	Ho CH + Visitor Experience Manager (when in post)

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 5.2	 **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.** **Ongoing work, our visitor-focused content for 2025 remains up-to-date and ready to share; this allows us to turn our attention to other areas, such as Conservation and Heritage, this year.** **Social media statistics are significantly higher compared to the same quarters in 2025. This is primarily due to a video series on the Countryside Code, produced in collaboration with the warden team.**	Ongoing March 2027	Hof Comms.
CW 5.3		**Engage with and keep communities informed through meetings with**	Ongoing	Ho Policy

		Community Councils		Ho Partnerships Ho CC & Admin Comm. Engagement Officer
	Qtrs. 1- 2	**The Eryri Communities Forum has been established to update and involve Town and Community Councils in the review process of the Local Development Plan. Other general matters will also be raised and discussed as necessary. A similar engagement format is being considered throughout a review of the LDP.** **The Community Engagement Officer has developed a Community Engagement Strategy which has been adopted by the Authority in April 2026. The Officer is in regular contact with Town and Community Councils to advertise community funds and to share relevant information. Having developed a good relationship with Clerks across Eryri, the Officer is able to ensure constant engagement. This work is ongoing.**		
	Qtr. 3 Qtr. 4			

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 5.4		**Liaise with landowners and interested parties through meetings of the Eryri National Park Access Forums**	Ongoing	Access Manager
	Qtrs. 1- 4	**Ongoing contact is maintained through meetings of the South and North Access Forums, which are held three times a year at locations in the north and south of the NP. The meetings take place in the spring, summer, and winter.**		
CW 5.5		**Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group**	Annual meeting	Dir. Land Man. Ho CWA
Annual meeting		**A meeting of the Agricultural Liaison Group will take place in November, 2026.** **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.		
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, and LDP, formulation of Supplementary Planning Guidance, Engagement Strategies when developing new projects etc.** ➢ Develop a Community Engagement Strategy for the Authority **Following a full discussion by a Members Working Group, the ENPA Community Engagement Strategy wad adopted during the April Authority meeting. The Strategy outlines the approach officers will adopt to ensure engagement activities are as effective as possible in order to achieve our vision, create a culture of collaboration between the Authority and communities, and enable the community to contribute actively to decisions regarding the future of the National Park. Officers will continuously monitor and review the Strategy to ensure transparency, accountabiity and impact.** **Completed and being implemented**	On going Summer 2026	Community Engagement Officer

This outcome will be achieved by:	CW 6	BALANCING THE AUTHORITY'S RESOURCES AND EFFORTS

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 Qtr. 3 Qtr. 4	**Review the Mid Term Financial Plan in order to address the financial situation** Reported to: Adopted: **There has been some slippage in the work, the Plan will be presented to members at the December Authority meeting.**	Working Group 06.26 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 were commissioned to prepare the Authority's application to the National Lottery Heritage Fund. The application was submitted end of July, 2026. An outcome is not expected until late in the year.**	Report to Authority	CEO

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 6.3	 Qtrs. 1+ 2 Qtr. 3 Qtr. 4	**Ensure that the report on responding to the financial challenge presented to the Authority on 10.12.2025, is implemented in order to reach income targets.** ➢ **This is being implemented very positively – and we are confident that the target will be met by the end of the year.** ➢ **The two main income streams – namely £500k from increased car park revenue and £40k from retail at the Betws-y-Coed and Pen-y-Pass centres – are on track to meet the targets set for the first six months.** ➢ **The role of Commercial Manager has been carefully assessed, and it was concluded that it is not a priority at present – this has already been reported to Members.** ➢ **The Leadership Team also continues to assess every vacancy in terms of a business case, as required by the Income Strategy.**	Ongoing March 2027	CEO
CW 6.4	 Qtrs. 1+ 2 Qtr. 3 Qtr. 4	**Review Service Priorities once the Welsh Government has published its Governance Programme for the elected period 2026-2031.** **The new Government released its "First 100 Days Plan" document covering the period form May to August, as the initial step in its programme for government outlining the key objectives of the Government and Cabinet Ministers. The Cabinet Minister for Rual Resilience and Sustainability has begun work on Wales's first Climate and Nature Action Plan, working towards a net-zero target by 2040 and significant nature recovery by 2050. The Plan will be directly relevant to the Authority's work, and it is hoped that officers will have the opportunity to contribute positively. The Government is expected to release its Programme for Government in the autumn; we will review our priorities against the Programme as part of the review of Cynllun Eryri.**	March 2027	CEO

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 utlisied in a sustainable manner.

* New Well-being Objective, March 2024

WELSH GOVERNMENT REMIT LETTER: ENVIRONMENT

WG Priority objectives and actions for ENPA	ENPA 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 2.8**
Proactively help facilitate carbon sequestration including by supporting woodland creation where appropriate and peatland restoration at scale through the National Peatland Action Programme (NPAP)	**AC 2.6 AC 5.1 - AC 5.5**
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**
Deliver the Sustainable Landscapes, Sustainable Places Nature and Carbon Fund, and other WG schemes to deliver on nature and decarbonisation goals	**CC 1.6 CW 3.3 CW 3.4 CW 3.5**

WELSH GOVERNMENT REMIT LETTER: PEOPLE AND PLACE

WG Priority objectives and actions for ENPA	ENPA Project/Initiative
Continue to deliver the Ffermio Bro scheme	**AC 4.3**
Work with Housing Authorities, Community Land Trusts and private developers, to develop innovative solutions to acute housing issues	**CC 1.4 CC 1.5**
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.	**AC 1.2 - AC 1.7 AC 1.9** **CC 1.1 CC 3.1 – 3.5** **CW 5.3 – CW 5.6**
Collaborate with key partners to deliver against Priorities for the *Historic Environment in Wales* to safeguard and interpret the historic environment and cultural heritage	**AC 3.1 – AC 3.6**
Develop policies that ensure that the Welsh Language can thrive	**CC 4.1 – CC 4.5**
Increase opportunities for people in vulnerable or disadvantaged groups, and under-represented communities to benefit from the landscapes you manage	**CC 1.2 CC 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: GOVERNANCE and COLLABORATION

WG Priority objectives and actions for ENPA	ENPA Project/Initiative
Strive for excellence in governance including the sharing of best practice and training between NPAs and other bodies	**CW 4**
Embed diversity and diverse viewpoints within your governance structures and decision-making processes	**CW 4**
Support Tirweddau Cymru to develop its ambition, embed collaboration at all levels within NPAs and NLs, and proactively develop and deliver new collaborative working opportunities	**AC 4.1 CW 3.3**
Embed the resources created during the NPA Governance Assistance programme, including the Members Governance Handbook, framework of expectations, and member appraisal in Member induction and development arrangements	**CW 4.2 - CW 4.3**

Item No. 7

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Information Centres Annual Report**
REPORT BY	Sustainable Tourism Manager
PURPOSE	To update members on the progress of the Information Centres

1. BACKGROUND

1.1 The Authority has three Information Centres, at Aberdyfi, Beddgelert and Betws-y-coed. The Aberdyfi Centre is seasonal, Betws-y-coed is open year-round and Beddgelert is a combination of both with limited opening over the winter.

1.2 Following the success of the Hwb at Pen-y-pass in 2025 this year saw the opening of an extended space there to capitalise on the potential illustrated.

2. AN OVERVIEW OF THE 2025 - 26 YEAR TO DATE

2.1 All three visitor centres opened on time.

2.2 There have been a number of issues with recruitment in recent years, 2025 being the exception. Staffing shortages have significantly impacted both Aberdyfi (at the start of the year) and Pen-y-pass this year.

2.3 Below are included figures for sales online. However, we should be weary of making like for like comparisons. We have been consistently adding more experiences, services and opportunities for donations to the website. For example, this year annual and 6-monthly car parking tickets have been added to the online shop. The below figures don't reflect like for like comparisons and are only an illustration of the expanding role of the online payment option for the Authority.

Jan 2026 – End Sept 2026 - £4668.76

Jan 2025 – End October 2025 - £2751

Jan 2024 – End October 2024 - £3368

Jan 2023 – End October 2023 - £3149

3. ABERDYFI CENTRE

3.1 See Centre data in Appendix 1. Included are short term with comparisons to 25/26 and long term trends from 2017.

3.2 (Comparisons with April – Sept) Visitor numbers are lower by 4% in 2026, this following a 3% reduction in 2025. However, as mentioned there were significant

staffing issues at the start of the season seeing the centre closed for 8 days in April. Turnover has also reduced, by nearly 11% on 2025.

3.3 Looking at the long-term comparison we can see that the profit per head has remained comparable to last year following a drop from 2024. This year the average transaction spend has also decreased.

4. BEDDGELERT CENTRE

4.1 See Centre data in Appendix 1.

4.2 (Comparisons with April – Sept) Visitor numbers have increased significantly this year, by 23%. Turnover has increased as a result but by the smaller margin of 6.5%. Although not exceeding the visitor numbers in Betws-y-coed, turnover has surpassed that seen in Betws over the peak of the season for the second year.

4.3 Looking at the long-term trend comparison, average spend per transaction remains significantly higher than the other Centres although profit per head has decreased significantly due to the much higher increase in visitors.

5. BETWS-Y-COED CENTRE

5.1 See Centre data in Appendix 1.

5.2 (Comparisons with April – Sept) Visitor numbers at Betws-y-coed have maintained the increase seen last year, remaining static for 2026.

5.3 Turnover has continued to fall from the high seen in 2024 seeing a 4% drop this year.

6. PEN-Y-PASS HUB

6.1 This year saw an expansion of the retail space at yr Hwb in Pen-y-pass following a successful pilot last year. The space was due to open at the end of March ready for the Easter holidays.

6.2 Due to a delay in the building works, yr Hwb didn't reopen until the end of May for the half term break and has had numerous staffing difficulties since. There hasn't been a single month without days lost by being closed.

6.3 Turnover is down 17% on last year (June – September). Contributing factors despite the additional space –

- Days lost due to understaffing and illness.
- Long periods of settled good weather. Over the period June to the end of August there was a 53% drop in sales of rain gear, warm hats and gloves. This didn't translate to an increase in what could be considered warm weather gear with sunhat sales also decreasing by 16%.

7. CONCLUSION

7.1 Overall an increase in visitor numbers of 5% to the end of September. However, this increase is purely due to the results in Beddgelert. Factors affecting visitor numbers this year –

- Understaffing at Aberdyfi at the start of the year.
- Early Easter holidays.

- The World Cup had a huge effect in June, Betws-y-coed in particular seeing a decrease. Beddgelert also affected with the increase in numbers dampened for this month.
- Settled good weather. Notable that the largest fall (not due to days closed) in Aberdyfi, a beach destination was during August.

7.2 Overall the decrease in turnover in the centres is 0.5%, this would undoubtedly be higher if not for the success in Beddgelert. The average transaction spend at both Aberdyfi and Betws-y-coed is notable and is a sign of the difficult economic conditions faced by many. This is not only affecting our visitors but also our suppliers with a number of our long-term suppliers either changing their business model or ceasing trading this year.

7.3 The outlook for 2027 is uncertain however there are a number of avenues that we will be exploring through the winter months.

- I will be endeavouring to take a close look at our profit margins. For the last few years our suppliers have been forced to raise their prices, and we have tried to make space for these. However, this winter we will have to make decisions about increasing our margins once again.
- Further extending product offering at Pen y Pass and looking for replacement suppliers through the centres.

8. RECOMMENDATION

8.1 For Members to discuss the content of the report and consider any steps that should be taken as we look towards 2026-2027.

***CANOLFAN* / CENTRE: ABERDYFI**

***YMWELWYR AC YMHOLIADAU* / VISITORS AND ENQUIRIES**

	2026/27						**2025/26**					
MIS					*CYFANSWM*						*CYFANSWM*	
MONTH				e.	TOTAL					e.	TOTAL	% + / -
EBR / APR	1,770	-	16	2	1,788	*EBR / APR*	3,751	-	19	7	3,777	-52.66
MAI / MAY	4,408	-	21	7	4,436	*MAI / MAY*	4,339	-	21	5	4,365	1.63
MEH / JUN	4,157	-	20	3	4,180	*MEH / JUN*	4,270	-	22	2	4,294	-2.65
GOR / JUL	5,940	-	18	9	5,967	*GOR / JUL*	5,083	-	16	3	5,102	16.95
AWS / AUG	6,268	3	19	6	6,296	*AWS / AUG*	6,712	-	22	6	6,740	-6.59
MED / SEP	4,175	-	19	2	4,196	*MED / SEP*	3,755	1	11	2	3,769	11.33
HYD / OCT	1,543	-	15	-	1,558	*HYD / OCT*	2,421	-	18	-	2,439	-36.12
TACH / NOV	-	-	-	-	-	*TACH / NOV*	155	-	-	-	155	-100.00
RHAG / DEC	-	-	-	-	-	*RHAG / DEC*	-	-	-	-	-	#DIV/0!
ION / JAN	-	-	-	-	-	*ION / JAN*	-	-	-	-	-	#DIV/0!
CHWE / FEB	-	-	-	-	-	*CHWE / FEB*	-	-	-	-	-	#DIV/0!
MAW / MAR	-	-	-	-	-	*MAW / MAR*	15	-	-	-	15	-100.00
CYFANSWM / TOTAL	28,261	3	128	29	28,421		30,501	1	129	25	30,656	-7.29
EBR-HYD/ APR-OCT	28,261	3	128	29	28,421		30,331	1	129	25	30,486	-6.77

CYN. TAW / INC. VAT ***GWERTHIANNAU / SALES***

MIS/MONTH	2026/27	2025/26	% + / -
EBR / APR	£ 2,033.69	£ 3,198.64	-36.42
MAI / MAY	£ 4,088.40	£ 4,943.52	-17.30
MEH / JUN	£ 4,259.24	£ 4,996.11	-14.75
GOR / JUL	£ 6,189.91	£ 5,470.44	13.15
AWS / AUG	£ 7,170.00	£ 8,103.61	-11.52
MED / SEP	£ 4,722.17	£ 5,263.81	-10.29
HYD / OCT	£ -	£ 3,582.70	-100.00
TACH / NOV	£ -	£ 316.17	-100.00
RHAG / DEC	£ -	£ -	#DIV/0!
ION / JAN	£ -	£ -	#DIV/0!
CHWE / FEB	£ -	£ -	#DIV/0!
MAW / MAR	£ -	£ 34.72	-100.00
CYFANSWM / TOTAL	£ 28,463.41	£ 35,909.72	-20.74
EBR-HYD/ APR-OCT	£ 28,463.41	£ 35,558.83	-19.95

ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yn unig)

MIS / MONTH	2026/27	2025/26	% + / -
EBR / APR	£ 791.08	£ 1,299.91	-39.14
MAI / MAY	£ 1,560.00	£ 2,021.62	-22.83
MEH / JUN	£ 1,703.99	£ 2,019.73	-15.63
GOR / JUL	£ 2,454.09	£ 2,233.13	9.89
AWS / AUG	£ 2,852.49	£ 3,296.29	-13.46
MED / SEP	£ 1,896.15	£ 2,116.83	-10.43
HYD / OCT	£ -	£ 1,416.48	-100.00
TACH / NOV	£ -	£ 119.39	-100.00
RHAG / DEC	£ -	£ -	#DIV/0!
ION / JAN	£ -	£ -	#DIV/0!
CHWE / FEB	£ -	£ -	#DIV/0!
MAW / MAR	£ -	£ 12.08	-100.00
CYFANSWM / TOTAL	£ 11,257.80	£ 14,535.46	-22.55
EBR-HYD/ APR-OCT	£ 11,257.80	£ 14,403.99	-21.84

CANOLFAN / CENTRE: BEDDGELERT

YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

	2026/27						**2025/26**						
MIS					*CYFANSWM*						*CYFANSWM*		
MONTH				e.	TOTAL					e.	TOTAL	% + / -
EBR / APR	4,566	-	42	1	4,609	*EBR / APR*	4,531	-	37	6	4,574	0.77
MAI / MAY	6,397	-	46	1	6,444	*MAI / MAY*	5,084	-	47	2	5,133	25.54
MEH / JUN	5,189	-	33	4	5,226	*MEH / JUN*	4,726	-	21	3	4,750	10.02
GOR / JUL	9,073	1	55	5	9,134	*GOR / JUL*	6,628	-	27	5	6,660	37.15
AWS / AUG	12,270	-	54	3	12,327	*AWS / AUG*	9,184	-	64	7	9,255	33.19
MED / SEP	5,686	-	19	3	5,708	*MED / SEP*	4,808	-	35	-	4,843	17.86
HYD / OCT	1,405	-	7	1	1,413	*HYD / OCT*	3,344	-	27	1	3,372	-58.10
TACH / NOV	-	-	-	-	-	*TACH / NOV*	486	-	-	-	486	-100.00
RHAG / DEC	-	-	-	-	-	*RHAG / DEC*	866	-	5	-	871	-100.00
ION / JAN	-	-	-	-	-	*ION / JAN*	425	1	2	1	429	-100.00
CHWE / FEB	-	-	-	-	-	*CHWE / FEB*	759	-	6	11	776	-100.00
MAW / MAR	-	-	-	-	-	*MAW / MAR*	1,238	1	9	3	1,251	-100.00
CYFANSWM / TOTAL	44,586	1	256	18	44,861		42,079	2	280	39	42,400	5.80
EBR-HYD/ APR-OCT	44,586	1	256	18	44,861		38,305	-	258	24	38,587	16.26

CYN. TAW / INC. VAT ***GWERTHIANNAU / SALES***

MIS/MONTH	2026/27	2025/26	% + / -
EBR / APR	£ 11,879.14	£ 12,388.52	-4.11
MAI / MAY	£ 17,737.71	£ 15,631.41	13.47
MEH / JUN	£ 12,362.39	£ 14,762.45	-16.26
GOR / JUL	£ 21,679.25	£ 17,460.53	24.16
AWS / AUG	£ 24,137.39	£ 22,053.83	9.45
MED / SEP	£ 17,382.76	£ 16,457.99	5.62
HYD / OCT	£ -	£ 12,941.62	-100.00
TACH / NOV	£ -	£ 2,127.86	-100.00
RHAG / DEC	£ -	£ 2,561.78	-100.00
ION / JAN	£ -	£ 1,434.44	-100.00
CHWE / FEB	£ -	£ 2,747.67	-100.00
MAW / MAR	£ -	£ 2,989.83	-100.00
CYFANSWM / TOTAL	£ 105,178.64	£ 123,557.93	-14.88
EBR-HYD/ APR-OCT	£ 105,178.64	£ 111,696.35	-5.84

ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yn unig)

MIS / MONTH	2026/27	2025/26	% + / -
EBR / APR	£ 4,651.55	£ 4,970.40	-6.41
MAI / MAY	£ 6,920.31	£ 6,275.66	10.27
MEH / JUN	£ 4,875.79	£ 5,930.01	-17.78
GOR / JUL	£ 8,548.63	£ 7,003.97	22.05
AWS / AUG	£ 9,640.82	£ 8,898.91	8.34
MED / SEP	£ 6,849.40	£ 6,608.92	3.64
HYD / OCT	£ -	£ 5,168.89	-100.00
TACH / NOV	£ -	£ 831.16	-100.00
RHAG / DEC	£ -	£ 1,017.51	-100.00
ION / JAN	£ -	£ 573.04	-100.00
CHWE / FEB	£ -	£ 1,082.81	-100.00
MAW / MAR	£ -	£ 1,158.38	-100.00
CYFANSWM / TOTAL	£ 41,486.50	£ 49,519.66	-16.22
EBR-HYD/ APR-OCT	£ 41,486.50	£ 44,856.76	-7.51

CANOLFAN / CENTRE: BETWS Y COED

YMWELWYR AC YMHOLIADAU / VISITORS AND ENQUIRIES

	2026/27						**2025/26**					
MIS					*CYFANSWM*						*CYFANSWM*	
MONTH				e.	TOTAL					e.	TOTAL	% + / -
EBR / APR	6,674	-	80	14	6,768	*EBR / APR*	7,500	-	109	43	7,652	-11.55
MAI / MAY	7,156	1	80	23	7,260	*MAI / MAY*	7,346	-	110	28	7,484	-2.99
MEH / JUN	6,567	-	79	26	6,672	*MEH / JUN*	7,573	-	95	18	7,686	-13.19
GOR / JUL	9,443	1	119	42	9,605	*GOR / JUL*	8,972	-	116	37	9,125	5.26
AWS / AUG	10,080	2	89	25	10,196	*AWS / AUG*	9,255	-	119	30	9,404	8.42
MED / SEP	8,080	2	86	21	8,189	*MED / SEP*	7,686	3	91	26	7,806	4.91
HYD / OCT	3,379	-	40	8	3,427	*HYD / OCT*	6,855	-	65	29	6,949	-50.68
TACH / NOV	-	-	-	-	-	*TACH / NOV*	3,199	1	53	30	3,283	-100.00
RHAG / DEC	-	-	-	-	-	*RHAG / DEC*	2,500	1	44	29	2,574	-100.00
ION / JAN	-	-	-	-	-	*ION / JAN*	1,404	1	45	42	1,492	-100.00
CHWE / FEB	-	-	-	-	-	*CHWE / FEB*	2,209	-	61	34	2,304	-100.00
MAW / MAR	-	-	-	-	-	*MAW / MAR*	3,561	3	75	33	3,672	-100.00
CYFANSWM / TOTAL	51,379	6	573	159	52,117		68,060	9	983	379	69,431	-24.94
EBR-HYD/ APR-OCT	51,379	6	573	159	52,117		55,187	3	705	211	56,106	-7.11

CYN. TAW / INC. VAT	***GWERTHIANNAU / SALES***		
MIS/MONTH	2026/27	2025/26	% + / -
EBR / APR	£ 11,567.55	£ 12,168.81	-4.94
MAI / MAY	£ 12,082.40	£ 14,515.21	-16.76
MEH / JUN	£ 12,295.86	£ 15,176.83	-18.98
GOR / JUL	£ 16,772.80	£ 15,428.56	8.71
AWS / AUG	£ 18,657.53	£ 19,152.37	-2.58
MED / SEP	£ 16,834.24	£ 15,829.79	6.35
HYD / OCT	£ -	£ 13,013.06	-100.00
TACH / NOV	£ -	£ 6,097.58	-100.00
RHAG / DEC	£ -	£ 5,970.02	-100.00
ION / JAN	£ -	£ 3,408.44	-100.00
CHWE / FEB	£ -	£ 4,040.68	-100.00
MAW / MAR	£ -	£ 6,982.11	-100.00
CYFANSWM / TOTAL	£ 88,210.38	£ 131,783.46	-33.06
EBR-HYD/ APR-OCT	£ 88,210.38	£ 105,284.63	-16.22

ELW / PROFIT (dim costau - gwerthiannau ac archebu llety yn unig)

MIS / MONTH	2026/27	2025/26	% + / -
EBR / APR	£ 4,540.46	£ 4,860.88	-6.59
MAI / MAY	£ 4,811.99	£ 5,787.32	-16.85
MEH / JUN	£ 4,832.44	£ 6,043.68	-20.04
GOR / JUL	£ 6,695.33	£ 6,137.87	9.08
AWS / AUG	£ 7,436.15	£ 7,658.03	-2.90
MED / SEP	£ 6,643.47	£ 6,390.83	3.95
HYD / OCT	£ -	£ 5,186.21	-100.00
TACH / NOV	£ -	£ 2,426.72	-100.00
RHAG / DEC	£ -	£ 2,338.18	-100.00
ION / JAN	£ -	£ 1,329.18	-100.00
CHWE / FEB	£ -	£ 1,591.35	-100.00
MAW / MAR	£ -	£ 2,730.81	-100.00
CYFANSWM / TOTAL	£ 34,959.84	£ 52,481.06	-33.39
EBR-HYD/ APR-OCT	£ 34,959.84	£ 42,064.82	-16.89

Ystadegau Hwb Pen y Pass

Trosiant/Turnover Yn Unig

	2019	2020	2021	2022	2023	2024	2025	2026
Ionawr	£44.17	£11.98	£0.00	£0.00	£0.00	£17.98	£452.77	£0.00
Chwefror	£43.64	£0.00	£0.00	£0.00	£2.99	£33.97	£16.99	£0.00
Mawrth	£101.76	£0.00	£0.00	£0.00	£0.00	£1,627.08	£134.95	£0.00
Ebrill	£937.42	£0.00	£0.00	£0.00	£429.48	£1,998.12	£3,536.20	£0.00
Mai	£902.66	£0.00	£0.00	£190.19	£1,312.68	£4,400.80	£5,461.71	£1,446.02
Mehefin	£379.16	£0.00	£0.00	£18.50	£2,065.67	£4,753.58	£6,650.14	£2,319.90
Gorffennaf	£1,533.50	£0.00	£0.00	£40.47	£3,410.45	£3,414.36	£8,176.18	£7,600.50
Awst	£2,257.23	£0.00	£519.42	£0.00	£4,043.92	£7,777.99	£12,192.08	£12,084.73
Medi	£764.04	£0.00	£354.19	£239.15	£1,954.60	£3,007.98	£6,363.63	£4,223.35
Hydref	£519.64	£0.00	£18.47	£47.99	£2,137.99	£1,815.50	£5,066.16	
Tachwedd	£66.64	£0.00	£0.00	£0.00	£677.36	£837.59	£306.25	
Rhagfyr	£2.00	£0.00	£0.00	£0.00	£405.96	£354.86	£0.00	
Total	**£7,551.86**	**£11.98**	**£892.08**	**£536.30**	**£16,441.10**	**£30,039.81**	**£48,357.06**	**£27,674.50**

WEDI SELIO AR FLWYDDYN GALENDER YN HYTRACH NA BLWYDDYN ARIANOL

Elw ar Werthiannau		Aberdyfi	Beddgelert	Betws y Coed
		Cyfanswm	Cyfanswm	Cyfanswm
2017		£7,998.18	£ 22,643.70	£34,699.75
2018		£8,752.51	£ 25,942.14	£39,508.29
2019		£9,038.85	£ 28,235.48	£45,322.49
2020		£4,530.58	£ 13,136.96	£13,630.91
2021		£8,106.29	£ 31,194.13	£26,967.40
2022		£9,667.94	£ 38,047.94	£40,276.89
2023		£11,946.27	£ 44,639.12	£53,558.12
2024		£15,331.29	£ 50,098.92	£56,345.95
2025		£14,562.55	£ 49,284.04	£52,712.14
2026	DDIM YN GYFLAWN	£11,269.88	£ 44,300.73	£40,611.18

Elw Y Pen		Aberdyfi	Beddgelert	Betws y Coed
		Avarage	Avarage	Avarage
2017		£0.26	£0.36	£0.27
2018		£0.27	£0.47	£0.35
2019		£0.27	£0.65	£0.54
2020		£0.53	£0.70	£0.63
2021		£0.74	£0.76	£0.56
2022		£0.41	£1.04	£0.60
2023		£0.52	£1.09	£0.92
2024		£0.54	£1.23	£0.93
2025		£0.47	£1.24	£0.75
2026	DDIM YN GYFLAWN	£0.48	£1.07	£0.74

Ymholiadau Ymwelwyr		Aberdyfi	Beddgelert	Betws y Coed
		Cyfanswm	Cyfanswm	Cyfanswm
2017		32824	56144	127258
2018		34031	59634	123491
2019		37493	47205	84678
2020		8359	16606	29266
2021		9692	33032	39517
2022		29822	40759	74436
2023		30876	44528	59348
2024		31903	43251	61002
2025		30953	42128	70183
2026	DDIM YN GYFLAWN	26850	45904	56158

Avarage Spend Per Transaction		Aberdyfi	Beddgelert	Betws y Coed
		Avarage	Avarage	Avarage
2017		£7.39	£8.53	£8.12
2018		£7.74	£8.83	£9.07
2019		£9.18	£10.11	£9.60
2020		£10.29	£12.72	£12.67
2021		£10.24	£11.24	£10.31
2022		£10.02	£12.16	£10.78
2023		£11.44	£12.91	£11.26
2024		£11.45	£13.94	£11.92
2025		£11.72	£12.97	£12.11
2026	DDIM YN GYFLAWN	£10.73	£12.99	£11.67

Item No. 8

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Health and Safety Annual Report 2025–26**
REPORT BY	Health and Safety Officer
PURPOSE	To provide information to the Performance and Resources Committee regarding the management of health and safety within Eryri National Park Authority

1. BACKGROUND AND INTRODUCTION

This annual report provides an overview of health, safety and wellbeing management within Eryri National Park Authority from 1 April 2025 to 31 March 2026. It outlines performance, incident learning and improvement priorities, identifying developments after the reporting period separately. The Authority follows the HSG65 Plan, Do, Check, Act approach.

- There were 122 training attendances and 420 recorded completions of relevant ELMS modules; these are not counts of individual staff.
- There were 36 recorded events, including 14 near misses; the Authority submitted one RIDDOR report.
- Sickness absence totalled 1,178 working days in 2025; 282 (23.9%) related to mental health, including 129 attributed to work-related stress.
- Staff and management time will be needed to support training, monitoring, risk-assessment reviews and follow-up on staff feedback.
- Introducing a consistent Authority-wide monitoring framework would require consideration of resources and approval through the appropriate management arrangements.

2. RECOMMENDATION: That Members:

- Note the report, the learning from incidents and the areas requiring improvement.
- Support ongoing improvements, including:
    - Strengthening the consistency of departmental monitoring and the recording and review of risk assessments.
    - Using incident, absence and staff-feedback data to target practical improvements.

- Supporting follow-up on the stress survey and Pulse/Pwls, and the repeat stress survey planned before the end of December 2026.
- Maintaining clear ownership by relevant managers for actions and follow-up, with advice and support from the Health and Safety Officer.

3. BACKGROUND PAPERS

1. Health and Safety Executive (HSG65) – *Managing for Health and Safety*
2. Eryri NPA Health and Safety Management System (HSMS)
3. Stress Indicator Tool Survey 2025 and Pulse/Pwls feedback
4. Incident and training records 2025–26 and HR absence data 2025

Health and Safety

Annual Report 2025–26

Performance and Resources Committee

Reporting period 1 April 2025 to 31 March 2026

Contents

Contents 2
1. Executive summary 3
2. Purpose 3
3. Health and Safety Management Approach 3
4. Governance and Responsibilities 4
5. Health and Safety Group 5
6. Health and Safety Management System (HSMS) 5
6.1 Monitoring and Inspection 5
6.2 Risk Assessments and Staff Competence 5
6.3 Fire Safety 6
6.4 Safeguarding 6
6.5 Developments After the Reporting Period 6
7. Staff Training 6
7.1 Summary 6
7.2 E-Learning (ELMS Platform) 7
7.3 Training Following the Reporting Period 8
8. Incident Data 8
8.1 Summary 8
8.2 Incident Categories 8
8.3 Incidents by Location 9
8.4 Visitor Data 10
9. Absences and Health 11
9.1 Total Working Days Lost 11
9.2 Mental Health and Work-related Stress 11
9.3 Key Findings 12
9.4 Recording and Follow-up 12
10. Staff Wellbeing and Feedback 12
10.1 Stress survey follow-up 12
10.2 Pulse/Pwls 12
10.3 Next steps after the reporting period 13
11. Conclusion and Priorities 13

1. Executive summary

During 2025–26, the Authority recorded 36 health and safety events, including 14 near misses, and submitted one RIDDOR report. The records demonstrate the range of risks arising across premises, field operations and public-facing activities, while several events without injury had the potential for serious harm.

Follow-up action included reviews of risk assessments and working arrangements, conflict management training and, after the reporting period, strengthened controls for helicopter lifting operations. A central tracker has also been introduced to support consistent follow-up and reporting of hazards, advice and improvement actions.

Staff training comprised 122 attendances on relevant courses and 420 recorded completions of health, safety, safeguarding and wellbeing modules through ELMS. Total sickness absence fell to 1,178 working days in 2025, and mental-health-related absence fell to 282 days.

Priorities for further consideration are to strengthen departmental monitoring, improve the consistency of risk-assessment recording and review, use incident and staff-feedback data to target practical improvements, and maintain clear managerial ownership of actions.

2. Purpose

The purpose of this report is to provide the Performance and Resources Committee with an overview of how health, safety and wellbeing were managed within Eryri National Park Authority during April 2025–March 2026, and to provide assurance on the arrangements in place to protect staff, volunteers, contractors and members of the public.

Where relevant, the report also includes significant developments since the end of the reporting period. These are identified separately.

Declaration of AI use

This document includes content generated with the support of AI tools. All information has been reviewed, verified, and approved by Eryri National Park Authority staff, who remain fully accountable for its accuracy and integrity.

3. Health and Safety Management Approach

Health and safety forms part of the Authority's governance and day-to-day management of its people, activities and estate.

The Authority follows the Plan, Do, Check, Act approach described in HSE guidance HSG65, Managing for health and safety. This is applied proportionately across office work, visitor services, field operations and contractor activities.



Figure 1: Plan, Do, Check, Act approach, adapted from HSE HSG65

Stage	Key elements
Plan	Policy and planning
Do	Risk profiling, organising and implementing the plan
Check	Measuring performance and investigating accidents, incidents and near misses
Act	Reviewing performance and learning lessons

4. Governance and Responsibilities

Health and safety accountability follows the Authority's management structure, from the Chief Executive through the three directorates to the 12 departments. Managers are responsible for managing health and safety within their areas, including assessing risks, maintaining safe working arrangements and implementing necessary improvements.

The Health and Safety Officer provides specialist advice, guidance and support, facilitates improvement work and reports matters requiring management consideration. Significant changes to policies and Authority-wide arrangements follow the Authority's leadership, consultation and approval processes.

During 2025–26, HR and health and safety formed part of Corporate Services. The Health and Safety Officer reported to the Head of Personnel.

Oversight is provided by the Performance and Resources Committee through this annual report, which enables it to consider the Authority's health and safety performance, significant risks, follow-up action and priorities for improvement.

From July 2026, after the end of the reporting period, the Head of Personnel began reporting directly to the Chief Executive. The Health and Safety Officer continues to report to the Head of Personnel.

5. Health and Safety Group

The Health and Safety Group meets quarterly and brings together Heads of Service, the Leadership Team and the Chief Executive to review health and safety matters across the Authority, consider learning from incidents and oversee improvement actions. Other staff are invited as required to contribute to particular matters.

6. Health and Safety Management System (HSMS)

The Authority's health and safety management system brings together departmental risk management, workplace monitoring, incident learning, staff competence, fire safety and safeguarding. The following sections describe the arrangements in place, their current limitations and developments since the reporting period.

The Health and Safety Officer provides advice and supports staff in reviewing assessments and working arrangements as needs arise.

6.1 Monitoring and Inspection

Departments monitor health and safety within their areas of responsibility through site visits, staff reports and reviews of working arrangements, supported by advice and guidance from the Health and Safety Officer. Where monitoring identifies a concern, it is raised with the responsible manager for assessment, action and follow-up.

The Authority does not yet have a formal organisation-wide internal inspection programme, and departments do not record findings or follow up improvement actions through a consistent framework. Introducing such a framework would require approval through the appropriate management arrangements, with departmental accountability and the supporting role of the Health and Safety Officer clearly defined.

Since the end of the reporting period, the Health and Safety Officer has introduced a central tracker for hazards, advice and improvement actions brought to their attention. It creates a clearer record of responsible managers, follow-up and progress, and will support analysis of recurring issues and future planning. Responsibility for implementing actions remains with the relevant managers.

6.2 Risk Assessments and Staff Competence

Departments are responsible for maintaining and reviewing risk assessments for their activities, with advice and support from the Health and Safety Officer. An Authority-wide review has not yet been completed, so a consolidated assessment of whether departmental risk assessments are current, suitable and sufficient remains outstanding.

The Health and Safety Officer has begun compiling a resource of generic risk assessments for staff to access through the Authority's intranet. All staff also have access to the Authority's risk assessment template and guidance on completing assessments. These resources support a consistent approach, with assessments adapted to reflect the activities, locations and people involved.

Line managers and relevant staff attend IOSH Managing Safely and training appropriate to their responsibilities. This includes Forest Works Manager health and safety awareness training aligned

with FISA guidance, and training provided by the Institute of Public Rights of Way and Access Management (IPROW) for staff within the Warden Service.

Learning from accidents, incidents and near misses also informs the review of risk assessments and working arrangements.

6.3 Fire Safety

Fire risk assessments continue to be reviewed and renewed across the Authority's premises. These reviews also provide opportunities to identify wider workplace safety issues and improvements to working arrangements.

6.4 Safeguarding

Safeguarding arrangements have been strengthened through the introduction of a safeguarding policy and procedure and the appointment of a Safeguarding Co-ordinator and deputy.

A DBS guidance statement has also been introduced. This sets out arrangements for assessing the checks appropriate to individual roles, responsibilities for requesting checks and the handling of information. It supports a consistent approach to safeguarding in recruitment, volunteering and other relevant activities.

6.5 Developments After the Reporting Period

Following the helicopter lifting near miss in March 2026, further operations were suspended immediately pending review and verification of suitable controls.

After the reporting period, a new helicopter lifting procedure was introduced, roles and responsibilities were formalised and relevant job descriptions were updated. Training gaps were identified and training was delivered, including NPORS Slinger/Signaller and IOSH Managing Safely.

7. Staff Training

7.1 Summary

During April 2025–March 2026, staff recorded 122 attendances on health, safety, safeguarding and relevant operational training courses. This represents training attendances rather than individual staff, as some employees attended more than one course.

The table below summarises the training undertaken during the reporting period.

Training area	Attendances
Chainsaw, arboriculture, brushcutter, woodchipper and Flailbot	23
Manual handling	30
Conflict management	15
Fire marshal and evacuation chair	16
Working at height – PASMA	12
First aid and Rescue Emergency Care	10

Training area	Attendances
Safe working near water	8
Driving – MiDAS and 4×4	4
Safeguarding – NSPCC	2
Safe use of pesticides – PA1 & PA6	1
CAT and Genny	1
Total	**122**

7.2 E-Learning (ELMS Platform)

HR data for 2025–26 recorded 420 completions across 17 ELMS courses relevant to health, safety, safeguarding and wellbeing. These formed part of 454 completions across 25 courses on the National Parks ELMS platform; the remaining courses fell outside the scope of this report.

These courses covered subjects including lone working, bullying and harassment, dignity and respect at work, safeguarding, display screen equipment and working at height. The table below summarises the relevant completions.

Course	Recorded completions
Lone Working	116
Bullying and Harassment	60
Dignity and Respect at Work	59
Introduction to Health and Safety	21
Safeguarding for All – Children's Edition	19
Display Screen Equipment	125
Working at Height	8
Other health, safety and wellbeing modules	12
Total	**420**

Figures reflect the ELMS records available at the time of reporting and may not capture all completions during the year where courses have subsequently been repeated.

During the year, Authority Members were also required to begin completing key ELMS courses, extending essential learning to those with governance and oversight responsibilities.

E-learning provides a flexible way to develop and refresh knowledge, complementing practical training, role-specific instruction and supervision.

7.3 Training Following the Reporting Period

Following the helicopter lifting near miss in March 2026, training gaps were identified and additional training was delivered, including NPORS Slinger/Signaller and IOSH Managing Safely. These courses took place after the reporting period and are therefore excluded from the 2025–26 attendance figures above.

8. Incident Data

8.1 Summary

During the reporting period from 1 April 2025 to 31 March 2026, 36 separate health and safety events were recorded: 10 accidents involving injury or ill health (28%), 12 other incidents without recorded injury or ill health (33%), and 14 near misses (39%).

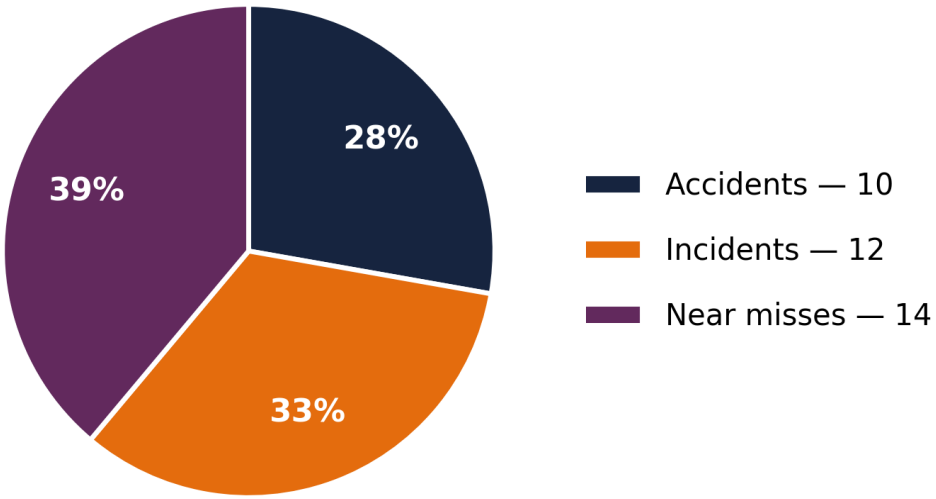


Figure 2: Reported health and safety events by type 2025–26

One RIDDOR report was submitted by the Authority during the year, relating to a member of staff who sustained a dislocated shoulder. A separate contractor injury was recorded in the Authority's accident log; responsibility for any RIDDOR notification rested with the contractor as the injured person's employer.

The reported events include those affecting staff, contractors and members of the public, including visitor-related events at Llyn Tegid and other Authority sites. The 14 near misses included events with the potential for serious harm. These are considered alongside accidents and other incidents to identify learning and improvements to working arrangements.

8.2 Incident Categories

The 36 reported events covered a range of activities and hazards. Each event has been assigned to one main category for this analysis, including accidents, other incidents and near misses.

Category	Count	%	Examples
Slips, falls and ground hazards	6	16.7%	Slips at premises; falls during fieldwork; concealed ground void; visitor jetty injury.
Manual tasks, tools and sharp objects	4	11.1%	Knife injury; shoulder dislocation during pulling; accidental tool activation; protruding screws.
Fire, electrical and battery safety	3	8.3%	Picnic-table fire; reported electric shock; damaged DaVinci battery.
Security and threatening behaviour	6	16.7%	Threatening behaviour and verbal abuse; inappropriate public behaviour; insecure premises.
Premises, equipment and chemical safety	3	8.3%	Lift entrapment; damaged height barrier; incorrect cleaning product in a spray bottle.
Health, wellbeing and medical response	6	16.7%	Heat-related illness; tick bite and wasp stings; public medical emergencies; traumatic event affecting staff.
Vehicles and highway safety	6	16.7%	Vehicle damage; van entrapment; road traffic near misses; working adjacent to a highway.
Lifting operations and mobile machinery	2	5.6%	Dropped helicopter loads; contractor dumper becoming stuck on difficult terrain.
Total	**36**	**100%**	

Percentages are rounded and may not sum to exactly 100%

Slips, falls and ground hazards; security and threatening behaviour; health, wellbeing and medical response; and vehicles and highway safety each accounted for six events (16.7%). The distribution highlights the range of risks encountered across operational sites, fieldwork and public-facing duties.

The two events involving lifting operations and mobile machinery included the helicopter lifting near miss. Although this category represented a small proportion of reports, the potential consequences reinforce the importance of assessing events by their possible severity as well as their frequency.

Learning from these events supports continued attention to site conditions, equipment checks, safe planning of field operations, staff capability and personal safety when dealing with the public.

8.3 Incidents by Location

The chart below shows the location of the 36 health and safety events reported during 2025–26, including accidents, other incidents and near misses.

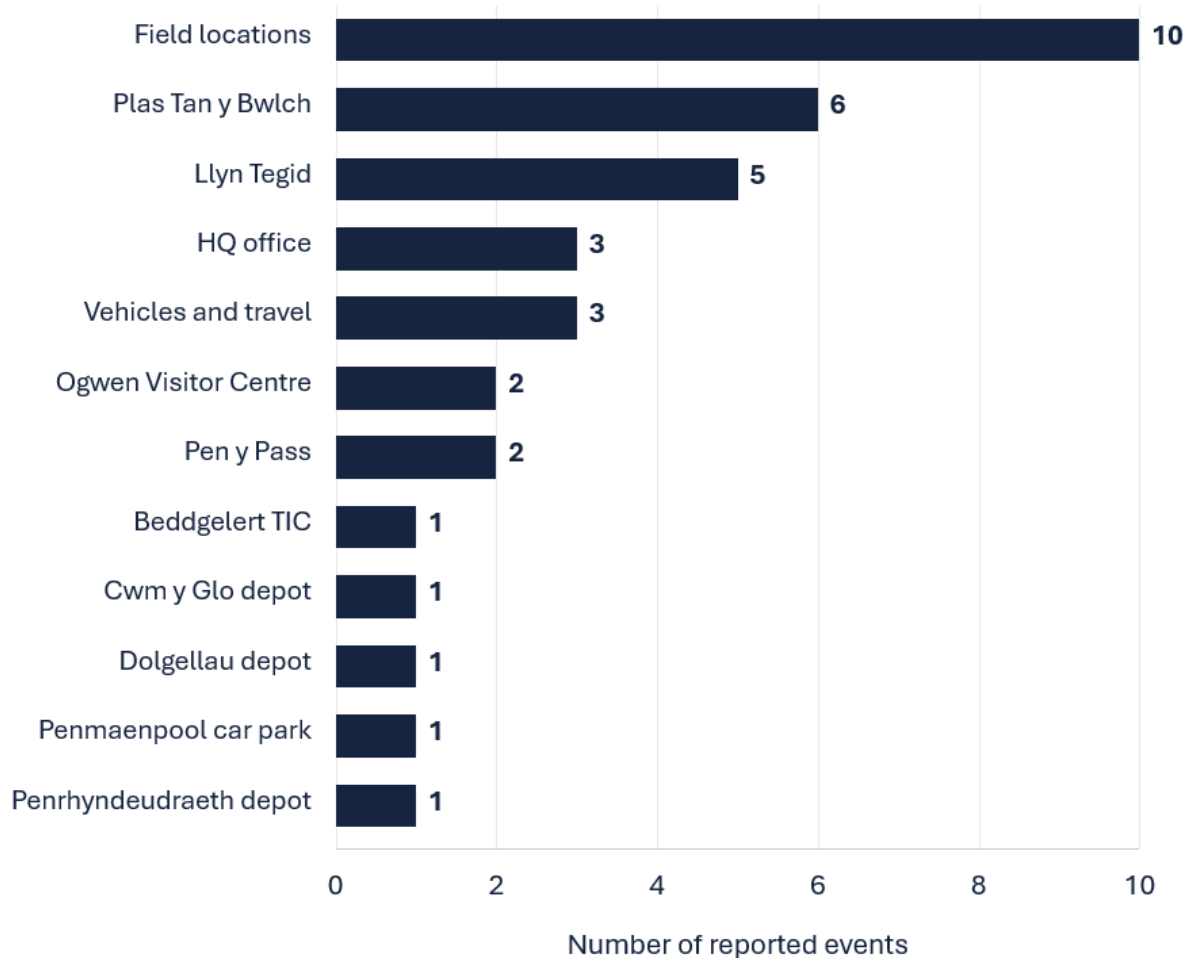


Figure 3: Reported health and safety events by location 2025–26

Field locations accounted for the largest number of reported events, with 10 (28% of the total). Among named sites, Plas Tan y Bwlch recorded six events and Llyn Tegid five; the HQ office and vehicles and travel each accounted for three. All remaining locations recorded one or two events. These counts describe where events were reported, not the relative level of risk, because activity, staffing and visitor exposure differ between locations.

The distribution highlights the range of locations in which the Authority operates. Event counts alone do not establish the relative safety of each location, as activity levels, staff presence and visitor numbers vary between sites.

8.4 Visitor Data

The chart below shows visitor numbers recorded at the Authority's three Tourist Information Centres (TICs) and Yr Ysgwrn during 2025–26. Together, these sites received approximately 151,000 visits.

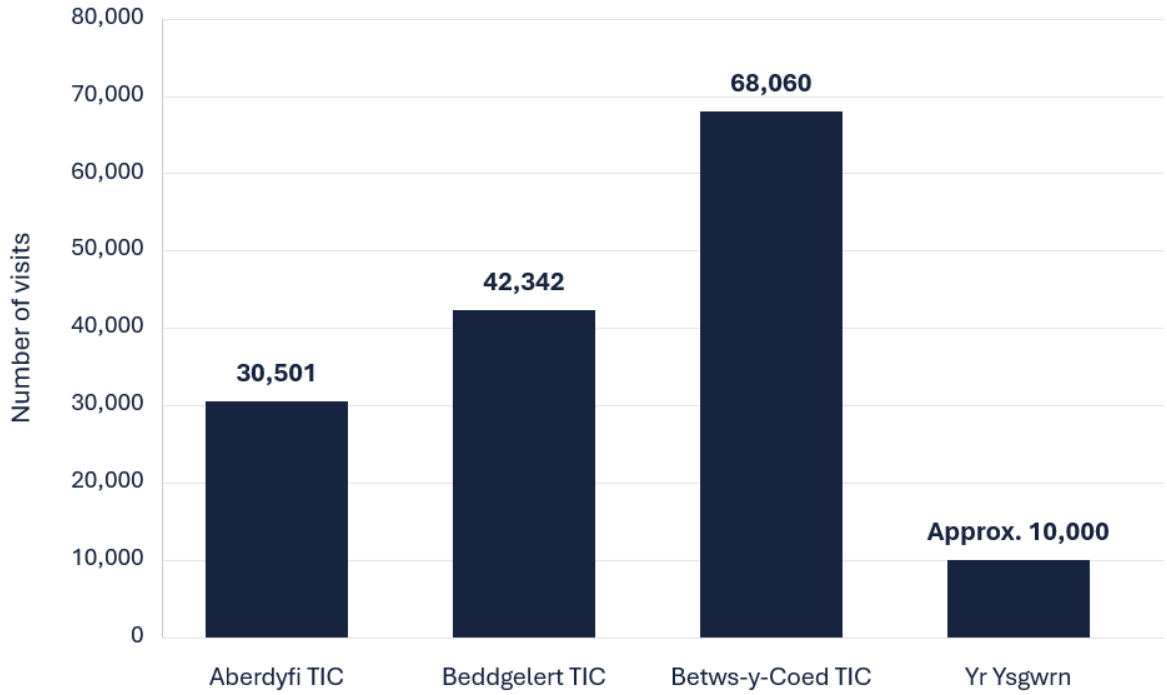


Figure 4: Visitor numbers at the three TICs and Yr Ysgwrn 2025–26

No visitor injury accidents or near misses were recorded at these four sites during 2025–26. Staff from Beddgelert TIC attended one public medical emergency outside the centre, which is included in the incident figures.

The visitor figures relate to the three TICs and Yr Ysgwrn. Incidents at other Authority locations, including Llyn Tegid, Ogwen Visitor Centre and Pen y Pass, are covered elsewhere in this report.

9. Absences and Health

The following absence data cover the calendar year, 1 January to 31 December 2025, with figures for 2023 and 2024 provided for comparison. This differs from the financial-year reporting period used elsewhere in this report.

9.1 Total Working Days Lost

Measure	2023	2024	2025
Total working days lost through sickness absence	1,838	1,279.5	**1,178**

Total sickness absence fell by 101.5 working days (7.9%) compared with 2024, continuing the reduction from 2023.

9.2 Mental Health and Work-related Stress

The mental health category includes work-related stress, other stress, anxiety, low mood and depression.

Measure	2023	2024	2025
Working days lost due to mental health	716	608	**282**
Proportion of total sickness absence	39.0%	47.5%	**23.9%**

Of the 282 mental-health-related absence days recorded in 2025, 129 were attributed specifically to work-related stress. These represented 11.0% of all sickness absence days and are included within, rather than additional to, the mental health total.

9.3 Key Findings

Mental-health-related absence decreased by 326 working days (53.6%) compared with 2024. Its share of overall sickness absence fell from 47.5% to 23.9%.

Days attributed specifically to work-related stress fell from 197 in 2024 to 129 in 2025, a reduction of 68 days (34.5%).

The reductions are encouraging, but they should be interpreted cautiously. Sickness absence is only one indicator of staff health and wellbeing: the figures do not show whether underlying workplace pressures have reduced, nor do they establish the effect of particular support measures.

9.4 Recording and Follow-up

More detailed recording of absence reasons began in October 2025. This will support more detailed analysis in future reports as a full calendar year of consistently recorded information becomes available.

Absence trends will be considered alongside the Stress Indicator Tool survey, Pulse/Pwls feedback and consultation with staff to inform priorities for prevention and support.

10. Staff Wellbeing and Feedback

10.1 Stress survey follow-up

Following the staff stress survey undertaken in January–February 2025, departmental representatives met on 25 September 2025 to discuss the findings and consider opportunities for improvement. The original survey received responses from 67 of 135 staff, approximately 50%.

The discussion examined workload, organisational change, management support, communication and workplace relationships, including staff-reported experiences of bullying and harassment. Immediately after the meeting, representatives received information on existing support and questions for departmental discussion, providing a basis for further engagement and practical follow-up.

The Pulse/Pwls findings will be considered alongside the original survey results, providing an opportunity to re-engage the focus group, explore emerging themes and identify practical actions.

10.2 Pulse/Pwls

During 2025–26, HR, supported by the IT department, introduced Pulse/Pwls as an additional way of gathering staff feedback. The online application periodically prompts staff to indicate how they feel, with a range of response options and the opportunity to add comments.

Pulse/Pwls provides regular feedback alongside the formal stress survey. Optional comments provide further context, although not all respondents add them.

Since the end of the reporting period, a dataset covering September 2025 to September 2026 has become available. The findings will be presented to the Leadership Team for consideration and will inform further discussion with the focus group and the identification of appropriate follow-up actions.

10.3 Next steps after the reporting period

A repeat Stress Indicator Tool survey has been agreed and is planned before the end of December 2026.

It is proposed that results be grouped by directorate rather than by the Authority's 12 departments. Reporting by department previously limited the analysis available because some groups did not meet the confidentiality threshold. Grouping responses at directorate level is intended to provide more useful analysis while maintaining confidentiality.

The repeat survey will provide an opportunity to assess changes since 2025. Its findings, alongside Pulse/Pwls responses and departmental feedback, will inform further consultation and priorities for action.

11. Conclusion and Priorities

The 2025–26 records show a broad range of health and safety events across the Authority's premises, field operations and public-facing activities. Thirty-six separate events were recorded, including 14 near misses. One RIDDOR report was submitted by the Authority.

Events with no recorded injury nevertheless demonstrated the potential for serious harm. Follow-up included reviews of risk assessments and working arrangements, conflict management training and, after the reporting period, strengthened arrangements for helicopter lifting operations.

Staff wellbeing work included departmental consultation on the stress survey and the introduction of Pulse/Pwls. The findings will inform renewed discussion with the focus group. A repeat stress survey is planned before the end of 2026, and Pulse/Pwls findings will be presented to the Leadership Team.

Total sickness absence reduced to 1,178 working days in the 2025 calendar year, while mental-health-related absence fell to 282 days. Training records show 122 attendances on relevant courses and 420 recorded ELMS completions. These figures provide context for the Authority's ongoing work to support staff and manage risks.

The principal priorities are to strengthen the consistency of departmental monitoring, improve the recording and review of risk assessments, and use staff feedback to identify practical improvements. Relevant managers remain accountable for managing risks and implementing actions. The Health and Safety Officer will provide advice, guidance and coordination, while proposals for significant Authority-wide changes will follow the appropriate leadership, consultation and approval processes.

The central tracker introduced after the reporting period will support follow-up and reporting on matters raised. Responsibility for managing risks and implementing actions remains with the relevant managers, supported by oversight through the Authority's management structure and Health and Safety Group.

Left blank intentionally to align with Welsh agenda

Item No. 9

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Pay Policy Statement 2026/27 and Pay Policy Annual Report for 2025/26**
REPORT BY	Head of Human Resources Service
PURPOSE	To approve the Pay Policy Statement for 2026/27 and receive the Pay Policy Report for 2025/26

1. INTRODUCTION / BACKGROUND

1.1 Section 38 (1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements. Whilst National Park Authorities are exempt from this requirement, it was considered good practice to adopt such a statement.

1.2 A written statement has been issued by the Welsh Government titled 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'.

1.3 The Authority's Pay Policy Statement for 2026/27 can be found at Appendix 1.

1.4 Appendix 2 shows the Chief Officers' salaries. The Pay Award for 2025/26 has recently been agreed.

1.5 Appendix 3 shows the salaries of all other staff. The Pay Award for 2025/26 has also recently been agreed.

1.6 Appendix 4 is the Annual Report required by the guidance notes referred to in the written statement at paragraph 1.2 above.

2. RECOMMENDATION

2.1 To approve the Pay Policy Statement for 2026/27.

2.2 To approve the Pay Policy Annual Report for 2025/26.

Appendix 1

Eryri National Park Authority

Pay Policy Statement 2026/2027

1. Introduction

Section 38(1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements. National Park Authorities have been exempted from this requirement.

These statements must articulate an Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff or ('chief officers') and its lowest paid employees. Pay policy statements must be prepared for each financial year (this commenced with 2012/13). They must be approved by the Council (and published on the relevant website).

This has been followed up by a Written Statement issued by the Welsh Government on 7th December 2015 on 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'. The associated guidelines set out the recommended contents of Annual Pay Policy Statement and Annual Reports.

2. Pay Policy for Chief Officers

The Authority defines its Chief Officers as the Chief Executive (National Park Officer) and the Directors. The Authority employs Chief Officers under JNC terms and conditions. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and the Authority will therefore pay these as and when determined.

As a result of the agreement reached on the 23rd of July 2025 in relation to the National Pay Awards for Local Government Services ('Green Book') employees, the pay of all staff was increased by 3.2 %. The pay award was backdated to the 1st of April,2025.

In July, 2025 The Authority agreed that the same 3.2% increase should be applied to both directors salaries which was also backdated to the 1st of April, 2025.

In July, 2025 The Authority agreed that the same 3.2% increase should be applied to The Chief Executive's pay. The pay award was backdated to the 1st of April 2025.

The Authority does not pay any bonus payments to its Chief Officers. However, incremental progression through the salary structure is subject to an annual appraisal of performance which is confirmed by the Chair and Vice Chair of the Authority and Chairs of Planning & Access and Performance & Resource Committees.

The remuneration package of Chief Officers will be approved by the Authority prior to the recruitment to any such post.

The salaries of the Chief Officers can be found at Appendix 2 of the accompanying report to this Statement.

The relationship between the highest salary point (£107,658) and the lowest salary point (£24,796) is 1:4.34 (this ratio was last reported at 1:4.41).

One senior post within the Authority attracts a remuneration package of more than £100,000.

3. Other staff

The roles of other staff are evaluated internally against the National Joint Council for Local Government Services – National Agreement on Pay and Conditions of Service (Green Book). The link between the job evaluation scores and the national pay spine can be found at Appendix 4 of the accompanying report to this Statement.

4. Internal Talent Management

Generally, vacancies are advertised internally and externally at the same time.

The Authority currently employs 2 members of staff on a Graduate Trainee Scheme to foster home grown talent and improve resilience within the planning team.

5. Performance Related Pay

This is in place for our Chief Officers – progression within their pay grade is dependent on certain achievements within their performance and development reviews. It should be noted that these officers are at the highest point of their grade by now.

There is no element of performance related pay for other staff.

6. Support provided for Lower Paid Staff

The National Living Wage from April 2025 for age 23 and over is £12.21 per hour.

The result of the Pay Award for 2025/26 gives a salary of £12.85 per hour at the lowest salary point.

7. Severance and Retirement

The Authority's severance and retirement schemes are applied equally and fairly to all staff regardless of grade, age or gender and are implemented in accordance with the regulations of the relevant pension schemes.

Appendix 2

Pay Policy ENPA 2026/27

Chief Officers' Salaries 2021/22

Chief Executive	£82,825 - £91,881
Directors	£57,580 - £64,353

Chief Officers' Salaries 2022/23

Chief Executive	£82,825 - £91,881
Directors	£57,580 - £64,353

Chief Officers' Salaries 2023/24

Chief Executive	£84,750 - £93,881
Directors	£59,505 - £69,666

Chief Officers' Salaries 2024/25

Chief Executive	£89,910-£104,319
Temp Deputy Chief Executive	£79,911
Directors	£63,128 - £73,908

Chief Officers' Salaries 2025/26

Chief Executive	£ 92,787 - £107,658
Temp Deputy Chief Executive	£79,911
Directors	£ 65,148 - £76,273

Chief Officers' Salaries 2026/27

Chief Executive	£ 92,787 - £107,658
Directors	£ 67,297.66 - £78,789.67

Appendix 3

2026/27 Officer Salaries

Graddfa / Grade	Pwyntiau Arfarnu Swyddi / Job Evaluation Points	Pwyntiau Cyflog / Salary Points	Cyflog / Salary o'r 01.04.26	Misol / Monthly w.e.f. 01.04.26
1	Up to 250	3	£ 24,796	£ 2,066.32
2	251-280	3 - 4	£ 24,796 - £ 25,185	£ 2,066.32 - £ 2,098.74
3	281-310	3 - 6	£24,796 - £ 25,989	£2,066.32 - £ 2,165.74
4	311-340	5 - 8	£ 25,583 - £26,824	£ 2,131.94 - £ 2,235.31
5	341-370	7 - 13	£ 26,403 - £ 29,064	£ 2,200.22 -£ 2,422.02
6	371-400	13 - 19	£26,403- £ 32,061	£ 2,422.02 - £2,671.76
7	401-430	19 - 25	£32,061 - £ 36,363	£2,671.76- £ 3,030.21
8	431-460	23 - 29	£ 34,434 - £39,862	£ 2,869.48 - £ 3,321.84
9	461-495	28 - 32	£ 39,152 - £ 42,839	£ 3,262.67 -£ 3,569.95
10	496-530	30 - 34	£ 40,777 - £ 45,091	£ 3,398.12 - £ 3,757.60
11	531-565	32 - 36	£42,839- £ 47,181	£ 3569.95- £ 3,931.75
12	566-600	34 - 38	£45,091 - £ 49,282	£3,757.60- £ 4,106.84
13	601-635	36 - 40	£47,181.- £ 51,356	£ 3,931.75 - £ 4,279.70
14	636-670	38 - 42	£ 49,282 - £ 53,460	£ 4,106.84 - £ 4,454.97
15	671 ac uwch /and above	40 - 43	£ 51,356 - £ 54,495	£ 4,279.70 - £ 4,541.23

APPENDIX 4

ERYRI NATIONAL PARK AUTHORITY

PAY POLICY REPORT 2025/26

1. Introduction

This report follows guidance set out by the Welsh Government in its written statement 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'.

2. Pay Policy for Chief Officers

The Authority defines its Chief Officers as the Chief Executive (National Park Officer) and the two Directors (Director of Corporate Services and the Director of Planning and Land Management).

3. Pay Scales

These officers have received salaries in line with the 2025/26 Pay Policy Statement and Appendix 2 of the accompanying report.

Chief Officers' Salaries 2025/26

Chief Executive	£92,787-£107,658
Directors	£65,148 - £76,273

4. Pension

All these posts have been subject to payment of employee pension contributions at the appropriate nationally agreed rate of 8.5% to 9.9%.

5. Benefits in Kind and Non-Taxable Benefits

No benefits in kind or non-taxable benefits were awarded.

6. Gender makeup of the Senior Team

The Senior Team is made up of two females and one male.

7. Details of severance packages, including robust business cases justifying the departure arrangements and representing real value for money

In 2025/26, no senior post holder received a severance package.

Item No. 10

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Equality, Diversity and Inclusion Policy**
REPORT BY	Head of Human Resources (presented by the Human Resources Consultant and Safeguarding Lead)
PURPOSE	• To present the Equality, Diversity and Inclusion Policy to the Performance and Resources Committee. • To seek Members' support for and commitment to the principles set out in the Policy. • To request formal adoption of the Policy.

1. BACKGROUND

The Authority is committed to promoting equality, valuing diversity and creating an inclusive environment where everyone is treated with dignity, respect and fairness.

The Equality, Diversity and Inclusion Policy has been developed to clearly set out the Authority's commitment to these principles and to outline the standards of behaviour expected of everyone who works for, or acts on behalf of, the Authority.

The Policy supports the Authority in meeting its obligations under the Equality Act 2010 and the Public Sector Equality Duty by helping to eliminate unlawful discrimination, promote equality of opportunity and foster good relations between different groups of people.

The Policy has been approved by the Leadership Team and has been subject to the collective consultation process with the Staff Forum and recognised trade unions, UNISON and GMB. The Staff Forum and both trade unions expressed their support for the Policy.

2. PROPOSAL

- Adopt an Equality, Diversity and Inclusion Policy for the Authority
- Confirm the Authority's commitment to promoting equality, diversity and inclusion in all aspects of its work.
- Ensure that everyone who works for, or acts on behalf of, the Authority understands their responsibilities under the Policy.
- Require completion of the Equality, Diversity and Inclusion Awareness module provided through the ELMS platform by all staff and Members, to promote a shared understanding of, and commitment to, the principles and expectations outlined in the Policy.

- Recommend the formal adoption of the Policy by the Authority.

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

Financial

There are no significant additional financial implications. Training will be delivered through the existing learning arrangements available via ELMS.

Benefits

Supports legal compliance; provides a clear framework for promoting equality, diversity and inclusion; helps prevent discrimination, harassment and victimisation; and strengthens the Authority's reputation as an inclusive and responsible employer.

4. FURTHER RELEVANT INFORMATION

The Policy applies to everyone who works for, or acts on behalf of, the Authority, including employees, Authority Members, volunteers, contractors and relevant partners.

It outlines both individual and organisational responsibilities in relation to promoting equality, diversity and inclusion, and makes it clear that discrimination, harassment and victimisation have no place within the Authority.

To support the effective implementation of the Policy and ensure a consistent understanding across the Authority, the ELMS Equality, Diversity and Inclusion Awareness module will be issued separately to staff and Authority Members. The module will be available online in both Welsh and English, and reasonable time will be allocated to enable individuals to complete it.

5. RECOMMENDATION: The Committee is requested to:

1. Support the Equality, Diversity and Inclusion Policy.
2. Confirm its commitment to the principles set out in the Policy.
3. Recommend that the Policy be formally adopted by the Authority.
4. Confirm that all staff and Members should complete the Equality, Diversity and Inclusion Awareness module provided through ELMS in order to support a consistent understanding of the principles and expectations set out in the Policy.

ERYRI NATIONAL PARK AUTHORITY

EQUALITY, DIVERSITY & INCLUSION POLICY

Contents

1. The Authority's commitment
2. Who this policy applies to
3. The Authority's approach to equality, diversity and inclusion
4. Equality law and protected characteristics
5. Equality and the Welsh language
6. Fair employment practices
7. Disability, reasonable adjustments and workplace support
8. Preventing harassment, victimisation and unacceptable conduct
9. Positive action
10. Responsibilities
11. Raising and responding to concerns
12. Breaches of this policy
13. Related policies, procedures and guidance

Review Sheet

Issue	Description	Owner	Date
1.	New Policy	Nia Murray	September 2026

ERYRI NATIONAL PARK AUTHORITY

EQUALITY, DIVERSITY & INCLUSION POLICY

1. The Authority's commitment

Eryri National Park Authority ("the Authority") is committed to being a fair, inclusive and respectful employer in which everyone is treated with dignity and has the opportunity to contribute, develop and progress.

As an employer, the Authority is committed to preventing unlawful discrimination, harassment and victimisation, advancing equality of opportunity, removing unnecessary barriers within employment, and ensuring that its employment practices and workplace culture reflect the principles of this policy in everyday working life.

Equality does not always mean treating everyone in exactly the same way. There will be circumstances where different treatment is both appropriate and lawful, including making reasonable adjustments, responding to individual needs, addressing disadvantage through lawful positive action and meeting the Authority's responsibilities under the Welsh Language Standards.

Employment decisions will be made transparently and based on fair, relevant, objective and evidence-based criteria.

The Authority will treat concerns about discrimination, harassment and victimisation seriously and take prompt and appropriate action where these standards are not met.

The principles set out in this policy are underpinned by the Authority's Core Values. Employees, Authority Members, contractors and others working on behalf of the Authority are expected to demonstrate these values in their behaviour, decision-making and interactions with others, helping to create a workplace that is inclusive, respectful and free from discrimination, harassment, bullying and victimisation.

2. Who this policy applies to

This policy applies to all Authority employees, Authority Members, apprentices and trainees, casual and agency workers, job applicants, volunteers, consultants, contractors and anyone else undertaking work for or on behalf of the Authority.

The Authority's commitment to equality, diversity and inclusion extends throughout the employment relationship. This includes:

- recruitment and selection
- terms and conditions

- pay and benefits
- induction
- learning and development
- performance management
- promotion and career progression
- flexible working
- workplace adjustments
- conduct and grievance matters
- redeployment
- organisational change
- redundancy
- termination of employment.

The policy also applies to work-related behaviour away from Authority premises. This includes business travel, training, conferences, work-related social events, online meetings and electronic communications, as well as interactions with members of the public, partners, contractors and other third parties.

3. The Authority's approach to equality, diversity and inclusion

The Authority is committed to embedding equality, diversity and inclusion across its employment practices, organisational decision-making and the day-to-day management of staff.

Inclusion is recognised as more than the prevention of discrimination. It involves creating a working environment in which people feel valued, respected, able to contribute fully and confident in being themselves at work.

The Authority also acknowledges that disadvantage, barriers and discrimination may be experienced differently by individuals, influenced by a combination of protected characteristics, personal circumstances and other factors.

Consideration will be given to whether barriers exist within recruitment, retention, development and progression, with appropriate steps taken to address any issues identified.

Employment policies, significant workforce decisions and organisational change will be reviewed, where appropriate, to assess potential equality implications.

Relevant workforce data and employee experience information will be monitored and reviewed to identify disparities, emerging risks and opportunities for improvement.

Findings will be used to inform action planning and support continuous improvement in equality, diversity, inclusion and staff wellbeing.

Employees, managers and Authority Members will receive equality, diversity and inclusion information, guidance and training appropriate to their responsibilities. Relevant guidance or training will also be provided to contractors, volunteers, agency workers and other third parties where appropriate.

The Authority will engage appropriately with employees and recognised trade unions when developing, implementing and reviewing relevant employment practices. Equality

information will be published or reported where required, and evidence gathered through monitoring, engagement and review will be used to support continuous improvement.

Public Sector Equality Duty

In accordance with its duties as a public authority, the Authority will have due regard, when exercising its functions, to the need to:

- eliminate unlawful discrimination, harassment, victimisation and other prohibited conduct;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a relevant protected characteristic and those who do not.

The Authority will meet these responsibilities through appropriate equality objectives and action planning, equality impact assessment, engagement, analysis of relevant information, reporting, scrutiny and review of outcomes.

4. Equality law and protected characteristics

This policy is underpinned by the Equality Act 2010, including the Public Sector Equality Duty under section 149, and the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The nine protected characteristics under the Equality Act are:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including colour, nationality and ethnic or national origin;
- religion or belief;
- sex; and
- sexual orientation.

The Authority will not tolerate unlawful discrimination. This includes direct and indirect discrimination; discrimination arising from disability; failure to make reasonable adjustments where the legal duty applies; harassment, including sexual harassment; victimisation; and discrimination because of a perceived protected characteristic or because of association with another person.

Direct discrimination occurs where someone is treated less favourably because of a protected characteristic.

Indirect discrimination can arise where a provision, criterion or practice places people sharing a protected characteristic at a particular disadvantage and cannot be objectively justified.

Discrimination arising from disability occurs where a disabled person is treated unfavourably because of something arising from their disability and the treatment cannot be objectively justified. Employers have a legal duty to make reasonable adjustments in circumstances prescribed by the Equality Act.

Harassment includes unwanted conduct related to a protected characteristic which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Sexual harassment is unwanted conduct of a sexual nature that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment. Conduct of a sexual nature may be verbal, non-verbal or physical and can include unwanted sexual comments, jokes, advances, touching, messages, images or other behaviour of a sexual nature.

Victimisation is any detriment or unfavourable treatment experienced by an individual because they have, in good faith, raised a concern, made a complaint, reported wrongdoing, participated in an investigation, challenged inappropriate behaviour or exercised their rights under equality law.

Not every protected characteristic is treated identically under every provision of the Equality Act. HR advice should therefore be sought where the application of equality law is unclear.

5. Equality and the Welsh language

The Welsh language is central to the Authority's identity, workforce and the communities it serves. The Authority is committed to maintaining an inclusive Welsh-language and bilingual workplace in which Welsh is a natural and visible language of work and staff are supported and encouraged to use Welsh and develop their language skills.

As a signatory to TWF, the TUC Cymru Welsh Language at Work Charter, the Authority works collaboratively with employees and recognised trade unions to increase the use of Welsh at work and promote linguistic fairness, inclusion and confidence throughout the organisation.

The Authority will comply with the Welsh Language Standards that apply to it and adopt a Welsh-first approach where appropriate and reasonably practicable, while respecting employees' language rights and maintaining an inclusive workplace for Welsh speakers, learners and non-Welsh speakers.

The Authority recognises that employees will have varying levels of Welsh-language ability and is committed to ensuring that Welsh speakers, learners and non-Welsh speakers are treated equitably and provided with appropriate support, so that no individual is unfairly disadvantaged because of their language skills.

Opportunities will be created and promoted for employees to use Welsh naturally in their day-to-day work, both formally and informally. Support will also be available to employees who wish to learn Welsh or further develop their confidence and language skills.

Employees will be supported to understand their rights and the opportunities available to use Welsh in the workplace. Managers are expected to lead by example and promote a shared commitment to increasing the use of Welsh across the Authority.

Welsh-language requirements for individual posts will be assessed objectively, consistently and transparently. Recruitment information will clearly explain the level of Welsh-language skills required for the role. Opportunities to develop those skills further will be supported following appointment.

Requirements will be based on an evidenced assessment of the role and the Authority's current and future operational needs, will be proportionate and will take account of the Authority's responsibility to operate effectively and provide high-quality services in Welsh.

The Authority will maintain a working environment free from prejudice, disadvantage or negative treatment connected with an individual's Welsh-language ability.

Further guidance is contained within the Authority's Internal Use of the Welsh Language Policy.

6. Fair employment practices

Fairness and equality will be considered throughout the Authority's employment practices.

Decisions should be capable of being explained and supported by relevant evidence and not be influenced by assumptions, stereotypes or irrelevant personal characteristics.

Recruitment and selection

Recruitment and selection processes will be conducted in a fair, transparent and inclusive manner. Job descriptions and person specifications will reflect the genuine requirements of the role, and criteria that may create unjustified disadvantage will be avoided. Vacancies will be advertised in a way that seeks to attract an appropriate and diverse field of applicants, and information on requesting reasonable adjustments will be made available throughout the recruitment process.

Appointments will normally be made on merit against the published requirements of the role. In doing so, the Authority will make reasonable adjustments for disabled applicants where required, may apply lawful occupational requirements where appropriate, and may take lawful and proportionate positive action in accordance with equality legislation.

Questions relating to health or disability prior to an offer of employment will only be asked where lawful and necessary, such as to facilitate reasonable adjustments during the recruitment process or to establish whether an applicant can carry out an intrinsic function of the role with reasonable adjustments in place.

Pay, development and progression

The Authority is committed to ensuring that all employees have equitable access to pay and benefits, induction, learning and development opportunities, additional responsibilities, secondments, internal vacancies, performance and development discussions, and opportunities for career progression.

Employment decisions relating to pay, development, progression and access to opportunities will be based on objective and relevant considerations. Managers must be able to explain and evidence significant decisions, particularly where they affect an employee's development, progression or access to opportunities.

Care will be taken to ensure that informal working practices do not create unintended barriers or inequalities. Access to development and progression opportunities should not be influenced by factors such as an individual's visibility, working pattern or work location, unless these are genuinely relevant to the opportunity concerned.

7. Disability, reasonable adjustments and workplace support

The Authority is committed to removing barriers experienced by disabled applicants and employees and will comply with its legal duty to make reasonable adjustments where a disabled person is placed at a substantial disadvantage.

The reasonable adjustments required will depend on individual circumstances and may include adjustments or changes in relation to:

- working arrangements, hours or particular duties
- work locations or workstations
- equipment, software or auxiliary aids
- accessing and receiving information
- recruitment, training or assessment arrangements
- supervision or support
- policies and working practices.

Requests will be considered on an individual basis and, where appropriate, in consultation with the person concerned. Relevant considerations may include the effectiveness and practicability of the proposed adjustment, cost and available resources, operational impact and the availability of external support.

An employee does not necessarily need a formal diagnosis before discussing support at work. Where sufficient information is available, interim or supportive measures may be considered while medical assessment, Occupational Health advice or other relevant information is being obtained.

Managers must not make assumptions about an individual's abilities or needs. Agreed adjustments should be appropriately recorded and reviewed when circumstances change.

Further guidance is available through the Authority's Workplace Adjustment Policy and Workplace Adjustment Passport guidance.

8. Preventing harassment, victimisation and unacceptable conduct

Everyone has the right to work in an environment in which they are treated with dignity and respect.

The Authority is committed to preventing bullying, harassment and victimisation and will take proactive and proportionate steps to identify and reduce foreseeable risks.

The nature of the Authority's work means that risks can arise in a range of different settings.

Concerns and complaints will be considered taking account of the working environment, the nature of the interaction, any actual or perceived power imbalance, and whether contractors, service users, visitors or other third parties were involved.

Previous complaints or patterns of inappropriate behaviour may also be taken into account where relevant.

Preventing sexual harassment and third-party harassment

The Authority is committed to preventing sexual harassment and harassment by third parties. It will regularly assess relevant risks and take reasonable and proportionate measures to prevent such behaviour. Where employees are subjected to harassment in the course of their employment, including by contractors, service users, visitors or other third parties, the Authority will take appropriate action and seek to ensure that effective preventative measures are in place.

The Authority will therefore keep the risks of sexual harassment and third-party harassment under active review and take preventative measures appropriate to its working environment.

This includes considering risks associated with public-facing work, lone working, site visits and fieldwork, work-related social events, conferences and overnight stays, online communications, contractors, service users, visitors and other third parties.

Contractors, consultants, agency workers and other third parties engaged by the Authority are expected to comply with the standards of behaviour set out in this policy. Where an organisation or individual does not have equivalent policies and procedures in place, the Authority will require them to adopt or adhere to its own policies and standards while undertaking work on its behalf.

Managers engaging third parties retain responsibility for ensuring that appropriate due diligence has been undertaken and that suitable safeguards, supervision and monitoring arrangements are in place throughout the engagement.

Detailed definitions, reporting arrangements and investigation procedures are contained within the Authority's Dignity at Work, Anti-Bullying, Anti-Harassment and Anti-Victimisation Policy.

9. Positive action

Where there is evidence that people who share a protected characteristic are disadvantaged, have different needs, or are underrepresented, the Authority may take lawful and proportionate positive action to help address those barriers and improve equality of opportunity.

Positive action may include measures such as targeted recruitment campaigns, engagement with community groups, mentoring, training and development opportunities, or other initiatives designed to remove barriers and improve participation.

Positive action does not mean giving someone a job, promotion or other opportunity solely because they have a protected characteristic. Recruitment, selection and promotion

decisions will normally continue to be based on merit. However, in limited circumstances permitted by law, positive action may be taken where candidates are equally qualified and specific legal requirements are met.

Any positive action must be supported by evidence, be proportionate to the issue identified, and comply with the requirements of the Equality Act 2010.

10. Responsibilities

Equality, diversity and inclusion are shared responsibilities. Effective implementation of this policy requires visible leadership alongside individual accountability.

The Chief Executive and Leadership Team are responsible for translating this policy into organisational priorities and action, ensuring that proportionate resources are available, reviewing relevant workforce information and risks, addressing significant disparities or systemic barriers, and ensuring that managers have appropriate support and training.

Managers have a particular responsibility for creating an inclusive working environment and applying employment policies fairly and consistently. They are expected to make and record objective, evidence-based decisions; identify and challenge discriminatory or exclusionary behaviour; respond promptly to concerns; consider workplace support and reasonable adjustments; maintain confidentiality so far as reasonably possible; seek HR advice where appropriate; and complete required training.

Human Resources will provide advice on equality, employment law and good practice and support employees and managers in applying this policy. HR will coordinate policy implementation and review, support equality monitoring and analysis, identify organisational trends and risks, advise on reasonable adjustments and positive action, review relevant HR policies for consistency and recommend appropriate improvement action to senior leaders.

HR provides advice and guidance to support decision-making; however, responsibility for making management decisions and taking action remains with the relevant manager.

Employees and everyone else covered by this policy are expected to treat others with dignity and respect, comply with this policy and related procedures, participate in relevant training, consider the impact of their behaviour, cooperate with reasonable investigations and raise concerns appropriately. No one should victimise or retaliate against a person who raises or supports a concern in good faith.

A failure to take appropriate action after becoming aware of discrimination, harassment, bullying or other inappropriate behaviour may be treated as a conduct matter and addressed under the Authority's disciplinary procedures.

11. Raising and responding to concerns

Anyone who believes they have experienced or witnessed discrimination, harassment, victimisation or another breach of this policy is encouraged to raise the matter as soon as reasonably practicable.

Depending upon the circumstances, concerns may be raised with a line manager, another appropriate manager, Human Resources or a recognised trade union representative.

Where appropriate, and where the person raising the concern wishes to do so, the issue may be addressed informally. Informal resolution will not be suitable in every situation and is not a requirement before a formal complaint can be made.

Formal complaints will normally be considered under the Authority's Grievance Procedure or Dignity at Work, Anti-Bullying, Anti-Harassment and Anti-Victimisation Policy. Where the circumstances involve potential misconduct, the Disciplinary Procedure may also apply.

Matters will be addressed promptly, impartially and sensitively, as confidentially as reasonably possible, and by a person with no material conflict of interest.

Any investigation or other formal process will be conducted in accordance with the relevant Authority procedure.

The Authority will seek to maintain confidentiality as far as reasonably practicable, although information may need to be shared with those involved in assessing, investigating or resolving the matter. The person raising the concern will be informed of the outcome to the extent appropriate, while respecting the privacy rights and confidentiality of others.

Individuals involved in a concern, complaint or investigation are expected to maintain confidentiality and not disclose information unnecessarily, while recognising that they may seek support from a trade union representative, workplace colleague or other appropriate source of support.

No one will be subjected to victimisation because they have raised a concern, supported another person or participated in an investigation in good faith. An allegation that is not upheld will not, by itself, be regarded as false or malicious. Where an allegation is found to have been deliberately false or malicious, this may be considered under the Disciplinary Procedure.

12. Breaches of this policy

Alleged breaches of this policy will be considered fairly under the appropriate Authority procedure. No assumptions will be made about an allegation, and any formal action will be undertaken in accordance with established procedures and the principles of natural justice.

Discrimination, harassment, victimisation, retaliation, deliberate obstruction of a reasonable adjustment or a serious failure to comply with this policy may constitute misconduct. Serious cases may constitute gross misconduct and could result in dismissal.

Where concerns involve a contractor, consultant, volunteer, agency worker or another third party, the Authority will consider appropriate action within the relevant legal and contractual framework. Depending upon the circumstances, this could include requiring remedial action, restricting access to Authority premises or activities, or ending an assignment or contractual arrangement.

The Authority recognises that workplace interactions, employment decisions and management actions will not always be viewed in the same way by everyone involved. The existence of a complaint, concern or disagreement does not of itself indicate that this policy has been breached. All matters will be considered objectively, fairly and in the context of the relevant facts and circumstances.

13. Related policies, procedures and guidance

This policy is supported by the following Authority policies, procedures and guidance:

- The Authority's Core Values;
- Code of Conduct for Authority Members;
- Dignity at Work, Anti-Bullying, Anti-Harassment and Anti-Victimisation Policy;
- Workplace Adjustment Policy and Workplace Adjustment Passport guidance;
- Grievance Procedure;
- Disciplinary Procedure;
- Recruitment, Selection and Onboarding Policy;
- Flexible Working Policy;
- Internal Use of the Welsh Language Policy and Welsh Language Standards arrangements;
- Whistleblowing Policy;
- Data Protection Policy;
- Safeguarding Policy;
- Strategic Equality Plan; and
- Equality Impact Assessment guidance.

The documents listed above provide more detailed procedures and guidance where appropriate. This policy establishes the Authority's overarching commitment and expectations in relation to equality, diversity and inclusion in employment.

The Authority will keep this policy and its employment practices under review and will make appropriate amendments where legislation, statutory guidance, Codes of Practice or applicable standards change.

Item No. 11

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Progress Report (June 2026): *Cynllun Yr Wyddfa***
REPORT BY	Partnerships Project Manager
PURPOSE	• Present a progress report to Members, one year after the launch of the revised Cynllun Yr Wyddfa (Management plan). • Update Members on the priorities for the coming year, taking into account the maternity leave of the Partnerships Project Manager and the Sustainable Tourism Officer.

1. BACKGROUND

The first Plan was launched in 2018, and, after considerable progress in some fields, several challenges remain. This updated plan, detailing how the Partnership will deliver on its commitment over the next five years, builds on previous efforts and includes a renewed pledge to the mountain. It outlines the best possible outcomes, identifies outcomes within reach, and presents a detailed implementation plan with specific projects and the relevant partners responsible for their delivery.

One year since the launch of the revised Plan, the progress report included as Appendix 1, provides an update on projects or action points only. For the Partnership's pledge, the best possible outcomes or the outcomes within reach identified within the Plan - please read the Plan in its entirety.

2. PROGRESS REPORT

Appendix 1 outlines the developments that have taken place during the first year following the launch of the revised Plan in June 2026. The details in the 'Project/Action/Way of working' column are presented as they appear in the Cynllun Yr Wyddfa (Management plan) document, while the column on the right provides an update on the current delivery status.

3. PRIORITIES 2026-2027

Following the maternity leave of the Partnerships Project Manager and the Sustainable Tourism Officer, interim staffing arrangements were put in place and priority projects for delivery over the coming year were identified. This work will be shared between the two Sustainable Tourism Officers (Maternity cover) who have been appointed.

The priority areas are:

- **Continue the development of the *Rhoi* app**: Further develop the new app and platform, providing residents and visitors with opportunities to take part in positive environmental activities, make choices that contribute positively to Eryri, and earn attractive rewards from local businesses. The app will be ready for testing during summer 2026, with a full launch planned before Easter 2027.
- **Analyse the Yr Wyddfa online survey**: Analyse the survey data and present the findings.
- **Coordinate the unauthorised overnight stays survey**: Manage and coordinate the survey in collaboration with departments across the National Park.
- **Undertake a desk-based study**: Develop case studies demonstrating how donations generated through events in different locations have been reinvested in environmental improvements, highlighting how organised events can give back to the areas in which they take place.
- **Coordinate the Plastic-Free Yr Wyddfa project:** Continue overseeing the Plastic-Free Yr Wyddfa project, working towards achieving the required targets and accreditation.
- **Oversee the Llwybrau'r Wyddfa app**: Ensure the app operates effectively, resolve any issues promptly, respond to enquiries, and support the Finance Department with financial administration.
- **Support the Eryri Ambassador programme**: Assist the Communications and Partnerships Coordinator with the Eryri Ambassador programme, including reviewing and editing content, issuing certificates, and responding to enquiries.
- **Coordinate the Partneriaeth Yr Wyddfa and Three Peaks Challenge websites**: Maintain both websites and update content as required.
- **Act as the National Park's main point of contact for JustPark**: Liaise with JustPark by forwarding feedback and concerns from car park staff, monitor the platform, and ensure that all information is accurate and kept up to date.
- **Attend meetings**: Participate in internal meetings, including the Visitor Management Group and Internal Transport Group, as well as external meetings such as the North Wales Ambition Forum and the UK National Parks Transport Group.

4. RECOMENDATION

1. To accept the Progress Report as an update on the work undertaken during the first year following the launch of the revised plan, and to note the progress made.
2. Acknowledge that work needs to be adjusted and reprioritised over the coming year due to the maternity leave of the Partnerships Projects Manager and the Sustainable Tourism Officer.

Cynllun Yr Wyddfa Progress report

June 2026



1. Background

The first Plan was launched in 2018, and, after considerable progress in some fields, several challenges remain. This updated plan, detailing how the Partnership will deliver on its commitment over the next five years, builds on previous efforts and includes a renewed pledge to the mountain. It outlines the best possible outcomes, identifies outcomes within reach, and presents a detailed implementation plan with specific projects and the relevant partners responsible for their delivery.

One year since the launch of the revised Plan, this progress report provides an update on projects or action points only. For the Partnership's pledge, the best possible outcomes or the outcomes within reach identified within the Plan—please read the Plan in its entirety.

2. Progress

The progress outlined below has taken place since the launch of the revised Plan (July, 2025).

Please note that the numbering in the Project/Action/Way of Working column are presented as they appear in the Cynllun Yr Wyddfa document and do not follow the same formatting order as this document.

2.1 Yr Wyddfa's ecosystem



Project/Action/Way of working	Update
1.1.1 Open a discussion with producers, landowners and the unions about the possibility of creating 'Yr Wyddfa' status for a product, which would contribute towards protecting the ecosystem.	No development yet. Nevertheless, this matter will be explored through the reviews of both Cynllun Eryri and the Local Development Plan.

1.1.2 Empower and support farmers to contribute to the enhancement and sustainability of the ecosystem.	Under the Ffermio Bro scheme, the following work has been funded so far this financial year within the Cynllun Yr Wyddfa project area, with additional applications currently being developed. • Perthi – GPS collars to reintroduce cattle to the mountain. • Wernlas Deg - GPS collars to reintroduce cattle to the mountain. • Hafod Lydan - develop a wide stream corridor and plant trees to protect water quality and increase biodiversity. • Gwastadanas - a wall and fence and a cattle pen to maintain more sustainable grazing on the mountain.
1.1.3 Share best practices and highlight small changes that can be made to benefit the ecosystem, while promoting the positive work that farmers are already undertaking.	A digital content campaign between ENPA, the FUW and NFU Cymru has been developed to highlight agricultural issues within the Park. Content to be shared over the summer term of 2026. As part of the Tlysau Mynydd Eryri (Plantlife Cymru) project, fencing has been installed along the banks of the railway tracks at the base of Clogwyn Coch to manage grazing during the egg hatching period of the rainbow beetle. A discussion will be required regarding future responsibility for maintaining the fence. Tlysau Mynydd Eryri/Plantlife Cymru intends to install interpretation on the fencing. The Welsh Mountain Zoo will take the lead on the beetle project going forward, following the excellent work by Plantlife Cymru in establishing it. Innovative plans are underway to trial the use of a specially trained sniffer dog capable of detecting the beetle by scent, in collaboration with Gwastadanas farm, Plantlife Cymru and Welsh Mountain Zoo.
1.2.1 A strong emphasis on educating the public that Yr Wyddfa is designated with multiple environmental	The ENPA Communications Department is collaborating with Natural Resources Wales on a reel that will highlight the various designations on Yr Wyddfa, what they protect and any relevant

protections of the highest level.	prohibitions. It is anticipated that the content will be ready for sharing over the summer of 2026.
1.2.2 Improve public awareness of the challenges facing the fragile ecosystem.	The ENPA Communications Department will re-share the Yr Wyddfa vlog series over the 2026 summer season, including short clips highlighting the main messages in terms of visiting responsibly and protecting the ecosystem. A joint campaign between ENPA, the FUW and NFU Cymru will take place over the summer season to raise awareness about the importance of adhering to the Countryside Code, with an emphasis on the importance of following official advice on dog control. A second series with Warden Dafydd Eryl and Senior Warden Simon Roberts will be created highlighting how to visit responsibly in a way that protects the ecosystem.
1.2.3 Where appropriate, include information about agriculture in communications, such as highlighting that Yr Wyddfa is an area where livestock are regularly found on its paths.	Ongoing.
1.2.4 Collaborative efforts focus on managing and removing invasive species to protect local biodiversity.	Ongoing.
1.2.5 Explore potential research opportunities with specialised partners that encourage residents and mountain users to engage in volunteering and	Initial discussions have taken place on the possibility of joint work between NRW and ENPA, to offer specialist volunteering opportunities at the ECN site on Yr Wyddfa.

participate in environmental monitoring, with a focus on climate change and developing measures to preserve alpine habitats and other sensitive areas.	The tourism app project is ongoing, which will offer various volunteering opportunities and reward volunteers for their efforts. The work of planning the volunteering opportunities and the rewards continues hand in hand with local enterprises, organisations and businesses. This offer will be in the form of an app, with a testing period taking place over the summer of 2026, following a tendering process and the successful appointment of a specialist company to create the app. It is hoped that the app will be ready for a full public launch before Easter 2027.
1.2.6 Climate change monitoring at the ECN site. Support ongoing species and climate related monitoring through volunteering, including tracking butterflies, rainfall, temperature, and other key indicators.	See above.
1.3.1 Continuation and development of the Plastic Free Yr Wyddfa project.	Continue to aim towards achieving the targets that have been established in order to reach the Plastic-free mountain status. See the targets here.
1.3.2 Continue trialling innovative solutions to substantially eliminate litter from Yr Wyddfa and encourage businesses to propose their own initiatives for reducing pollution.	Ongoing. The Sustainable Tourism Officer (maternity cover) will look at possible options over the coming months and offer ideas. The Big Yr Wyddfa Clean-up will take place again this year working from the base upwards, with professional climbers ascending Clogwyn y Garnedd to remove historical litter.
1.3.3 Ensure that businesses around Yr Wyddfa comply	The Plastic-free Yr Wyddfa initiative continues to encourage businesses around the mountain to be part

with any environmental requirements.	of the project. The work will be led by the Sustainable Tourism Officer (maternity cover) for a certain period. See also point 1.3.1.
1.3.4 Support any initiatives that encourage reusing and reduce waste, e.g., 'swap shops' and repair cafés.	Some scoping work has been undertaken under the Plastic-free Yr Wyddfa initiative, however, there have been no further developments or updates. It is likely that the Sustainable Tourism Officer (maternity cover) will re-examine this over the next year.
1.4.1 Collaborate to reduce instances of antisocial camping and overnight stays in unauthorised locations, such as sleeping in laybys, in cars, campervans, or rooftop tents.	Over the summer of 2026, ENPA will undertake a survey on overnight stays in unauthorised locations. The outputs will be considered through the reviews of the Eryri Plan and the Local Development Plan, and will assist ENPA, Gwynedd Council and Conwy Borough Council in their efforts to mitigate the negative impacts of such stays.
1.4.2 Volunteering opportunities.	Volunteering opportunities with the Park continue and expand through schemes such as the Yr Wyddfa Voluntary Wardens and Caru Eryri. Their work is invaluable and contributes significantly to the Authority's efforts to achieve its purposes. During 2025, the Caru Eryri and the Yr Wyddfa Voluntary Wardens recorded the following: • 1094 bags of litter collected and disposed of responsibly • 1535.86 kg • 3982 voluntary hours. See also 1.2.5.

2.2 Cultural heritage



Project/Action/Way of working	Update
2.1.1 Holding discussions and establishing new partnerships to determine what needs to be protected and how.	No update. The Partnerships Project Manager and the Head of Cultural Heritage will re-examine this action when the Project Manager returns to work following maternity leave.
2.2.1 Welsh place names, including their meaning and pronunciation, are widely communicated to users, enhancing their connection to the area's cultural identity.	Ongoing.
2.2.2 Encourage the use of Welsh names and support through training and information sharing.	This happens to some extent through various schemes e.g. Eryri Ambassador Programme. No further update on any other specific training.
2.3.1 Convey the message that heritage belongs to everyone, thus everyone has a duty to protect it.	No specific update.
2.3.2 Educate children and young people about cultural heritage through the Curriculum for Wales.	Young Rangers sessions have been organised with a greater focus on heritage. Further discussion is required between the Young People's Officer and the Head of Cultural Heritage of Eryri National Park Authority.
2.3.3	

Future culture: Collaborate with young people to explore and analyse the current culture of the Yr Wyddfa area.	Need to plan a possible long-term project jointly between GwyrddNi and ENPA. Relevant officers: Community Officer, Young People's Officer and Head of Cultural Heritage.
2.3.4 Improve public understanding of the national importance of cultural heritage.	No update yet. To follow 2.1.1.
2.3.5 Explore collaborative opportunities to support, develop, and secure funding the Retracing Footsteps research project.	The Retracing Footsteps exhibition, launched at the Betws-y-coed Visitor Centre in March 2025, considers the past, present and future of the mountain through the C19th Visitor Books. As part of the exhibition launch, children from Betws-y-coed, Capel Garmon and Dolwyddelan primary schools took part in a poetry workshop with Casia Wiliam. A poetry book about Yr Wyddfa was created and gifted to schoolchildren, with the potential for copies to be sold in the visitor centres. The next step will be to establish a contemporary visitor book (including interpretation) at Hafod Eryri, in collaboration with Rheilffordd Yr Wyddfa (summer 2026). The focus of the exhibition will be on encouraging people to 'leave a (positive) mark' on Yr Wyddfa by contributing to the visitor book. The design draws on the students' work mentioned above. A launch event will also be planned. Entries into the visitor book will be analysed over time.

2.3 Communities



Project/Action/Way of working	Update
3.1.1	

Continue to co-produce with the communities.	No specific update.
3.2.1 Reinforce the connection between the communities and the mountain's wildlife, to improve the well-being of individuals and to gain respect for the ecosystem.	No update.
3.2.2 Ensure that the mountain's communities feel that they have access to enjoy Yr Wyddfa.	No update.
3.2.3 Undertake further work to understand who engages with Yr Wyddfa and the barriers individuals may face.	In January 2026, a Belonging, Access and Inclusion workshop was held with key partners representing a wide range of underrepresented groups in Eryri. The workshop was an opportunity to better understand the needs and potential obstacles of individuals when engaging with Eryri and Yr Wyddfa, and to jointly draft a statement of intent that will guide this work in the future.
3.3.1 Encourage the public, organisations and businesses to use services located in the area.	#GwyneddEryriNi campaign jointly between Gwynedd Council and ENPA promoting local small businesses and encouraging the public to support them e.g. a series of recent short films was widely shared on the two organisations' social networking sites.

2.4 Outdoor activities



Project/Action/Way of working	Update

4.1.1 Collaborate with the Llanberis Mountain Rescue Team and other rescue agencies in order to reduce the demands and the increasing pressure on the teams, via the North Wales Outdoor Safety Partnership.	The Head of Partnerships and the Head of the ENPA Wardening Department continue to attend meetings with the Llanberis Mountain Rescue Team, before and after the peak season to discuss possible interventions and to monitor impact. ENPA continues to offer assistance to the Llanberis Rescue Team at weekends, with the Volunteer Wardens' rota being shared with Rescue Team organisers to inform them of who is on patrol and on which path. The idea is for the Rescue Team to be aware of the support out on the mountain, in case the Volunteer Wardens could be of assistance in any way. The extended patrol continues, with an opportunity for the Volunteer Wardens to go out on patrol later in the day along the Llanberis and PYG paths, to support individuals and groups who need advice and assistance during that time. Discussions are ongoing regarding the possibility of trialling the Volunteer Wardens having the Rescue Team's radios while on patrol on the Llanberis Path. This will enable the Rescue Team to contact the Volunteer Wardens directly if they believe that the volunteers can be of assistance to them, with the intention of reducing avoidable callouts.
4.1.2 Yr Wyddfa Volunteer Wardens	The Wardening Department has been working closely with the Sustainable Tourism Officer to draw up a questionnaire for the Volunteer Wardens, to be filled in at the end of their patrol on the mountain. The questionnaire will collect interesting information about: how much litter they have collected; how many people they have advised; and what problems they saw while on patrol. The hope is to gather figures and evidence to reinforce the contribution and importance of Voluntary Wardens, as well as gathering data to show which issues or challenges require consideration by the Authority.
4.1.3	

Analyse the main demand trends on Yr Wyddfa and collaboratively plan effective interventions within the available remit and resources.	This work is carried out through the North Wales Outdoor Safety Partnership. See point 4.1.1 above.
4.1.4 Expand the pilot of an information hub at the bottom of the Llanberis Path with staff available to advise users.	This pilot will be extended this year to include Sundays over the summer holidays, in addition to the original arrangements for Saturdays.
4.1.5 Pursue any opportunities to expand staff presence on the ground.	In addition to the Area Wardens, a Weekend Assistant Warden will patrol the busiest routes, providing advice on the safe and appropriate use of the area. A Seasonal Warden (north Eryri) has also been appointed. Both will be on duty at weekends and together, they will patrol the paths and serve as the face of the National Park through the interpretation van. In addition to this, around 60 Volunteer Wardens have registered to patrol Yr Wyddfa's paths on weekends and Wednesdays. As well as offering invaluable help to keep the paths clean by collecting litter, they will advise the public on a variety of different issues, including mountain safety, general information about the paths and the Countryside Code. During 2025, the Caru Eryri scheme evolved to offer regular weekend shifts targeting the busiest routes in Eryri including the Llanberis Path and the Watkin Path.
4.2.1 Increase outdoor educational opportunities.	This point is one of the duties of the Young People's Officer.
4.2.2 Collaborate with farmers/landowners on a campaign to raise	A joint campaign between ENPA, the FUW, and NFU Cymru will take place over the summer season to raise awareness of the importance of adhering to the Countryside Code, with an emphasis on the

awareness on how to manage dogs on farmland.	importance of following official advice on controlling dogs.
4.3.1 Encourage event organisers and activity providers to avoid peak periods, high-demand times for Mountain Rescue, and the nesting season (May/ June). Additionally, encourage smaller events and enhance communication with organisers to ensure better coordination.	The guidelines for organising ENPA events during 2025 have been revised with a dedicated page added to the Authority's website. ENPA works together with TAML to share messages with the event organisers e.g. a webinar was held on the 12th of February, organised jointly between ENPA, TAMLl and Gwynedd Council. ENPA continues to work closely with both Gwynedd and Conwy Safety Advisory groups to scrutinise incidents and encourage better arrangements in terms of safety and sustainability.
4.3.2 Explore opportunities for event organisers and activity providers to give back to the area.	A desk study will be undertaken by the Sustainable Tourism Officer (maternity cover) over the next year.
4.3.3 Raise awareness among event organisers and activity providers about the importance of sustainable events, including maintaining peace and quiet for the environment and local communities, especially late at night and early in the morning.	See point 4.3.1.
4.3.4 Raise awareness that consent is required from landowners and Natural Resources Wales if they hold an event in a SSSI.	See point 4.3.1.
4.3.5	

Work with providers to ensure activities such as gorge waking are carried out sustainably.	Promote the leaflet encouraging good practice in the ravines.
4.3.6 Continue to build relationships with the outdoor sector, other National Parks and national organisations to coordinate and share messages on safety, conservation, and responsible visitation across platforms.	Ongoing. Recently, the Three Peaks Challenge Partnership has been re-established in order to update and upgrade the Three Peaks Challenge website. The website will be ready to be promoted during June/July. The Transport Groups from all UK National Parks. The Sustainable Tourism Officers Group from all UK National Parks. The Head of the Communications Department continues to sit on several multi-agency groups/forums for collaboration across the region and beyond: • North Wales Comms Cell • Visit Wales Communication Meetings • National Parks Wales Communications Group • UK National Parks Communications Group • Europarks Atlantic Isles.
4.4.1 Examining the impact of organised events on the mountain and their economic effects on the surrounding area.	Desk study to be completed by the Sustainable Tourism Officer (maternity cover). Collaborate with Gwynedd Council, as the work has already started.
4.4.2 Explore opportunities to collaborate and establish new partnerships with relevant organisations to share key messages.	Ongoing. As part of ENPA's sustainable tourism app project, discussions have been held with Natwest bank, through their programme to support Welsh community initiatives.

	There are plans underway by ENPA's Communications Department to create joint content with Welsh speaking influencers regarding visiting Yr Wyddfa, with the intention of engaging with new audiences. ENPA will continue to develop the partnership with Bangor University and the Behaviour Change Department, to apply the COM-B framework - a behaviour change model that focuses on Ability, Opportunity, and Motivation as drivers of behaviour. It is hoped to look in more detail at the challenge of litter on Yr Wyddfa, together with the lack of preparation among some visitors before they reach the mountain, offering practical solutions to tackle these two specific challenges. As background work for the sustainable tourism app project, the Partnerships Project Manager and the Carbon Officer have engaged with Wonderful Copenhagen, to learn more about Copenpay – a successful initiative that inspired the Rhoi app. The ENPA paid for advertising the Llwybrau'r Wyddfa app on the MetOffice website over September and October 2025. There was no obvious impact in terms of app sales compared to previous years.
4.4.3 Continue to work together in order to reinforce the messages in terms of biosecurity.	A new poster on biosecurity will be placed in toilets near lakes across the Park.
4.5.1 Increasing users' understanding of what is permitted and what is prohibited on private land under the Countryside and Rights of Way Act 2000.	This information will be included in the designation reel that is being developed jointly between NRW and ENPA.
4.5.2 Continue with monitoring the number of users, taking advantage of any	Counter work will be placed under the care of the Wardening Department during the period of the Sustainable Tourism Officer's maternity leave.

opportunity to improve understanding of numbers, and how users use the area.	An online version of the Yr Wyddfa 2023 User Survey has now been included on the ENPA website in order to collect ongoing data about users' feelings following their visit. A company has been appointed to carry out a visitor survey across the Park this summer.

2.5 Infrastructure



Project/Action/Way of working	Update
5.1.1 Working together to improve connectivity in communities within the project area, where telephone signal is weak or non-existent.	The Partnerships Project Manager sits on the North Wales Ambition Connectivity Forum.
5.1.2 Innovation using the latest technology for improving user experience at National Park sites within the project area.	No update.
5.2.1 Enhance toilet facilities in Llanberis to ensure 24-hour availability, and explore the feasibility of trialling alternative toilet solutions where appropriate.	No update.
5.2.2	

Seek opportunities to attract investment to achieve the Partnership's objectives.	SLSP grant secured for the sustainable tourism app project. SLSP funding has also been secured for the remaking of the National Park's gateway (entry) stones, to incorporate the new logo, as well as commissioning the development of a branding guide to standardise interpretation across ENPA sites. Following a successful application for financial support from the Brilliant Basics fund, administered by Visit Wales, together with the granting of planning permission, the project to improve facilities at the Snowdon Ranger car park was completed in early 2026. The project involved the installation of two purpose-built, chemical-free accessible toilet units, replacing the previous portable toilet facilities. APCE is grateful to the Brilliant Basics fund for its financial contribution, which provided essential support alongside the Authority's own investment in the project.
5.2.3 Improve the infrastructure at Authority sites as and when appropriate so that it is fit for purpose, reflects the number of users and leads to a first class visitor experience.	Plans are in place to standardise the interpretation across National Park sites, giving full consideration to sites around Yr Wyddfa, given the number of visitors.
5.3.1 Continue maintaining the paths to a high standard in order to minimise erosion impact on habitats and ensure an exceptional visitor experience.	The work has been completed of extending the wall in Bwlch y Moch to direct walkers towards the PYG Track and create a situation where walkers have to make a conscious decision to turn back, and walk through a hidden gap in the wall if they want to go for Crib Goch. This work responds to the challenge where some walkers were inadvertently following the path to Crib Goch, thinking they were walking towards the summit of Yr Wyddfa. Discussions are ongoing to proceed to the third stage of this work, which will include placing

	stones on the surface of the path to control erosion, creating a more durable and better-quality path. The work of placing boulders at the start of the goat path between Crib Goch and Crib y Ddysgl has been completed. This project was identified by the Llanberis Mountain Rescue Team following concerns about walkers following the wrong (and extremely dangerous) route, when trying to walk to Crib y Ddysgl. As a solution, boulders were flown to the start point of the goat path, placing them firmly on the path as a barrier to prevent walkers from following it. Other work completed on Yr Wyddfa during 2025-26: • Urgent repairs to the Llanberis Path from Cadair Ellyll to the bottom of Allt Moses following erosion. One hundred tonnes of stones have been transported to the site by the Snowdon Railway, with a contractor to be appointed this year to repair the erosion at the top of Allt Moses. • Improve drainage on Rhyd Ddu Path, through Ffridd Uchaf. Work planned over the next year: • Undertake a full audit of the Yr Wyddfa massif paths, assessing 5 main areas: condition of paths, what programable works are required, identify what resources are needed, where and what to prioritise, and how to asses and monitor changes over time (assess in 10 years' time). • Laying a between the underpass and the top of Allt Moses. • Continue to move stones up the Rhyd Ddu and Llanberis Paths for the completion of the work next year. • Coordinating a maintenance programme for volunteers, focusing on the PYG, Mwynwyr and Llanberis paths.

	• Paths team continuing with the maintenance work on the Cwellyn Path and Bwlch Maesgwm. • Repairs to the steps and retaining walls around the summit.
5.4.1 Continue the work of establishing the Yr Wyddfa Circuit to create a resource that will connect communities and improve links to Yr Wyddfa paths.	No update.
5.5.1 A commitment at a strategic level to deal with the parking and transport challenges around Yr Wyddfa for the medium and long term.	The Authority and its partners have secured a commitment from the Welsh Government to support the Bryn Cegin pilot. Nevertheless, there is a delay in confirming the decision to proceed this year. Hopefully this pilot will be in place for Easter 2027.
5.5.2 Consider options for suitable parking and travel locations for Yr Wyddfa and pilot any scheme if the opportunity arises.	See above. Gathering evidence for the Eryri LDP review to consider if more parking provision is needed in the area.
5.5.3 Communicate parking and transport options more effectively.	The Communications Department will re-share suitable digital content that includes information about sustainable travel to and around Yr Wyddfa.
5.5.4 Ensure ongoing investment in the Sherpa'r Wyddfa and maintain service standards, ensuring no deterioration at the very least.	Director of ENPA to engage with Gwynedd Council to discuss this issue.

2.6 Economy



Project/Action/Way of working	Update
6.1.1 Encourage public, organisations and businesses to use services located in the area.	No update.
6.2.1 Engage in discussions with any initiatives focused on 'communityisation' and ensuring that money remains within the local area.	No update.
6.3.1 Create a clear career pathway for young people from the local area who are interested in training for outdoor activities.	A Green Careers Day was piloted at Plas Tan y Bwlch during June 2026 in partnership with Careers Wales as a tasting day for Key Stage 3 pupils in the area. A pilot for Key Stage 4 will take place this winter.
6.4.1 Continue working towards the key objectives of the Gwynedd and Eryri Sustainable Visitor Economy.	Ongoing.

2.7 Communications



Project/Action/Way of working	Update

7.1.1 Mountain safety and advance preparation should be the primary focus across all media platforms, emphasising that Yr Wyddfa is a challenging mountain and that careful planning is essential before visiting.	The Communications Department will re-share suitable digital content that includes information about visiting responsibly, how to be safe when visiting, and sustainable travel to and around Yr Wyddfa. The above core messages will also be conveyed on the Llwybrau'r Wyddfa app which will be significantly updated during June 2026. A significant update and upgrade has taken place to the Three Peaks Challenge website - with the new-look website to be re-launched at the end of June 2026. Two Adventure Smart training sessions were held, one in Barmouth and one in Plas Tan y Bwlch, in partnership with Gwynedd Council - to advice business owners in the area on how to start the conversation with their guests and customers about how to have the best possible experience while out and about in Eryri. Both sessions were attended by a total of 20 local businesses that operate directly with visitors to Yr Wyddfa. A joint podcast between ENPA, Adventure Smart and the north Wales rescue teams will take place at the end of June 2026 and will be published over the summer.
7.1.2 Share information about how users can contribute positively when visiting.	Details about how to make a financial donation to the Park Authority are now included on the Three Peaks Challenge website. See point 1.2.5 for details of the sustainable tourism app – Giving.
7.1.3 Reinforce the message that there are no bins on the mountain, explaining the reasons behind this, and	This message will be included in the digital content shared over the summer.

clarify users' responsibility for managing their own waste.	
7.1.4 Reinforce the message that communities exist in the Yr Wyddfa are and that the experience negative effects at times.	This message will be included in the digital content shared over the summer.
7.2.1 Evaluate options for installing more effective signage along the paths, ensuring they are suitable for the environment.	There will be a joint campaign between ENPA, the FUW and NFU Cymru, to produce signs that will have information on how to control dogs and reinforce the Countryside Code, so that landowners within the Park, including Yr Wyddfa, can put them up in appropriate places. It is also intended to film promotional content during July 2026 (on the Llanberis Path).
7.3.1 Peruse or support opportunities to develop a network of promoted alternative routes.	No update
7.4.1 Use various communication methods depending on the various audiences.	The project of rebranding the Interpretation Van is progressing. The work includes designing and installing a new wrap. This time, a QR code has been included on the side of the van so that people can go to the ENPA website and the Adventure Smart website. The Wardening Department is in the process of upgrading all the panels and maps in order to update the images and convey the latest information in an attractive and effective manner. See point 7.2.1 above. A supply of general safe mountaineering signs have been updated or re-installed in the toilets at ENPA sites around Yr Wyddfa.

	A new exhibition has been developed and installed in Pen y Pas which includes an upgraded version of the 3D model of Yr Wyddfa. The model will include contours, main routes as well as the qualities of the mountain. Following work to expand and improve the shop in Pen y Pas, it has now opened. Following an increase in use of the shop, it is hoped that the improvements will increase income for the Authority and that the shop will be a way of sharing information about safety and visiting responsibly. The Communications Department will continue to share content regularly with Gwynedd Council as part of the Visitor Economy Strategy - #GwyneddEryriNi. See points 4.3.6 and 7.1.1 for details of the Three Peaks Challenge website. The Communications Department will continue to respond to enquiries from the press, release statements and select the relevant officers for interviews in response to requests from the press. Between the launch of the revised Plan in July 2025, and now (June 2026), 12 press releases have been released by the Authority, and various members of ENPA staff have taken part in 25 interviews on various issues relating to Yr Wyddfa.
7.5.1 Continue to develop the Ambassador Scheme and take advantage of the opportunity to collaborate more closely with business owners in the area.	The new Carneddau module has been launched, with additional 2 new modules to be launched during the summer of 2026: the Celtic Rain Forests module and the Eryri Climbing Heritage module. A dark skies event was once again held in Yr Ysgwrn as a thank you to the Ambassadors for qualifying and for sharing consistent and accurate information with visitors to the Park. The evening included a talk by the Park's Dark Skies Officer, a guided tour around the farmhouse and some warm soup to finish. The event was attended by around 30 Ambassadors and the event was organised jointly between Gwynedd Council and ENPA.

Page intentionally blank to align with Welsh agenda

Item No. 12

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Procurement Policy and Strategy 2026-29**
REPORT BY	Director of Corporate Services
PURPOSE	To present the attached draft Strategy

1. BACKGROUND

1.1 The Social Partnership and Public Procurement (Wales) Act 2023 places a duty on the Authority to carry out procurement in a socially responsible manner and to use procurement activity as a means of improving the economic, social, environmental and cultural well-being of Wales. The Act requires that we not only develop a Procurement Strategy and establish Socially Responsible Procurement Objectives, but we must also take reasonable steps to deliver those objectives through our procurement activities.

1.2 This draft Procurement Policy and Strategy, which has been produced with the assistance of Dr. Darar Apiri, a Procurement Specialist from WRAP Cymru (through funded assistance from Welsh Government), provides the framework through which the Authority will meet these statutory requirements. It sets out the Authority's procurement objectives, priorities and expected outcomes, ensuring that procurement decisions support the Authority's Well-being Objectives, while continuing to secure value for money, maintain compliance with procurement legislation, and support the effective delivery of our services.

1.3 This Draft Procurement Policy and Strategy has been circulated amongst all the staff, and an opportunity given for comments and feedback on its contents. As a result, some minor amendments have been made to the content.

1.4 However, most of the feedback concerned the work which will be needed once the policy and strategy is adopted. Several areas of procurement work will require the development of guidelines and the reviewing and improving of current procurement systems, which will need to be accompanied by training, and ongoing monitoring.

1.5 Section 15 of the document outlines the phased approach to implementing the Procurement Policy and Strategy, allowing for staff capacity and resources required.

2. RESOURCE IMPLICATIONS

2.1 No direct resource implications from adopting the Procurement Policy and Strategy. Once adopted, additional resources will be required to develop guidance, reviewing and improving systems and staff training in a phased approach.

3. RECOMMENDATION:

To approve the adoption of the new Procurement Policy and Strategy for the period of 2026 – 2029 for the Authority.

4. BACKGROUND PAPERS

4.1 Eryri National Park Authority Summary Procurement and Socially Responsible Procurement Policy and Strategy 2026–2029

Eryri National Park Authority
Summary Procurement and Socially Responsible Procurement Policy and Strategy 2026–2029

1. Introduction

Eryri National Park Authority uses public resources to procure a diverse range of goods, services and works necessary to fulfil its statutory purposes, deliver its functions and support the effective management of the National Park. This includes expenditure relating to conservation and land management, biodiversity and habitat restoration, access and visitor infrastructure, construction and estates, vehicles and machinery, ICT and digital services, professional services, research, facilities management, communications, events, food and other operational requirements.

The Authority recognises that procurement is more than the transactional process of acquiring goods, services and works. Decisions concerning whether and what to procure, how requirements are designed, how the market is engaged, how suppliers are selected and how contracts are subsequently managed can have significant economic, social, environmental and cultural impacts over the full lifecycle of a contract or asset.

Procurement decisions can influence whole-life cost and value, greenhouse gas emissions, resource consumption and circularity, biodiversity and ecosystem resilience, waste prevention, water and pollution, Fair Work and employment practices, equality and accessibility, Welsh-language provision, community well-being, supply-chain resilience and the wider public value generated through expenditure.

The Authority therefore regards procurement both as a means of securing the goods, services and works necessary to deliver its functions and as a strategic mechanism for securing long-term public value and contributing to economic, social, environmental and cultural well-being.

This Policy and Strategy establishes the overarching framework within which procurement decisions will be made. It sets the Authority’s procurement principles, governance arrangements, sustainable and socially responsible procurement approach, strategic objectives and implementation priorities.

2. Purpose and Scope

The purpose of this Policy and Strategy is to ensure that procurement across the Authority is undertaken lawfully, transparently and proportionately, with appropriate governance, planning and commercial oversight. Procurement should be outcome-focused, support effective management across the full contract lifecycle and be aligned with the Authority's wider strategic objectives.

Procurement should also integrate environmental and social responsibility, support Eryri's communities, Welsh language and culture, and provide fair and proportionate access to capable suppliers.

This Policy and Strategy applies to employees and other persons acting on behalf of the Authority who participate in procurement, commissioning or contract-management activity. This includes those responsible for identifying requirements, approving expenditure, sourcing suppliers, conducting procurement exercises, evaluating bids, awarding contracts, managing suppliers and authorising contract changes.

It applies to the procurement of goods, services and works irrespective of funding source, service area, contract duration or procurement route, including where external advisers or third parties support procurement on the Authority's behalf.

All procurement activity must be undertaken in accordance with applicable legislation and statutory requirements, together with the Authority's Standing Orders Relating to Contracts, Financial Regulations, Scheme of Delegation and other relevant governance arrangements.

3. Status and Relationship with Other Authority Documents

This document establishes the Authority's overarching procurement policy and strategic direction. It does not replace the Authority's Standing Orders Relating to Contracts, Financial Regulations or Scheme of Delegation.

The Standing Orders Relating to Contracts establish the Authority's mandatory procedural requirements for procurement, including rules relating to quotations, tendering, approvals, exemptions, contract award and other procurement controls.

The Authority's current Standing Orders were most recently revised on the 10th of March 2025 and reflect the current public procurement framework.

The Authority's procurement framework operates through a series of complementary documents and controls.

At the strategic level, this Policy and Strategy sets the Authority's procurement principles, direction, Socially Responsible Procurement Objectives and sustainability expectations.

The Standing Orders, Financial Regulations and Scheme of Delegation provide the formal governance and control framework.

The Procurement Procedures and Toolkit translate these requirements into practical processes, templates and guidance for officers.

Category-specific guidance provides more detailed sustainability and commercial considerations for areas such as construction, land management, fleet, ICT, professional services and facilities management.

Contract-management arrangements provide the framework for managing delivery, supplier performance, sustainability commitments, risk, change and continuous improvement after contract award.

Together, these elements form an integrated procurement management framework linking the Authority's strategic objectives to individual purchasing decisions and contract outcomes.

4. Procurement Vision and Principles

The Authority's procurement vision is to use public procurement responsibly and strategically to secure high-quality outcomes and long-term value while protecting Eryri's environment, supporting its communities and culture, reducing adverse impacts and contributing to the well-being of present and future generations. Procurement will be guided by the following principles.

4.1 Lawfulness and Compliance

All procurement will be conducted in accordance with applicable procurement legislation, statutory guidance, Welsh Government procurement policy and the Authority's internal governance requirements.

Estimated value, scope, contract duration and aggregation will be determined accurately at the outset. Requirements will not be artificially divided or structured to avoid procurement thresholds, competition requirements, approval routes or transparency obligations.

The selected route to market must be lawful, proportionate and appropriate to the nature, value, complexity and risk of the requirement.

4.2 Integrity, Probity and Conflicts of Interest

Procurement decisions will be undertaken with integrity, objectivity, impartiality and appropriate professional judgement.

Actual, potential and perceived conflicts of interest must be identified, declared, recorded and managed. Supplier relationships must not compromise fair competition or the independence of procurement decisions.

Evaluation and award decisions will be supported by a clear and auditable record.

4.3 Transparency and Auditability

The Authority will maintain a clear and proportionate audit trail sufficient to demonstrate the business need, procurement route, market engagement, evaluation process, approvals, award decision, relevant sustainability considerations and subsequent contract management.

Required procurement notices, contract information and other transparency information will be published in accordance with applicable legislation.

4.4 Proportionality

The Authority will apply a proportionate, risk and impact-based approach to procurement.

The level of planning, market engagement, competition, due diligence, assurance, evaluation and contract management will reflect the total estimated contract value, whole-life value, technical and commercial complexity, operational criticality, market conditions, supply-chain resilience, legal and reputational risk and the sustainability significance of the requirement.

Supplier requirements relating to financial standing, turnover, insurance, capability, previous experience, accreditations, management systems and evidence will also be proportionate to the contract. Requirements should not create unnecessary barriers that disadvantage SMEs, microbusinesses, VCSEs or other capable suppliers.

4.5 Whole-Life Value

Value for money will not be interpreted as the lowest initial purchase price.
The Authority will take a whole-life value approach, considering the costs, benefits, risks and wider outcomes associated with a requirement over its full lifecycle.
Where relevant, consideration will include whole-life cost and total cost of ownership, quality, reliability, durability, resource efficiency, circularity, whole-life carbon, resilience, social and community outcomes and the extent to which the procurement supports wider strategic objectives.

4.6 Demand Management, Prevention and Circular Procurement

Procurement planning will begin with consideration of the underlying need and outcome to be achieved, rather than an assumption that a new purchase is required. The Authority will seek to avoid or reduce unnecessary demand, maximise use of existing assets, extend product and asset life through maintenance and repair and consider reuse, refurbishment, remanufacture, leasing, sharing and other alternative delivery models before procuring new goods.

Relevant guidance, including the WRAP Sustainable Procurement Hierarchy, may be used to support application of these principles.

4.7 Sustainable and Socially Responsible Procurement

Economic, social, environmental and cultural considerations will be identified according to their materiality, risk and opportunity and integrated throughout the procurement lifecycle.

They will not be treated as generic additions to tender documentation. Where material, sustainability requirements will be translated into specifications, participation requirements, award criteria, contract conditions, KPIs and supplier-performance arrangements.

4.8 Market Accessibility and Fair Competition

Procurement will be designed to support fair and effective competition and proportionate access for capable suppliers. The Authority will seek to avoid unnecessary administrative or financial barriers, particularly where these could disproportionately affect SMEs, microbusinesses, VCSEs and specialist suppliers.

4.9 Contract Management and Benefits Realisation

Procurement will be managed as a full contract-lifecycle activity. Material commitments made during tendering should be incorporated into the resulting contract and monitored as deliverables, contractual obligations, KPIs or improvement commitments. The purpose of contract management will be to secure compliance, performance, benefits realisation and continuous improvement.

5. Legislative and Policy Framework

The Authority will undertake procurement in accordance with the legislative and policy framework governing public procurement in Wales.

5.1 Procurement Act 2023 and Procurement (Wales) Regulations 2024

The Procurement Act 2023 and Procurement (Wales) Regulations 2024 provide the principal statutory framework for public procurement undertaken by the Authority. The Authority will have regard to the statutory procurement objectives and requirements relating to value for money, public benefit, transparency, integrity, SME access, conflicts of interest, competition, award, contract performance, modifications and termination.

Estimated contract value will be calculated on the basis of the full anticipated requirement, including VAT where required, extensions, lots and other relevant expenditure.

For procurements commencing on or after 1 January 2026, the principal thresholds relevant to a sub-central contracting authority are:

Contract type	Threshold including VAT
Goods and services	£207,720
Works	£5,193,000
Light-touch services	£663,540
Concession contracts	£5,193,000

Current thresholds will always be confirmed when procurement commences.
For devolved Welsh authorities, a regulated below-threshold contract with an estimated value of £30,000 or more including VAT is a notifiable below-threshold contract and is subject to relevant statutory transparency and other requirements. Internal Standing Orders may impose additional requirements and must be observed alongside statutory requirements.

5.2 Social Partnership and Public Procurement (Wales) Act 2023

The Social Partnership and Public Procurement (Wales) Act 2023 establishes the principal statutory framework for socially responsible public procurement in Wales. The Authority will seek to improve economic, social, environmental and cultural well-being through procurement and will maintain and publish Socially Responsible Procurement Objectives. This Policy and Strategy forms the Authority's procurement strategy for the purposes of the Act.

The Authority will also maintain the required contracts register, undertake statutory reporting and take reasonable steps to achieve relevant Socially Responsible Procurement Objectives in prescribed contracts.

Particular requirements apply to major construction contracts and outsourcing services contracts. Where applicable, the Authority will incorporate the relevant statutory social public works or workforce requirements and establish arrangements for monitoring their implementation.

5.3 Well-being of Future Generations (Wales) Act 2015

Procurement will support the Authority's well-being objectives and its contribution to the national well-being goals. The five ways of working will inform procurement planning.

- Long-term thinking will support consideration of whole-life cost, resilience, environmental impacts and future service requirements.
- Prevention will support demand management, waste prevention and early action to avoid adverse impacts.
- Integration will connect procurement with environmental, financial, equality, Welsh-language and service objectives.

- Collaboration will support appropriate joint procurement and shared solutions.
- Involvement will encourage engagement with relevant users, communities and stakeholders where this can materially improve significant requirements.

5.4 Environment (Wales) Act 2016

The Authority will use relevant procurement activity to support its duty to maintain and enhance biodiversity and promote ecosystem resilience. Biodiversity, biosecurity and ecosystem considerations will be addressed at the earliest practicable stage where material and may influence demand management, specifications, evaluation, contract conditions and supplier-performance requirements.

5.5 Wales Procurement Policy Statement and Welsh Procurement Policy Notes

The Authority will have regard to the Wales Procurement Policy Statement and relevant Welsh Procurement Policy Notes. Welsh procurement policy places particular emphasis on sustainable and value-based procurement, decarbonisation, Fair Work, resilient supply chains, SME access, collaboration, procurement capability and improved use of procurement data. These principles are reflected throughout this Strategy.

6. Procurement Governance, Roles and Accountability

The Authority will operate a proportionate distributed procurement model supported by corporate coordination and oversight.

Service areas will remain responsible for defining operational requirements, managing budgets and owning contract outcomes, while procurement standards, assurance and strategic direction will be coordinated corporately.

The Director of Corporate Services will hold executive responsibility for procurement. This role will provide strategic oversight, support adequate procurement capability and resources, review significant procurement risks and ensure that procurement performance is considered through appropriate governance arrangements.

This responsibility also extends to coordinating procurement policy, procedures, guidance, planning and assurance. The role will support route-to-market decisions, significant procurement exercises, sustainable procurement assessment, procurement reporting, statutory transparency, the contracts register, training and collaborative procurement. The postholder may undertake these functions directly or through delegated officers and service areas, providing strategic oversight, advice and assurance while retaining responsibility for ensuring compliance with procurement legislation, policy and governance requirements.

Heads of Service and budget holders will remain accountable for procurement undertaken within their areas. They will ensure that requirements are properly planned, budgeted, authorised and managed and that relevant procurement, commercial and sustainability considerations are addressed.

Commissioning and responsible officers will define the business need, challenge demand, establish estimated value, assess risks, support market engagement, develop specifications and participate in evaluation and mobilisation.

Finance will support budget assurance, expenditure analysis, financial due diligence, whole-life costing, purchase-to-pay controls, prompt payment and identification of opportunities for improved value.

Legal, governance and specialist advice will be obtained where required for high-value, complex, novel or higher-risk procurement.

Material contracts will have a named contract manager responsible for supplier mobilisation, performance, risk, expenditure, sustainability commitments, changes, extensions and contract exit.

Appropriate segregation of duties will be maintained between requirement definition, approval, evaluation, financial authority and contract award.

7. Procurement Planning and the Commercial Lifecycle

The Authority will manage procurement as a planned commercial lifecycle beginning with the identification and challenge of need and continuing through market engagement, sourcing, contract award, contract management and exit.

Procurement planning will take place sufficiently early to enable the Authority to consider alternative delivery models, understand market conditions, assess sustainability risks and opportunities and establish appropriate contract-management arrangements.

- Material procurements will be assessed according to value, complexity, commercial risk, operational significance and sustainability materiality.
- Routine procurements will be managed through proportionate internal controls.
- Material procurements will normally require formal planning, sustainability assessment and identified contract ownership.
- Strategic or high-risk procurements will normally require a formal sourcing strategy, detailed risk assessment, market engagement where appropriate, whole-life value analysis, senior assurance and structured contract-management arrangements.

Market Engagement

- The Authority will seek to understand the market before finalising significant requirements.
- Market analysis may consider supplier capacity, SMEs and VCSEs, innovation, sustainability capability, supply-chain constraints, indicative costs, contract structure and potential barriers to participation.
- Early market engagement may be used where it can improve competition, specification quality, innovation, sustainability or commercial understanding.

Specifications and Evaluation

- Specifications should focus on required outcomes and performance where this is appropriate.
- Evaluation criteria will be established before tenders are invited and will be proportionate, relevant and measurable.
- Evaluation may consider price, whole-life cost, quality, technical performance, carbon, circularity, biodiversity, Fair Work, social value, Welsh language, accessibility, resilience and innovation where these matters are relevant to the procurement.

Contract Award and Mobilisation

Before contract commencement, required approvals and procurement records will be completed, the contract will be appropriately executed and relevant information recorded. A contract manager will be identified, and material supplier commitments will be translated into measurable contract requirements where appropriate.

8. Sustainable and Socially Responsible Procurement

Sustainable and socially responsible procurement considerations will be integrated throughout the commercial lifecycle. The Authority will focus on issues that are materially relevant to the requirement rather than attempting to apply the same sustainability requirements to every procurement.

8.1 Climate Change and Carbon

Relevant procurement will consider demand avoidance, embodied carbon, operational emissions, energy and fuel use, transport, materials, supplier emissions, whole-life carbon and asset longevity.

Requirements will be proportionate to the carbon significance of the procurement and market capability.

For significant categories, the Authority will progressively seek measurable contract-level carbon outcomes rather than relying solely on generic supplier commitments.

8.2 Circular Economy and Resource Efficiency

The Authority will prioritise prevention and demand reduction before new purchasing. Relevant procurement will consider reuse, repair, refurbishment, remanufacture, durability, upgradeability, spare parts, recycled content, take-back, reusable packaging, leasing and end-of-life recovery.

A product being recyclable will not in itself demonstrate that a circular procurement approach has been achieved.

8.3 Biodiversity, Ecosystem Resilience and Biosecurity

Biodiversity and ecosystem resilience are particular priorities given the purpose and environmental significance of Eryri.

Relevant procurement will consider habitats, species, ecological connectivity, peatland, woodland, soils, watercourses, invasive species, plant health and wider ecosystem resilience.

Appropriate requirements may include ecological method statements, biosecurity procedures, plant provenance, peat-free requirements, pollution prevention, habitat protection and environmental monitoring.

8.4 Water, Pollution and Climate Resilience

Relevant procurement will consider water efficiency, pollution prevention, chemical use, runoff, air quality, noise and spill risks.

Long-life assets and services will also consider climate adaptation, including risks from flooding, drought, overheating, wildfire, storms, erosion and infrastructure or supply-chain disruption.

8.5 Fair Work and Ethical Supply Chains

The Authority will seek to support fair, ethical and inclusive working practices through relevant procurement.

Fair Work considerations may include fair reward, worker voice, employment arrangements, equality, health and safety, workforce development and responsible subcontracting.

Modern-slavery and ethical-sourcing requirements will be risk-based and focused on higher-risk categories and supply chains.

8.6 Equality and Accessibility

Equality and accessibility requirements will be considered where relevant to the goods, services or works being procured. Accessibility should be incorporated into procurement design rather than treated solely as a post-award adjustment.

8.7 SMEs, VCSEs and Market Accessibility

The Authority will seek to ensure that procurement opportunities are accessible to capable SMEs, microbusinesses, VCSEs and specialist suppliers.

Procurement design may include proportionate financial and insurance requirements, use of lots, consortium bidding, clear documentation, reasonable tendering periods and early market engagement. Geographic location alone will not determine contract award.

8.8 Social and Community Value

Relevant procurement may seek additional community benefits such as employment, skills, apprenticeships, training, educational activity, volunteering and community engagement.

Social value will be outcome-led and contract-specific rather than based on generic tender questions.

8.9 Welsh Language, Culture and Heritage

Procurement will support the Authority's responsibilities and commitments relating to Welsh language, culture and heritage.

Relevant requirements may include bilingual service delivery, Welsh-language communications, digital interfaces, signage, interpretation, cultural competence, traditional skills and protection of historic or cultural assets.

9. Category-Based Sustainable Procurement

Sustainability requirements will be tailored to the characteristics and impacts of the relevant procurement category.

Category	Strategic considerations
Construction and infrastructure	Whole-life cost and carbon, materials, circularity, biodiversity, waste, Fair Work, resilience and social public works requirements where applicable
Conservation and land management	Biodiversity, ecosystem resilience, biosecurity, plant provenance, soil, water, machinery emissions and ecological outcomes
Fleet, plant and machinery	Utilisation, low-emission alternatives, total cost of ownership, energy, maintenance, repairability and end-of-life recovery
ICT and digital	Asset life extension, energy, repairability, refurbishment, e-waste, cloud carbon, accessibility, Welsh language, data and ethical supply chains
Professional services	Need, outcomes, knowledge transfer, travel, SME accessibility, Welsh language, intellectual property and skills transfer

Visitor services and tourism	Travel, biodiversity, waste, food, accessibility, Welsh language, culture, Fair Work and community outcomes
Facilities management	Energy, water, chemicals, waste, carbon, Fair Work and service efficiency
Furniture	Avoidance, reuse, repair, refurbishment, responsible timber, recycled content and take-back
Textiles and PPE	Durability, ethical labour, modern slavery, fibres, chemicals, repair and take-back
Food and catering	Food waste, sustainable sourcing, packaging, plant-rich options, Fair Work and supply-chain resilience

Detailed category guidance will be developed where expenditure, sustainability impact or operational risk justifies additional support.

10. Socially Responsible Procurement Objectives 2026–2029

The Authority will maintain the following Socially Responsible Procurement Objectives.

Objective 1 – Strong, Transparent and Proportionate Procurement Governance
The Authority will ensure that procurement is lawful, transparent, proportionate and supported by clear accountability, appropriate capability and reliable information.

This will include maintaining appropriate procurement procedures, a forward pipeline, contracts register, procurement records, training and appropriate senior oversight.

Objective 2 – Secure Whole-Life Value and Use Public Resources Efficiently
The Authority will challenge demand and seek long-term value by considering cost, quality, performance, risk and whole-life impacts.

This will include reuse and repair, appropriate collaboration, whole-life costing, improved planning, active contract management and identification of savings, efficiencies and cost avoidance.

Objective 3 – Reduce Carbon, Resource Use and Wider Environmental Impacts
The Authority will use procurement to support decarbonisation, circularity, climate resilience and responsible resource use.

Priority actions will include identifying high-carbon expenditure, incorporating proportionate carbon requirements, reducing waste and packaging, increasing reuse and repair and improving contract-level environmental information.

Objective 4 – Protect and Enhance Biodiversity and Ecosystem Resilience
The Authority will use procurement to support biodiversity, biosecurity and ecosystem resilience.

This will include identifying ecological risks, preventing invasive species, applying appropriate sourcing requirements, protecting soil and water and embedding appropriate ecological controls into relevant contracts. Given the Authority's statutory purpose, this will be treated as a distinctive procurement priority.

Objective 5 – Promote Fair Work, Equality and Responsible Supply Chains
The Authority will use procurement to support fair, ethical and inclusive working practices and reduce the risk of exploitation.

This will include proportionate Fair Work requirements, ethical supply-chain due diligence, equality, accessibility and responsible subcontracting.

Objective 6 – Support Diverse, Accessible and Resilient Markets
The Authority will seek to make procurement opportunities accessible to capable suppliers and support diverse and resilient markets.

This will include forward visibility, market engagement, removal of disproportionate barriers, proportionate financial and evidence requirements, SME and VCSE participation and prompt payment.

Objective 7 – Support Eryri's Communities, Welsh Language, Culture and Heritage
Relevant procurement will support community well-being, Welsh language, cultural identity and the heritage of Eryri.

This will include appropriate Welsh-language requirements, community outcomes, skills opportunities, accessibility and protection of cultural and historic assets.

Applying the Objectives

The seven objectives will not be used as a standard checklist in every tender.
At procurement-planning stage, the Authority will identify which objectives are materially relevant to the requirement.

Relevant objectives will then be reflected proportionately in specifications, evaluation criteria, contract conditions, KPIs and contract-management arrangements.

For prescribed contracts, the Authority will record all reasonable steps taken to pursue relevant objectives.

11. Contract Management and Supplier Performance

Contracts will be managed according to their value, complexity, operational significance and risk.

Routine contracts may require basic confirmation of delivery, invoice control and management of expiry dates.

Material contracts should normally have a named contract manager, defined performance requirements, periodic supplier review, financial monitoring and relevant sustainability monitoring.

Strategic or high-risk contracts should normally have a formal contract-management plan, mobilisation arrangements, defined KPIs, risk management, structured supplier review, change control, improvement actions and formal exit planning.

Where sustainability or socially responsible procurement commitments contributed materially to the award decision, those commitments should be incorporated into performance management and monitored during delivery.

Contract changes and extensions will be managed through appropriate governance and considered in relation to legal basis, financial impact, supplier performance, sustainability implications and whether re-procurement would provide a better outcome.

Prompt payment will form part of responsible supply-chain management. Valid invoices will be paid in accordance with applicable statutory and contractual requirements.

12. Procurement Pipeline, Data and Capability

The Authority will maintain a rolling forward procurement pipeline covering at least 18–24 months where practicable.

The pipeline will provide visibility of future requirements, contract expiries, estimated values, procurement timescales, responsible officers, sustainability priorities, market-engagement needs and potential collaborative opportunities.

Forward planning will be used to reduce avoidable urgency, improve market preparedness and identify opportunities for aggregation or collaboration.

The Authority will progressively improve procurement and supplier information, including expenditure by supplier, category, service area, contract and procurement route.

Where useful and proportionate, additional information may include SME and VCSE status, contract sustainability risk, carbon information, social-value data, supplier performance and contract expiry.

Procurement capability will be developed according to officers' responsibilities. Relevant staff should understand Standing Orders, thresholds, procurement routes, conflicts of interest, sustainable procurement principles and contract-management responsibilities.

Officers regularly undertaking procurement will require deeper capability in procurement legislation, market engagement, specifications, evaluation, whole-life value and contract management.

Specialist support will be obtained for complex or higher-risk procurement.

13. Collaboration

The Authority will consider collaborative procurement where this can improve value, capability, resilience or wider outcomes.

Potential collaboration may involve other National Park authorities, local authorities, Welsh Government, Natural Resources Wales, other North Wales public bodies and appropriate public-sector procurement organisations.

Collaborative arrangements will be assessed according to whether they meet the actual requirement, represent whole-life value, provide appropriate contractual terms, allow relevant sustainability requirements and provide appropriate supplier access.

Collaboration will be used where it improves outcomes rather than as an automatic default.

14. Performance, Reporting and Continuous Improvement

The Authority will establish a proportionate procurement performance framework to assess implementation of this Strategy and its Socially Responsible Procurement Objectives.

The initial performance framework should focus on a manageable number of measures.

Area	Example measure
Capability	Relevant officers completing procurement training
Planning	Planned procurements captured on the forward pipeline
Transparency	Completeness of required contract records and registers
Accountability	Material contracts with named contract managers
Sustainability	Relevant procurements completing sustainability assessment
Contract delivery	Strategic contracts with relevant sustainability KPIs

Prompt payment	Valid invoices paid within applicable payment periods
Market accessibility	SME and VCSE participation where reliable data is available
Whole-life value	Relevant procurements applying whole-life costing
Biodiversity	Relevant contracts incorporating biodiversity or biosecurity requirements
Circularity	Relevant contracts incorporating reuse, repair or circular requirements
Carbon	Carbon information captured for priority categories
Community outcomes	Relevant social and community commitments delivered

Targets will be established when sufficient baseline information is available. Performance information will be used to support statutory reporting, senior management oversight, capability development, category prioritisation, contract-management improvement and continuous improvement.

15. Implementation and Maturity Development

Implementation of this Policy and Strategy will be phased to ensure that the Authority establishes the essential governance and procurement infrastructure before progressively developing more advanced procurement capability.

Phase 1 – Establish the Foundations
Initial priorities will be to confirm executive procurement accountability, designate procurement coordination responsibility, approve and communicate this Policy and Strategy, publish Socially Responsible Procurement Objectives, validate procurement procedures and responsibilities, improve visibility of current contracts and establish the forward procurement pipeline.

Phase 2 – Standardise Core Procurement Processes
The Authority will develop and implement a proportionate Procurement Toolkit covering procurement initiation, route-to-market decisions, sustainability risk assessment, market engagement, specification development, evaluation, conflicts of interest, contract award, contract management, KPIs, change control, direct awards and lessons learned.

Relevant procurement-awareness training will be introduced alongside the Toolkit.

Phase 3 – Embed Sustainable and Socially Responsible Procurement
The Authority will progressively strengthen category-specific sustainability guidance, whole-life costing, carbon and climate considerations, circular procurement, biodiversity and biosecurity, Fair Work, ethical supply-chain controls, SME and VCSE accessibility, community value, Welsh-language requirements and accessibility.

Phase 4 – Strengthen Contract and Supplier Management
The Authority will segment contracts according to risk and strategic importance, assign appropriate contract ownership, introduce proportionate contract-management plans, strengthen supplier-performance information, embed sustainability KPIs and improve renewal, change-control and exit planning.

Medium-Term Development
Once the core framework is operating consistently, the Authority will progressively develop category management, detailed spend and supplier analysis, procurement carbon analysis, strategic supplier relationship management, advanced whole-life costing, procurement benefits tracking and improved measurement of environmental and social outcomes.

16. Review and Commitment

This Policy and Strategy will be reviewed annually and revised where required to reflect legislative change, Welsh Government procurement policy, changes in Authority priorities, procurement performance, audit findings, capability requirements and lessons learned.

The Authority recognises that responsible procurement is not achieved by adding a sustainability question to a tender.

It requires the Authority to consider need, value, risk and wider outcomes from the earliest stages of procurement planning through to contract exit.

The Authority will therefore seek to ensure that procurement decisions can demonstrate why expenditure was necessary, how the requirement was designed, why the selected procurement route was appropriate, how whole-life value was considered, which wider outcomes were relevant, what suppliers committed to deliver and whether those commitments were achieved in practice.

Through this approach, procurement will support the effective delivery of the Authority’s functions while contributing to the protection of Eryri’s environment, the resilience of its communities, the Welsh language and culture, responsible stewardship of public resources and the well-being of future generations.

Status:	Draft for discussion and internal validation
Document owner:	Bethan Wyn Hughes, Director of Corporate Services
Approval body:	[Insert]
Effective date:	[Insert]
Review date:	December 2027, with formal revision where required
Developed by:	Dr. Darar Apiri, WRAP

Mae’r ddogfen yma hefyd ar gael yn y Gymraeg /
This document is also available in Welsh

Appendix 1

Glossary

Material procurements	Procurements that are sufficiently significant, high-value, high-risk, strategically important, or likely to have a substantial impact on the Authority's finances, services, reputation, or legal obligations.
Microbusinesses	The smallest category of business, typically employing fewer than 10 people and having an annual turnover or balance sheet total of no more than £2 million. Many sole traders, family businesses and small local companies fall within this category.
SMEs	Small and Medium-sized Enterprises: Businesses that employ fewer than 250 people and have an annual turnover of no more than approximately £50 million.
Social and Community Value	
VCSEs	Voluntary, Community and Social Enterprises Organisations that operate for social, environmental or community benefit rather than primarily for profit. This term includes charities, community groups, social enterprises, co-operatives, voluntary organisations and community interest companies (CICs). VCSEs often deliver public services, community projects and social value outcomes.
WRAP	Waste and Resources Action Programme

Item No. 13

MEETING	Performance and Resources Committee
DATE	11 November 2026
TITLE	**Strategic Equality Plan**
REPORT BY	Head of Administration and Customer Care and Head of Human Resources
PURPOSE	To present the Annual Report for 2025-2026

1. BACKGROUND

1.1 The Equality Act 2010 introduced a new general duty on the public sector in Wales, England and Scotland. In addition to the general duty, The Welsh Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act (Statutory Duties) (Wales) Regulations 2011.

1.2 Under the specific duties, public authorities in Wales must produce an Annual Report by the 31st of March each year.

1.3 The annual equality report must specifically set out:

- the steps the authority has taken to identify and collect relevant information;
- how the authority has used this information in meeting the three aims of the general duty;
- progress towards fulfilling each of the Authority's equality objectives; and
- specific employment information, including information on training and pay.

1.4 The attached annual report sets out the authority's progress during 2025-26 in meeting these additional duties for Wales.

2. RECOMMENDATION

2.1 To approve the Annual Report for 2025-26 for publication on the Authority's website.

3. BACKGROUND PAPERS

3.1 Strategic Equality Plan: Annual Report 2025-26.

Eryri National Park Authority

Strategic Equality Plan Annual Report 2025 – 26

Mae fersiwn Gymraeg ar gael o'r ddogfen yma
A Welsh version of this document is available

Contents

1. Introduction 3
2. Identifying and Collecting Relevant Information 4
3. Using the Information to meet the General and Wales Specific Duties. 7
4. What was achieved 7
5. Training 26
6. Equality Impact Assessments 26
7. Employment Information 29

1. Introduction

The Equality Act 2010 introduced a general duty on the public sector. Public authorities are required to have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Who is protected under the Act?

The Act sets out a prescribed list of protected characteristics which replace what have traditionally been referred to as Equality Strands. These groups are protected through the general and specific duties of the Act.

The new general duty covers the following protected characteristics:

- Age
- Gender reassignment
- Sex
- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Sexual orientation
- Religion or belief

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Specific Duties

In addition to the general duty, the Welsh Government has introduced specific duties for public authorities in Wales. These specific duties are outlined in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The specific duties in Wales cover:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing impact
- Equality information
- Employment information
- Pay differences
- Staff training

- Procurement
- Annual reporting
- Publishing
- Welsh Minister's reporting
- Review
- Accessibility

Both the general duty and the Wales specific equality duties came into force on the 6th of April 2011. In addition, the Socio-economic Duty under Section 1 of the Equality Act 2010 was enacted on the 31st of March 2021; requiring us to consider how our strategic decisions might reduce inequalities resulting from socio-economic disadvantage.

This annual report summarises the progress made by the Authority in complying with these statutory requirements.

The Eryri National Park Authority Strategic Equality Plan for the period 2024-28 was formally adopted by the Performance and Resources Committee on the 20th of March 2024.

2. Identifying and Collecting Relevant Information

Statistical Information

The Authority uses the most up to date data available from the 2021 UK Census published by the Office of National Statistics. Whilst the overall total population of Wales grew by 44,000 (1.4%) to 3,107,500, in Eryri the population size decreased from 25,702 in 2011 to 24,418 in 2021 – a decrease of nearly 5%.

The ONS have also published topic summaries on:

- Demography and migration
- Welsh language
- Ethnic groups, national identity and religion
- UK armed forces veterans
- Housing
- Labour market and travel to work
- Sexual orientation and gender identity
- Education
- Health, disability and unpaid care

There are also multivariate datasets available which allows us to combine different variables and look at the relationship between the data for households within Eryri. This will be important data to identify the intersectionality that is key when examining socio-economic deprivation and summarises the key inequalities of outcome that certain groups face.

In addition, the North Wales Public Sector Network commissioned (financed through the Local Service Boards) further analysis of Census and other relevant data, to provide a local data report which is more relevant and precise.

Information and Engagement

During 2025/26 the Authority continued to engage with local communities and stakeholders through a range of means, from traditional written consultations and online questionnaires to webinars and online meetings, workshops and in-person consultation and information events.

As a small Authority, working in partnership is an important part of how we get things done, and 2025-26 has shown once again how important this is. In a time of continued financial challenges, sharing resources and expertise with our partners and co-producing important plans and strategies to address Eryri's challenges as well as to make the most of its opportunities, is essential.

An important element of this work is the engagement and consultation that takes place with local communities to enable information to be shared and to give people an opportunity to give their views over numerous challenges the National Park Authority and its communities are facing, along with their views on proposals for actions to address those issues.

The review of Cynllun Eryri continued and during 2025 the State of the Park Report was approved. This is a compilation of the latest information about Eryri, which analyses and measures the current state of the Park's Special Qualities. It also identifies the opportunities and challenges facing the National Park. Through this process, five high-level priorities emerged:

- Working in partnership to protect our landscape by increasing the diversity and breadth of nature and improving ecological resilience across Eryri.
- Strengthen and ensure the continued vitality of the Welsh language, culture and heritage of the area.
- Encourage safe and responsible access to the landscape and nature, for the benefit of residents and visitors alike.
- Collaborate across the National Park to support resilient and thriving communities.
- Respond to the climate crisis with innovation and ambition.

A series of meetings and events were held where we have looked in more detail at the above five priorities.

The Eryri Nature Partnership is currently producing a Nature Restoration Action Plan for Eryri, often referred to as the NRAP. Experts were brought together at Plas Tan y Bwlch, representing the main habitats found in Eryri, to discuss how best to move this work forward.

Gŵyl Fach Eryri was held in Dolgellau and Betws-y-Coed. These were days full of activity and an opportunity for communities to tell us what is most important to them.

Colleagues from across the National Park departments were on hand to answer questions and discuss their work. Alongside talks, discussion panels, live music and family friendly activities, we gained valuable insight into what it means to live and work in the Eryri National Park.

Our first ever Climate Change Risk Assessment workshop took place. In collaboration with Bangor University, our Carbon Officer began the process of mapping the impact of climate change on the Special Qualities. Experts from across the region attended to kick-start this new approach to working. We now intend to move forward to an adaptation plan as we face the immediate impacts and long-term consequences of the climate crisis.

A workshop on Belonging, Inclusion and Access was held in partnership with the Wales Outdoor Partnership in January 2026. The workshop explored how belonging, access and inclusion in Eryri could be strengthened through shared learning. The day combined contributions from guest speakers, workshops and interactive sessions, smaller group discussions, and opportunities to network and reflect together. The workshop was also used to begin to better identify and define the target groups to create new policies in the 2026 version of the Cynllun Eryri.

To reflect the different challenges and opportunities facing Eryri, we commissioned a powerful video that captures the views of many people who live and work in the National Park. This video has also been widely used on our social media channels, highlighting the views of different sectors across the region and increasing awareness of the process. We have also ensured that people are kept up to date with the process of drawing up the Management Plan through our website: Cynllun Eryri - Park Authority. Anyone can submit ideas through the form on this page.

Staff and Members of the Authority have been central to the development of Cynllun Eryri. They have taken part in a large number of workshops and writing sessions, contributing ideas to shape a realistic but ambitious work programme for the next five years. As well as being part of Fforwm Eryri, specific workshops have also been held with the National Trust, Cymdeithas Eryri Snowdonia Society, Gwynedd Council, Conwy County Borough Council, Natural Resources Wales, Cadw and the Outdoor Sector. Throughout the process of drawing up the Plan, the Fforwm Eryri Partnership has been a key driver through its regular meetings, including contributing data to the Integrated Sustainability Appraisal process (see below). Each partner was given the opportunity to individually outline their priorities and concerns for the future.

3. Using the Information to meet the General and Wales Specific Duties

Right at the very beginning when the Equality Act 2010 came into force, Eryri joined forces with all six north Wales Local Authorities, the Betsi Cadwaladr University Health Board, North Wales Police, North Wales Police and Crime Commissioner, and the North Wales Fire and Rescue Service under the collective banner of North Wales Public Sector Equality Network (NWPSEN). This enabled the public sector partners to develop and facilitate innovative joint consultation and engagement exercises across the region which resulted in the development of Equality Objectives.

NWPSEN has agreed that each partner whilst having signed up to the 7 high level objectives, will have the flexibility to choose to contribute to only those action areas that each has decided is a priority for their area and based on the services they provide.

The 7 adopted North Wales Equality Objectives are:

1. Outcomes in **educational** attainment and well-being in schools are improved.
2. We will take action to ensure we are an **equal opportunities employer** and reduced pay gaps.
3. We will take action to improve the **living standards** of people disadvantaged by their protected characteristics.
4. We will improve **health, well-being and social care** outcomes.
5. We will improve **personal security and access to justice**.
6. Increase access to **participation** to improve diversity of **decision making**.
7. Tackle **socio-economic disadvantage** by offering inclusive services to minimise inequalities of outcome in line with the Socio-economic Duty.

In addition, this Authority has an additional Equality Objective:

8. We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Due to the specific role and duties of the National Park Authority, we have very little, if any influence on some of these objectives and action areas. However, positive contributions can be made through individual work areas, which will contribute to delivering results across north Wales.

4. What was achieved

Objective: We will take action to ensure we are a **fair employer** and reduce pay gaps

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Assess, evaluate, monitor and take available steps to address the gender pay gap data on an annual basis.	The data collected will inform any future changes to the Recruitment Policy.	Sex	Head of Human Resources

2025/26 Update Report:

Data for 31.03.2012 established the baseline which based on median hourly rates was:

	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	**£13.61**	**£12.77**	**£12.77**	**Nil**	**£0.84**
Part time	**£8.00**	**£8.00**	**£8.00**	**Nil**	**Nil**
All Staff	**£12.77**	**£8.72**	**£9.91**	**£1.19**	**£4.05**

Data for 31.03.25 is shown below:

2025	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	**£18.26**	**£18.26**	**£18.26**	**NIL**	**NIL**
Part time	**£13.05**	**£13.47**	**£13.47**	**NIL**	**NIL**
All Staff	**£18.26**	**£16.10**	**£16.37**	**£0.27**	**£2.16**

Data for 31.03.26 is shown below:

2026	Men	Women	All Staff	Pay Gap Women/All staff	Pay Gap Women/Men
Full time	**£18.85**	**£20.29**	**£19.32**	**NIL**	**NIL**
Part time	**£13.47**	**£13.90**	**£13.90**	**NIL**	**NIL**
All Staff	**£18.35**	**£16.90**	**£17.18**	**£0.28**	**£1.17**

The above figures have been calculated using the MEDIAN.

The ACAS Guidance on Managing Gender Pay Reporting notes that calculations can be made using two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

- A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful in an organisation where the vast majority of bonus pay is received by a small number of board members.

- Median averages are useful to indicate what the 'typical' situation is i.e., in the middle of the organisation and are not distorted by very large or very small pay rates of bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

Below is the data calculated on the MEAN averages

For the year ending in 31.03.25, the mean hourly rate of pay for all men is £18.43 and the mean hourly rate of pay for all women is £16.97. This gives a gap of 8.60%.

For the year ending in 31.03.26, the mean hourly rate of pay for all men is £18.54 and the mean hourly rate for all women is £18.42. This gives a pay gap of Mean gender pay gap of 0.61% in favour of men (£0.11/hour).

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Implement an equality training programme.	Assess training needs and arrange training as appropriate.	All	Head of Human Resources

2025/26 Update Report:

Further to the ongoing availability of learning courses provided via the ELMS (Electronic Learning Management System) platform, a Neurodiversity in the Workplace training session was delivered to Heads of Department. The session focused on increasing understanding of common neurodivergent conditions, encouraging inclusive management approaches, and equipping senior managers with practical tools to better support neurodivergent colleagues. This initiative represents a positive step in strengthening awareness, promoting equality of opportunity, and fostering a more inclusive workplace culture across the Authority.

Objective: We will take action to improve the **living standards** of people disadvantaged by their protected characteristics.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected characteristics affected	Lead Officer
Ensure all new or revised policies, plans and new projects are screened for the need to undertake full Equality Impact Assessments, and for those that do, ensure appropriate action is taken to address any negative impacts identified.	Effective assessments will ensure all policies and plans are fair. Assessments will also ensure that new projects consider accessibility issues from the outset.	All	Heads of Service, Project Managers and Lead Officers.

2025/26 Update report:

All new or revised Strategies, Plans and Polices have undergone Equality Impact Assessment Screening during 2025/26. Full assessments have been conducted on all Strategies, Plans and Policies that have the potential to have negative and disproportionate impact on people with protected characteristics, including socio-economic cumulative impacts with regards to Strategic Decisions. If appropriate mitigating measures have been identified and put in place.

Project / Initiative / Action	How will this contribute?	Protected characteristics affected	Lead Officer
Ensure that all events and activities organised for the public by the Authority are inclusive and have been assessed for accessibility.	This will ensure as far as possible there are no barriers to taking part.	All	Event organisers

2025/26 Update report:

A wide range of external events and activities have taken place throughout the year, particularly during the summer months (e.g., walks, woodland yoga, educational events and activities for children and young people etc.). Each event organiser is responsible for ensuring that events are fully assessed for accessibility at the same time as the comprehensive risk assessment is conducted, to ensure that all participants who wish to take part can do so safely.

Face-to-face and online public meeting events included translation facilities to enable non-Welsh speakers to fully participate and understand everyone's contribution, and suitable headphones for those who require a hearing loop. The Authority can also arrange a palantypist if required.

All publicity and promotional materials, invitations etc are always fully bilingual.

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Increase the supply of affordable housing through effective policies in the Eryri LDP and the Affordable Housing SPG.	The availability of affordable housing is important to support the local community.	All	Director of Planning & Planning Manager

2025/26 Update Report:

The Planning Policy team undoubtedly takes a proactive role in encouraging affordable housing by working with other agencies in the sector. They work closely with housing agencies, the Rural Housing Facilitator and the Housing Authorities in Gwynedd and Conwy Councils.

However, despite this, the target set in the LDP of delivering 25 new affordable housing units per year has not been delivered. Only 4 affordable housing units were among the 25 new residential properties that received planning permission in April 2025 and March 2026. The number of affordable homes is lower than expected over the plan period and therefore this area needs specific attention

when the plan is reviewed. It is recommended that future LDP policies should focus on delivering accessible local market housing and affordable housing.

The provision of affordable housing is highly dependent on Housing Associations. Few private allocations are submitted for development and therefore they do not contribute much to affordable housing. The Annual Monitoring Report highlights that the limited number of housing developments by the private sector in the National Park results in a very limited contribution to the provision of affordable housing.

Housing completions have been consistently below the Annual Housing Requirement Forecast, with a significant cumulative deficit since the start of the scheme period. The document also links the target to Cynllun Eryri, which includes the community/economic outcome: "Innovative solutions relating to affordable housing to buy and rent in the area are being implemented."

Project / Initiative / Action	**How will this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
Ensure input from representatives from protected characteristic groups at an early stage, when designing or refurbishing new or existing Authority buildings.	Ensuring that the Authority buildings are accessible for all.	Disabled People	Head of Property and relevant Heads of Service
2025/26 Update Report: No new builds or substantial refurbishment work which involved changes to people's access and use of a building was undertaken on Authority buildings during 2025/26.			

Objective: We will improve **health, well-being and social care** outcomes

Action Areas:

Project / Initiative / Action	**How will this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
Ensure recently established Staff Health and Well-being group delivers	Positive actions will support the health and well-being of staff.	All	Head of Human Resources

positive actions / changes to support staff.			

2025/26 Update Report:

The Staff Engagement and Wellbeing Forum continue to drive initiatives that support staff wellbeing.

The Health and Safety Group has been re-established with a stronger focus on monitoring and continuous improvement. The Health and Safety Officer routinely presents statistics relating to incidents, accidents and near misses, with the group actively reviewing trends, discussing lessons learned and overseeing the implementation of resulting action plans. This approach has strengthened organisational oversight and supports the development of a proactive health and safety culture across the Authority.

The Pwls App 'Feelings Wheel' has now been developed and implemented across the Authority. The tool enables staff to record how they are feeling at a specific moment in time using a simple feelings wheel methodology, encouraging regular self-reflection. By taking a brief pause during the working day to consider their emotional wellbeing, staff are encouraged to develop greater awareness of factors that may be impacting them. This proactive approach will help the Authority better understand workforce wellbeing, identify patterns over time, evaluate the effectiveness of wellbeing initiatives and target support where it is most needed. Following twelve months of operation, an anonymised summary report will be presented to Management Team to inform future wellbeing planning and organisational development priorities.

A range of wellbeing initiatives have been delivered throughout the year to support employee health, wellbeing and engagement. These have included activities such as book clubs, Pilates sessions and walking and running clubs, providing staff with a variety of opportunities to support both their physical and mental wellbeing.

To complement these initiatives, additional wellbeing resources have been made available through the intranet, enabling staff to access support at a time that is convenient for them. These resources include a 'How to Improve Your Sleep' session, a guided meditation course, and an Office Yoga video demonstrating simple stretching and movement exercises that can be undertaken at a desk or within the workplace. This flexible approach helps to promote healthy habits, encourages staff to take regular wellbeing breaks, and supports the Authority's commitment to fostering a positive and healthy working environment.

To further enhance the Authority's commitment to supporting employee wellbeing, all staff were offered a free health and wellbeing assessment delivered by Cyngor Gwynedd's Occupational Health Service. Occupational Health Nurses attended

the workplace over a three-day period, providing checks on key health indicators including blood pressure, cholesterol, weight and BMI. Staff also had the opportunity to discuss their mental wellbeing in a confidential setting and, where appropriate, were signposted to additional support services. The initiative supported the early identification of potential health concerns, encouraged greater awareness of personal wellbeing, and reinforced the Authority's proactive approach to promoting a healthy and resilient workforce.

Project / Initiative/ Action	**How will this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
As part of the work in delivering outcomes identified within Cynllun Eryri; to work with various partners and Public Service Boards to trial at least 1 social prescribing scheme.	A social prescribing scheme will have direct positive influence on participants.	All, but particularly disabled people	Lead Officers identified within the Plan.

2025/26 Update Report:

During 2025, the Mindfulness Guided Walks were introduced on the first Saturday of each month, alternating between North and South Eryri across the quieter areas of the National Park, such as Cwm Pennant, Ceunant Cynfal and Coed Dolfriog Woodland. These locations were deliberately chosen to provide peaceful settings. Feedback also shows that participants appreciated being guided through quieter parts of the National Park, which supported a sense of convenience, and encouraged reflection.

Outdoor Yoga sessions were held again in 2025-2026 and have continued to attract a good turnout, offering participants an alternate way of experience the National Park while supporting physical and mental well-being. Feedback reflects the value of combining light movement with a natural environment, contributing to feelings of relaxation and rejuvenation.

Forest School sessions have proven popular once again, especially among families and children during the school holiday periods. These sessions support an 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, and 60 children attended.

Across all wellbeing activities delivered during 2025, a total of 166 participants participated.

More detailed information can be found in the 2025 Annual Report on Volunteers and Well-being.

Project / Initiative / Action	How does this contribute?	Protected Characteristics Affected	Lead Officer
As part of the work in delivering outcomes identified within Cynllun Eryri; to promote and enable a diverse range of activities that will improve people's well-being, which will include volunteering opportunities.	Increasing opportunities and promoting them widely, will offer more opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.

2025/26 Update Report:

A significant number of new and ongoing opportunities continue to be developed/supported by the Volunteering and Wellbeing Officer through the implementation of the Volunteering and Wellbeing Strategy.

People come to volunteer with us for many reasons ranging from increasing social connections, developing personal skills and valuable work to giving back and caring for their community. The Authority also benefits greatly by having volunteers help and support the work of our employed staff.

Yr Wyddfa and South Eryri Volunteer Wardens have once again made a huge positive difference. They provide information and advice to visitors, promote responsible behaviour, and help maintain a visible and welcoming presence on popular trails on Yr Wyddfa, Cader Idris and in Ogwen.

Caru Eryri / Care for Eryri focuses on various conservation activities, including litter picking, footpath maintenance, and beach clean-up, to ensure the conservation and sustainability of the park. In 2025-2026, the scheme continued to evolve with regular weekend shifts, targeting the most popular trails in Eryri, increased emphasis on volunteer development with experienced volunteers leading shifts. The Caru Eryri team collected a total of 413.54kg of litter on their patrols. The programme also continues to engage regularly with community groups such as People for People a Bangor-based support group for refugees mainly from Syria, Afghanistan, and Ukraine, who offer regular volunteering opportunities. This initiative provides a way for refugees to develop a sense of belonging and connection to place.

The aim of engaging young people in the Authority's conservation work is to inspire, educate and instil a sense of responsibility in the younger generation,

ensuring that they play an active role in protecting the natural environment while developing valuable skills.

The Young Rangers scheme was re-launched in Summer 2025, and since then the scheme has grown from strength to strength. 45 young people have signed up and over 50 hours of volunteer work has been completed on conservation and outdoor projects across Eryri.

Over the next year, the scheme will offer conservation activities and outdoor sessions planned for young people living in Eryri and the surrounding areas. Activities will include trail maintenance, exploring the mountain landscape, identifying rare species, and learning about the management and conservation of natural habitats.

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

More detailed information can be found in the 2025 Annual Report on Volunteers and Well-being.

Project / Initiative / Action	**How will this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
As part of the work in delivering outcomes identified within Cynllun Eryri; ensure that Right of Way work is effectively prioritised and that responsibilities and standards are clear, with the SNPA focusing its resources and funding on multi-user trails and upland paths.	A network of well-maintained paths across the National Park, with their suitability easily identifiable to individuals, increases opportunities for National Park residents to improve their own health and well-being.	All	Lead Officers identified within the Plan.
<u>2025/26 Report Update</u>: **Llwybr Mawddach – Mawddach Trail:** The Mawddach Trail is one of the busiest multi-user routes in Eryri, welcoming visitors of all ages and abilities throughout the year. During summer 2025, the Eryri National Park Authority's Footpath Team completed 7 km of preventative maintenance and improvement works along the trail.			

We worked alongside Byw'n Iach to place signs for a 5km running route, which is popular with runners. The works included clearing accumulated material from path edges to improve surface drainage, reprofiling sections of the route and resurfacing areas where necessary. These improvements help prevent water damage and deterioration, while maintaining a safe, accessible and enjoyable route for a wide range of users, including wheelchair users, cyclists and people with reduced mobility.

Coed Abergwynant – Accessible Woodland Trail Improvements: During summer 2025, the Mawddach Warden identified an opportunity to improve accessibility along the 'Blue Route' within Coed Abergwynant, enabling people with a wider range of abilities to enjoy the woodland.
With funding support from the Sustainable Landscapes, Sustainable Places (SLSP) programme, improvement works were completed by the Eryri National Park Authority's Footpath Team in spring 2026. The project involved improving the alignment of the path around a steep section that previously presented a barrier to some users, widening and resurfacing sections of the route, and improving drainage. In total, 2.3 km of woodland paths were upgraded, with improved connections to the Mawddach Trail, creating additional recreational opportunities for local residents and visitors.

Further enhancements included the installation of locally made accessible picnic benches and artistic timber carvings depicting wildlife found within the woodland. These improvements represent an important contribution towards the Authority's commitment to providing least restrictive access, helping more people experience and enjoy Eryri's natural environment.

Mynydd Moel – Upland Path restoration: A further 180 metres of stone pitching has been completed on Mynydd Moel to address ongoing erosion along this popular route to Cadair Idris. The works were delivered by Snowdon Wallers, with funding provided in partnership with Natural Resources Wales. The improvements will help stabilise the path, manage the impacts of recreational use and minimise damage to the surrounding Cadair Idris National Nature Reserve. By creating a more durable walking surface and reducing the spread of erosion, the project supports the long-term sustainability of this important upland access route.

Llanberis Path – Emergency Preventative Maintenance: Following an inspection in November 2025, significant erosion and drainage problems were identified along the Llanberis Path, one of the busiest routes leading to the summit of Yr Wyddfa.
In December 2025, the Eryri National Park Authority commissioned a local contractor to undertake emergency preventative maintenance, including reopening drainage ditches, clearing blocked drains and addressing areas of severe erosion.
The works were essential to prevent further deterioration during the winter months, protect existing path infrastructure and minimise damage to surrounding habitats.
The intervention also helped address significant path widening, which had reached up to 20 metres in some locations as walkers sought to avoid badly eroded sections.

These timely repairs have helped safeguard this popular upland route, reduce the risk of further environmental damage and protect previous investment while longer-term improvements are developed.

Maintenance Works – Bwlch Maesgwm, Llwybr Cwellyn, Lôn Gwyrfai and Llwybr Rhyd Ddu: Throughout 2025–2026, maintenance works were undertaken along several popular upland and multi-user routes in the Rhyd Ddu area, including Bwlch Maesgwm, Llwybr Cwellyn, Lôn Gwyrfai and Llwybr Rhyd Ddu.
These works contributed directly to the objectives of Cynllun Eryri by maintaining important recreational access infrastructure and helping ensure that routes remain in good condition for residents and visitors.
The maintenance programme focused on preserving the condition of these routes, improving the experience of users and preventing minor defects from developing into more significant problems. This proactive approach helps protect existing investment in path infrastructure, reduces the need for more extensive future repairs and supports the continued availability of recreational opportunities across the National Park.

Development of New Upland Path Surveying Techniques: During 2025–2026, the Eryri National Park Authority, working in partnership with the National Trust Cymru, developed a new approach to surveying and assessing the condition of upland paths, drawing on established best practice from other upland areas of the UK and Ireland. The methodology introduces a consistent, evidence-based system for recording erosion, drainage performance, path condition and maintenance requirements, helping to identify where intervention is most urgently needed. The approach will also enable the Authority and its partners to estimate repair costs, prioritise resources more effectively and monitor changes in path condition over time.

The surveying programme is scheduled to begin during 2026–2027, initially focusing on a comprehensive audit of paths on Yr Wyddfa before progressively expanding to other priority upland routes across Eryri. This represents an important step towards a more proactive, sustainable and evidence-based approach to managing the National Park's upland path network, ensuring that limited resources are directed towards the areas of greatest need.

Development of an Eryri Upland Access Partnership: During 2025-2026, initial work was undertaken to explore the development of a new Eryri Upland Access Partnership, aimed at improving the long-term management and sustainability of the National Park's upland path network. An initial vision and strategic framework have been drafted, exploring opportunities for greater collaboration between public bodies, conservation organisations, landowners and other stakeholders involved in upland access.

The proposed partnership aims to establish a more coordinated approach to surveying, maintaining and repairing upland paths, supported by shared priorities,

consistent standards and sustainable long-term funding. A key ambition is to move away from reactive repairs towards planned preventative maintenance, while supporting local employment, skills development and environmental conservation. This initial work provides a foundation for further discussions with potential partners and the development of a coordinated, evidence-based approach to protecting Eryri's upland paths for future generations.

Traditional Wrought Iron Gates Llyn Cynwch: We worked alongside a local blacksmith to design traditional self-closing wrought iron gates. The gates were hung by local contractors on Llwybr Cynwch.

Storm Damage: The Wardens have undertaken a great deal of tree clearance work following the damage caused by recent winter storms. They have cleared trees from numerous sites, including Coed Hafod, Coed Bryn Brethynau and Lôn Gwyrfai, ensuring that these paths are able to remain open. The Warden service will on occasion assist landowners with the clearance of fallen trees along Rights of Way, especially if the paths in question are popular and heavily used paths – this is always greatly appreciated by the local community.

Trefriw Trails: The area Warden appointed a contractor to install various way markers along several footpaths in the community of Trefriw. This was in conjunction with the Trefriw Trails project, which promote a variety of paths of different ability in the community of Trefriw. The work involved working closely with members of the community when undertaking surveys and deciding on adequate locations for the installation of waymarkers.

Cwm Pennant Bridleways: Contractors have replaced defective and broken gates along several bridleways in the far reaches of Cwm Pennant heading into Bwlch y Ddwy Elor, on behalf of the Warden service. The result is a series of self-closing metal gates, which not only serve to improve access and safety, but also aid the landowners in livestock control.

Cairn Removal: The area Wardens have been working closely with volunteers to remove unofficial stone cairns from the Cwellyn path up Yr Wyddfa. The stones removed from the cairns have been replaced within the path to alleviate existing erosion and deter people from contributing towards further erosion. Stones from the cairns were also used to erect a small stone wall which we hope will prevent walkers from creating new shortcuts from the path, which again would eventually lead towards increased erosion.

Yr Wyddfa – path maintenance: The area Wardens have been leading on a programme of path maintenance with the aid of the Volunteer Wardens. This involves arranging path maintenance days, where the volunteers carry out important maintenance works, including re-opening blocked side drains, clearing culverts and

sorting out certain erosion issues, such as a recent erosion event at Bwlch y Moch on the Pyg track.

Fingerposts and Way markers: The Wardens are frequently busy when it comes to the installation of way markers and fingerposts, and this year was no different. Way marker posts and disks have been installed on several Rights of Way, and new wooden fingerposts have been commissioned and installed on popular paths, including Pen ar Lôn in Rhyd Ddu and around the Llanberis path towards Maesgwm. This work goes a long way to alleviate any access issues, not only from the perspective of the walkers who are appreciative of the clarity, but also from that of the landowners who are frequently in contact with the Warden service asking if we can assist in ensuring visitors stay on the correct and definitive routes.

Gates and Stiles and other access furniture: Access work in the Warden service continues to revolve around maintaining access furniture on Rights of Way or Open Access land. Several different furniture maintenance or replacements with new and improved furniture have been undertaken, often in difficult to reach locations such as on mountain tops. What makes this type of work frequently difficult is the logistics involved with getting the new furniture to its intended place.

On Rights of Way the work is predominantly undertaken by the Wardens service on behalf of the landowner – once the work is complete, we have been distributing confirmation letters to landowners explaining the statutory responsibilities towards access furniture in a bid to gain increased appreciation towards the work that we undertake on their behalf.

In addition, we always work to the ethos of 'least restrictive access', therefore we endeavour to replace ladder stiles with self-closing gates wherever possible, as a means of improving access for as many people as possible.

Project / Initiative / Action	**How will this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
As part of the work in delivering outcomes identified within Cynllun Eryri; improve access opportunities for disabled people and socially excluded groups, by firstly identifying barriers to participation.	Once identified, a Plan can be developed to overcome the barriers and increase participation levels.	Disabled people and socially excluded groups.	Lead Officers identified within the Plan.

<u>2025/26 Update Report</u>:

In addition to the previous updates provided under other work streams in this report, the tramper hire service also continues to thrive.

The Tramper hire service continues to be an important element of the Authority's commitment to inclusive access. During 2025, the service recorded 63 hire requests, reflecting the continued demand and value of the service to consumers.

The Tramper 2025 hire feedback paints a clear picture of a highly valuable, emotionally meaningful, and widely valued service. The programme continues to provide access that enhances the Eryri experience for people with mobility needs, with the support of excellent staff that consistently goes above and beyond what is expected.

National Park access work continues with maintenance, improvements and development of promoted trails.

In addition, partnership work between the Protected Landscapes in Wales, led and co-ordinated by the Inclusion, Diversity and Governance Excellence Strategic Lead, continues to realise the shared vision and goals for equality, diversity and inclusion.

Work is also continuing with the UK National Parks' Equality, Diversity and Inclusion Working Group to build a collaboratively created inclusive vision of what belonging means, with ongoing work with the Protected Landscapes Partnership team around joint initiatives in the UK to drive the vision's actions through awareness campaigns, recruitment roadshows, and ways of collecting visitor data to reflect progress.

Project / Initiative / Action	**How does this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
As part of the work in delivering outcomes identified within Cynllun Eryri; work with communities to further enhance understanding of the Special Qualities of the National Park	Communities on the boundary of the National Park especially the hard to reach, are identified and engaged to achieve National Park objectives.	All	Lead Officers identified within the plan

<u>2025/2026 Update Report</u>:

The Eryri Ambassadors scheme continues to develop and grow in popularity. The relevant officers/services are producing content for new modules. The scheme is going from strength to strength and over 3,500 people have now qualified as Eryri Ambassadors at the various levels.

A requalification course has now been established as an annual module for the scheme. It includes an update from different sections of the Park of their work over the past year. 240 Ambassadors have requalified.

The course is reviewed and updated annually. An additional module has been included in the last year namely a module on Conserving our Celtic Rainforests, which

focuses on the effective identification and recording of invasive non-native plant species found on Eryri land. A new module relating to Mountain Climbing is in the pipeline and will be launched in 2026-2027.

The scheme is part of a wider scheme called the Welsh Ambassadors Scheme and 12 organisations across Wales are part of the Scheme.

Project / Initiative / Action	**How does this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
Continue to promote and proactively offer services through the medium of Welsh.	Raise awareness amongst the public that all services are available to them in Welsh.	All	Head of Administration and Customer Care & all staff.

2025/26 Update Report:

95% of the Authority's staff are bilingual, ensuring that services are available in the chosen language of the public.

Having such a high percentage of staff who can communicate in both Welsh and English enables the Authority to provide a fully bilingual service. That said, the biggest risk for the Authority remains the ability to recruit suitably qualified staff who can communicate in Welsh to the level required for vacancies.

The Authority continues to ensure that all virtual meetings, committees, events and webinars can have full translation facilities in the same way as previous in-person meetings.

Yr Ysgwrn continues to offer opportunities to socialise in Welsh, through volunteering, attending events and taking part in activities. The Welsh language and the promotion of Welsh culture are an integral part of the Carneddau Landscape Partnership's engagement projects and programmes and the Harlech and Ardudwy scheme. Artist Anna Pritchard has completed further work to interpret the names, as part of the Eryri landscape names dredging project. The Carneddau names are also part of the Eryri landscape names education resource project.

The annual Monitoring Report, which is presented to Members and the Welsh Government each October, has concluded that the development policy 18: the Welsh Language and the Social and Cultural Texture of Communities is being implemented effectively in two-thirds of areas, plans are in place to provide further training for staff in that particular area.

Volunteers who learn Welsh are partnered with those who are fluent and all information and material for volunteers is available in both languages.

All these activities ensure that the Welsh language is prominent in the Authority's day-to-day work. We have always worked on the basis that Welsh language services are always available without having to ask for them.

Objective: We will improve **personal security and access to justice**

Action Areas:

Project / Initiative / Action	How does this contribute?	Protected Characteristics Affected	Lead Officer
Continue to raise awareness about hate crime, particularly during Hate Crime Awareness week with our North Wales partners.	One consistent message, led by North Wales Police and the Office for the Police and Crime Commissioner, across North Wales will have a greater impact.	All	Head of Administration and Customer Care
2025/26 Update Report: The Hate Crime Awareness Week ran from the 11th to the 18th of October 2025.			

Objective: Tackle **socio-economic disadvantage** by offering inclusive services to minimise inequalities of outcome in line with the Socio-economic Duty.

Action Areas:

Project / Initiative / Action	How will this contribute?	Protected Characteristics Affected	Lead Officer
Work with other public sector organisations and partners to share best practice.	This will enable the sharing of best practice and ideas to ensure correct implementation of the duty.	All	Management Team & Heads of Service
2025/26 Update Report: The Head of Administration and Customer Care continues to play an active part in the North Wales Public Sector Equality Network, where best practice is shared and support and advice is always available from other public sector organisations. As time and resources allow, joint work and projects are also undertaken so that all public sector organisations can make the best use out of their limited resources.			

Objective: We will undertake further work to ensure that **equality is mainstreamed** into the Authority's work.

Action Areas:

Project / Initiative / Action	How does this contribute?	Protected Characteristics Affected	Lead Officer
To raise awareness and enhance staff and Members understanding on various different Equality, Diversity and Inclusion (EDI) issues.	This will ensure that staff and Members are supported in developing their knowledge and understanding.	All	Inclusion, Diversity and Governance Excellence Strategic Lead

2025/26 Update Report:

During 2025/26, Anna Jones, Inclusion, Diversity and Governance Excellence Strategic Lead for Landscapes Wales played a significant strategic role in increasing awareness, understanding and confidence across Wales' Designated Landscapes, including extensive support to Eryri National Park Authority, helping to move conversations beyond traditional EDI approaches towards a broader focus on belonging, accessibility, participation, social justice and environmental justice.

Key achievements included:

Worked closely with Eryri National Park Authority to design and deliver its Belonging, Access and Inclusion programme, including supporting the development of the workshop held in January 2026, identifying and inviting leading national experts and practitioners, and delivering a strategic overview session on inclusion developments across Wales. Follow-up support was also provided on accessibility, footpath strategy and wider organisational priorities.

Maintained ongoing involvement with Eryri's wider staff teams, providing strategic advice, sharing best practice, and supporting the integration of inclusion considerations into organisational planning, including the Cynllun Eryri review, engagement strategy development and wider partnership work.

Developed and shared practical resources to improve awareness and understanding of EDI issues across staff and members, including EDI newsletters, belonging calendar, and awareness campaigns.

Created opportunities for staff and members to engage with emerging issues through training, webinars and learning networks, including promoting Anti-Racist Wales Action Plan leadership training, managing discrimination training, Diverse by Nature webinars, accessibility learning opportunities andnational EDI events.

Strengthened understanding of anti-racism, cultural awareness and inclusive practice through ongoing engagement with the Anti-Racist Wales Action Plan implementation team, Race Council Cymru, Focal Elements, Mosaic, Climate Cymru and other specialist partners, ensuring learning and opportunities were shared with landscape staff and leadership teams.

Helped shape a more strategic understanding of inclusion by introducing concepts such as social and environmental justice, just transition principles, decolonising culture and heritage, and barriers to participation in nature, influencing discussions across Designated Landscapes and within Eryri.

Supported staff awareness of accessibility and disability inclusion through the RNIB-led See Cymru Differently programme in partnership with Tirweddau Cymru, connecting Eryri staff to innovative practice around sight loss, audio description, access audits, guide-walker training and accessible route development. Eryri also became closely involved in work towards RNIB Visibly Better Employer accreditation.

Provided direct support on policy and operational matters affecting staff understanding and confidence, including advice on accessibility standards, integrated assessments, equality policies, recruitment, volunteering, Health Impact Assessments, Supreme Court equality guidance developments and emerging public sector duties.

Promoted greater awareness among members of governance, representation and inclusion issues through governance development work, support for member training initiatives, involvement in public appointments discussions and work to strengthen diversity and inclusion within future governance arrangements.

Strategic Impact

Collectively, this work helped build organisational understanding that equality, inclusion and diversity are not standalone activities but core considerations within decision-making, governance, nature recovery, access, health and wellbeing, volunteering, engagement and community relationships. Through leadership, training, partnership building and strategic advice, Anna helped position Eryri and the wider Designated Landscapes family to take a more confident, informed and joined-up approach to inclusion and belonging.

Project / Initiative / Action	**How does this contribute?**	**Protected Characteristics Affected**	**Lead Officer**
To provide support and (where relevant) training to staff on ensuring that their Equality Impact Assessments are robust.	This will increase awareness and develop their skills.	All	Head of Administration and Customer Care

2025/26 Update Report:

The Head of Administration and Customer Care usually works with relevant individual staff members on developing an Equality Impact Assessment for the Plan, Policy, Strategy being reviewed or developed and on any Strategic Decision being undertaken. This ensures as far as possible, that the assessments are as robust as they can be, and where applicable also include a robust assessment of the socio-economic impact of Strategic Decisions. The Assessments are live documents and are therefore updated as and when the need arises.

5. Training

Online bilingual modules available on ELMS are available on the following subjects for staff:

- Dignity and Respect at Work
- Equality and Diversity at Work
- Equality Impact Assessments
- Mental Health Awareness
- Neurodiversity Inclusion
- Introduction to Health and Safety
- Introduction to First Aid
- Bullying and Harassment
- Stress Awareness
- Safeguarding for All – Children Edition
- Display Screen Equipment

6. Equality Impact Assessments

The Authority has systems in place to screen and assess the effects of any strategy, plan, process, new or received procedures or any big decisions that are made. During the year, 9 screening assessments were undertaken, of which 4 required a full equality impact assessment. Below is a short summary of the full impact assessment conducted.

Cynllun yr Wyddfa Plan

A review of Cynllun yr Wyddfa Plan, by the Wyddfa Partnership. It is a management plan that shows how all the organisations involved in the partnership will fulfil their commitments and duties to the mountain. Although not mandatory, Cynllun Yr Wyddfa is believed to be extremely important to all partners because of the importance of the mountain. We work together to nurture and enhance the features that make Yr Wyddfa special.

The project could have a direct impact on all residential and business properties within the areas surrounding Yr Wyddfa including Llanberis, Nant Peris, Nant Gwynant, Beddgelert, Rhyd Ddu and Waunfawr now and in the future. The project will have an impact on visitors to Yr Wyddfa now and in the future as well. Because of this, a full impact assessment has been conducted.

As this is a review and update of the Plan, the original EQIA is already in place. The aims of the original Plan were largely achieved, with some large and long-term actions continuing. This is a long-term Plan (25 years), which includes medium term projects and pathways of work with larger projects extending over the longer term. The Plan update includes examples of successful actions and project outcomes achieved during the original Plan period.

The main aim of the Plan is to promote good relations between local residents and visitors who have a complex and multifaceted relationship. The Plan encourages taking personal responsibility and being respectful, not only towards each other but also towards Eryri's fragile environment, which, if successful, will work towards better understanding and better community cohesion. Economic development opportunities
within the Plan can help to promote equal opportunities, as well as improve facilities and infrastructure to improve access for all.

Parking and Blue Badge

The Equality Impact Assessment is considering a proposal to introduce parking charges for Blue Badge holders as part of a wider review of the Authority's parking charges. The proposal has been developed in response to increasing operating costs and financial pressures, with the aim of generating additional income to support the ongoing maintenance and management of the Authority's car parks. The assessment recognises that most Blue Badge holders are disabled people and that the abolition of the free parking concession could have an adverse impact on this group.

The assessment identifies disability as the main protected feature affected by the proposal, with the potential for secondary impacts on older people, carers and individuals experiencing socio-economic disadvantage. It recognises that disabled people may face additional costs and further barriers in accessing services and facilities. Some individuals may choose to visit the Authority's premises less frequently if additional parking charges were introduced. To mitigate these impacts, the proposal includes an arrangement that would allow Blue Badge holders to park for twice the length allowed to other users for the same parking fee.

Considering the Public Sector Equality Duty, the Socio-Economic Duty and Human Rights obligations, the assessment concludes that the proposal may have a limited adverse impact on some disabled people. The assessment also states that that

impact can be mitigated and that it is proportionate to the legitimate aim of securing additional income to maintain visitor infrastructure and parking services. The assessment also confirms that all information and signage associated with the scheme will be available bilingually and that no adverse impact on the Welsh language has been identified.

Overall, the assessment concludes that the proposal can be taken forward as the adverse impacts identified have been considered, reasonable mitigation measures have been included, and the Authority is committed to continuously monitoring and reviewing the arrangements. The Authority will monitor complaints, feedback and patterns of use of the car parks following the implementation of the proposal, and review the arrangements if evidence emerges of disproportionate disadvantage to Blue Badge holders or other affected groups.

Public Toilets

The Equality Impact Assessment is considering a proposal to review the provision of public toilets to ensure that the facilities remain accessible, safe and inclusive for a wide range of users. The proposal aims to provide a balance between the needs of different user groups by keeping provision separate for men and women, whilst also providing an inclusive accessible toilet that offers additional privacy to those who need it.

The assessment notes that the proposal could have different impacts on a number of protected groups and characteristics, including disabled people, women and girls, people who share the protected characteristic of gender reassignment, carers and individuals in need of accessible or private facilities. The assessment recognises that the needs of not all groups will necessarily match and has considered the available evidence when trying to strike a balance between those diverse rights and needs.

Considering the Public Sector Equality Duty, the Socio-Economic Duty and Human Rights obligations, the assessment concluded that the proposal does not remove any accessible provisions or reduce access to facilities. The proposal includes mitigation measures such as maintaining accessible provision, ensuring appropriate privacy and continuous monitoring of use and complaints. It was also noted that no adverse impact on the Welsh language is expected, and all relevant information and signage will be available bilingually.

Overall, the assessment concludes that the proposal can be taken forward as the potential impacts have been carefully considered and appropriate mitigation measures have been incorporated into the plan. The Authority will monitor user feedback, complaints and usage patterns following the implementation of the new arrangements and review the provision if evidence emerges of disproportionate impacts on any protected group.

ANPR
Following pressure and complaints from local residents and local Community Councils regarding noise, and misuse of the site and pressure from the Welsh Government that we as an Authority are increasing our sources of income the decision was made to undertake an ANPR pilot at Llyn Tegid and Llangywer Car Parks.

The impact assessment identified all individuals and groups who would be directly and indirectly affected by the pilot. It was noted that the pilot could have a negative impact on disabled and older people. The assessment set out how we as an Authority would meet these challenges.

It was noted that there would be no impact on the Welsh language because the Authority gives the same status to Welsh and English. It was also acknowledged that a number of local people make regular use of the car parks and therefore local people would be able to park there for free for an hour before 8am or after 5:30pm this afternoon. An alternative option will also be targeted which is an annual parking permit for £120 which equates to £2.30 per month.

It has been decided that sufficient information is available to proceed with the pilot, as the main potential impacts have been identified and mitigation measures are in place, including alternative payment methods, bilingual information, support for staff, free short stay periods, and the annual permit option. The pilot will be monitored through feedback, complaints, appeals and payment data, and the EqIA will be reviewed if any inconsistent or unexpected impacts are identified.

7. Employment Information

The duty requires the following information on employment:

A listed body in Wales must collect and publish on an annual basis the number of:

- People employed by the Authority on 31 March each year by protected characteristic
- Men and women employed, broken down by:
    - Job
    - Grade (where grading systems in place)
    - Pay
    - Contract type (including permanent and fixed term contracts)
    - Working pattern (including full time, part time and other flexible working patterns)
- People who have applied for jobs with the authority over the last year
- Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

- Employees who have applied for training and how many succeeded in their application
- Employees who completed the training
- Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made
- Employees subject to disciplinary procedures
- Employees who have left an authority's employment

All of the above information must be presented for each of the separate protected groups. The exception to this requirement is the data on job, grade, pay, contract type and working pattern, which must be broken down only in relation to women and men.

People employed by the Authority on 31st March each year by protected characteristic

Total Number of employees on 31st March 2026 = 134

Age profile

24 and under ; 3
25 – 34 ; 23
35 – 44 ; 50
45 – 54 ; 22
55 – 64 ; 31
65 and over ; 5

Distribution of Female / Male

Female 61
Male 73

4% of staff have declared that they are disabled and / or have an impairment.

2 members of staff were on maternity leave.

Within the Authority, staff that have declared their ethnic origin, fall into the White Welsh category with none from any of the other main ethnic groups (Mixed, Asian, Black or Chinese).

Due to the small number of employees, information will not be published in greater detail to protect the identity of individuals.

Men and women employed, broken down by:

- Job
- Grade (where grading systems in place)
- Pay
- Contract type (including permanent and fixed term contracts)

- Working pattern (including full time, part time and other flexible working patterns)

The following table show the distribution of men and women employed by grade by working pattern and contract type as at 31.03.2026 (the Authority has several different job titles within grades):

		Working Pattern						Contract Type					
		Full time		Part time		Hybrid		Permanent		Temporary		Fixed Term	
Grade	**Pay/ Hour**	**B**	**G**	**B**	**G**	**B**	**G**	**B**	**G**	**B**	**G**	**B**	**G**
National Minimum Wage	£12.21	1	0	0	0	0	0	0	0	0	0	1	0
1	£12.85	0	0	1	0	0	0	0	0	0	0	1	0
2	£13.05	0	0	0	3	0	0	0	2	0	0	0	1
3	£13.26	0	0	6	4	0	0	1	2	0	0	5	2
4	£13.47	3	3	10	6	0	0	10	6	0	0	3	3
5	£14.35	2	5	2	3	0	0	3	1	0	0	1	1
6	£15.82	2	5	3	0	0	0	4	4	0	0	1	1
7	£17.47	7	13	1	0	0	0	6	12	0	0	1	4
8	£18.85	2	14	5	2	0	0	6	12	0	0	1	4
9	£21.24	5	4	0	0	0	0	5	4	0	0	0	0
10	£22.20	2	4	0	0	0	0	2	3	0	0	0	1
11	£23.37	4	1	1	0	0	0	5	1	0	0	0	0
12	£24.46	1	1	0	0	0	0	1	1	0	0	0	0
13	£25.54	1	2	1	0	0	0	2	2	0	0	0	0
14	£26.62	0	0	0	0	0	0	0	0	0	0	0	0
15	£27.71	0	0	0	0	0	0	0	0	0	0	0	0
Chief Officer – Director	£36.72	2	1	0	0	0	0	2	1	0	0	0	0
Chief Officer – Chief Executive	£52.12	0	1	0	0	0	0	0	1	0	0	0	0

People who have applied for jobs with the authority over the last year

Where applicants have completed monitoring forms:

Ethnic Origin

336 White
2 Mixed – White and Black African
1 Mixed – White and Black Caribbean
3 Mixed - White and Asian

6	Asian, Asian British, Asian Welsh, Asian English, Asian Scottish - Pakistani
4	Asian, Asian British, Asian Welsh, Asian English, Asian Scottish – Indian
1	Black or Black British, Black English, Black Scottish, Black Welsh – African
1	Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Other Ethnic Group – Chinese
1	Any other mixed background
2	Prefer not to say

Sex

182	Male
170	Female
1	Prefer not to say
4	Other

Disability

40 Applicants with an impairment they wanted to tell us about

Number of jobs that became vacant during the year: 27

Number of people invited to interview: 130

Employees who have applied to change position within the authority, identifying how many were successful in their application and how many were not

	Applications	Appointments
Male	4	4
Female	9	6
Total	13	10

Employees who have applied for training and how many succeeded in their application

Applied for training - 203
Succeeded – 203
Male - 114
Female - 89
Application Denied – 0

Employees involved in grievance procedures either as complainant or as a person against whom a complaint was made

Female	2
Male	2
Total	4

Employees subject to disciplinary procedures

There was 3 staff member that was subject to disciplinary procedures during this period.

Employees who have left the authority's employment

Female	16
Male	8
Total	24