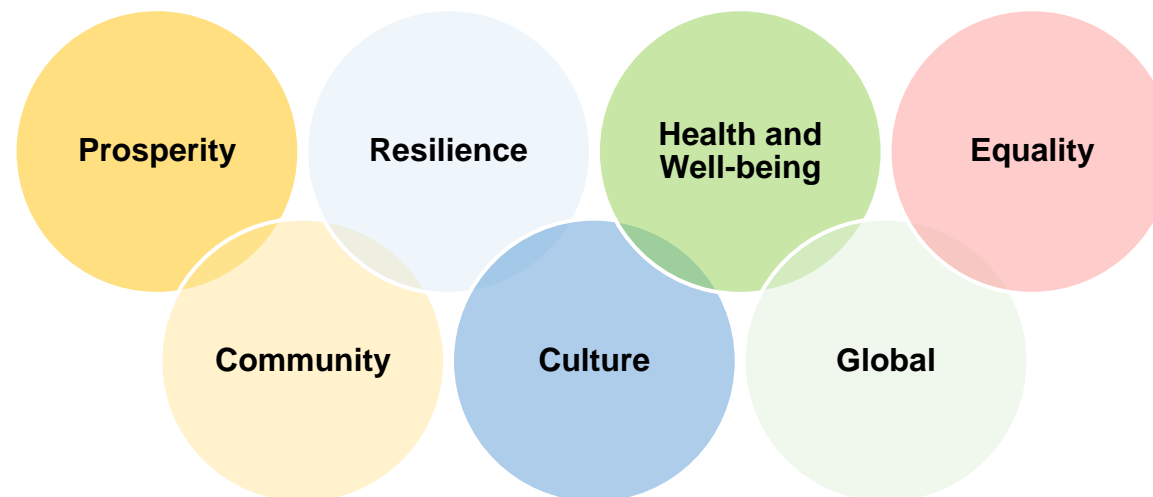




**Parc Cenedlaethol  
Arfordir Penfro**  
**Pembrokeshire Coast  
National Park**

**Pembrokeshire Coast National Park Authority**  
**Annual Report on Meeting Well-being Objectives**  
**(Improvement Plan Part 2) – 2019/20**



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## Introduction

This documents sets out Pembrokeshire Coast National Park Authority's (PCNPA) contribution and performance in 2019/20 against its well-being objectives. It also shows how we have applied the 5 ways of working under the Well-being of Future Generations (Wales) Act in our work. It also acts as our Improvement Plan Part 2 under the Local Government Measure.

We would like to thank staff, Members, volunteers, partners and communities within and beyond the Park for helping us deliver activities highlighted in this document.

**Note on Section 6 Duty:** The Authority has in place an Environment (Wales) Act 2016 [Section 6 \(Biodiversity and Resilience of Ecosystems Duty\) Signposting document](#) that outlines the approach taken by the Authority to embed the duty within its corporate planning framework and reporting. This report constitutes one element of the Authority's reporting on how it complies with the S6 duty. Relevant work streams have S6 noted against them in the report.

**Note on Annual Equality Report:** To ensure strategic equality actions are delivered they are mainstreamed within our corporate plan framework and this report also acts as our annual equality report. Relevant work streams have ER against them in the report.

## Pembrokeshire Coast National Park

Pembrokeshire Coast National Park was designated in 1952 under the National Park and Access to the Countryside Act 1949. The National Park covers an area of 612km<sup>2</sup>, with approximately 23,000 people living in some 50 community council areas. Most of the National Park is in private ownership with the Authority owning only about 1%.

## Pembrokeshire Coast National Park Authority

The Pembrokeshire Coast National Park Authority was created as a free standing special purpose local authority under the 1995 Environment Act (the Act). The Authority consists of 18 Members, 12 nominated by Pembrokeshire County Council and six appointed by the Welsh Government.



## Park Purposes and the National Park Management Plan

The Environment Act 1995 specifies that the Purposes of a National Park Authority are

- ❖ **To conserve and enhance the natural beauty, wildlife and cultural heritage of the park area**
- ❖ **To promote opportunities for the understanding and enjoyment of the special qualities of the area by the public.**

The Act also states that in pursuing the above purposes the Authority has a duty to seek to foster the social and economic well-being of local communities.

Every five years the Authority is required to produce a National Park Management Plan which sets out how it would like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park. A new National Park Management Plan 2020-24 was agreed by the Authority in December 2019.

The Authority is the statutory planning authority for the National Park area and is responsible for the preparation of the Local Development Plan. The Authority's replacement Local Development Plan 2 went through the Welsh Government examination process in 2019/20.

## Funding

The Authority's net expenditure is predominately determined by the Welsh Government, in the form of the annual National Park Grant (N.P.G.) and associated levy received from Pembrokeshire County Council. In 2019/20 the N.P.G. and levy amounted to £3,887k, the same as in 2018/19 but down from £3,940k in 2017/18. This follows further reduction preceding years; in 2014/15 the Authority absorbed a £349k, or 7.4%, reduction followed by reductions of 4.1% in 2015/16 and 6.04% for 2016/17 and when the consumer prices index is applied the overall reduction in real terms since 2013/14 equates to 23.6 % or circa £1.1m. Operational savings and increased income from merchandise sales at the centres, car park income and other charges and grant income has compensated for the reduction in core funding.

## COVID 19

During March 2020 the COVID 19 pandemic and regulations impacted delivery of some areas of work delivered by the Authority.

## Wider Policy Context

The work of the Authority towards achieving its well-being objectives sits within a wider policy context which influences our work, opportunities and approach. Key policy considerations include:

<a href="#">Welsh Government - Priorities for Areas of Outstanding Natural Beauty and National Parks 2018 (valued and resilient)</a>	<a href="#">Responding to Climate Change Emergency and Welsh Government – Prosperity for All: a low carbon wales</a>
<a href="#">Welsh Government Strategy: A Healthier Wales: our Plan for Health and Social Care</a>	<a href="#">Environment (Wales) Act 2016 – Section 6 Duty and Sustainable Management of Natural Resources</a>
<a href="#">Welsh Government - Cymraeg 2050 - A million Welsh speakers</a>	<a href="#">Planning Policy Wales</a>
<a href="#">State of Natural Resources Report (SoNaRR) – Interim Report</a>	<a href="#">“Successful Futures” the new National Curriculum for Wales</a>
<a href="#">Pembrokeshire Well-being Plan</a>	<a href="#">Public Sector Equality Duties</a>
Withdrawal from the European Union, in particular issues relating to land management.	<a href="#">Pembrokeshire Destination Management Plan</a> and <a href="#">Visit Wales – Welcome to Wales Strategy</a>

NRW Area statements and Marine Area Statement were in development in 2019/20 and they will in the future influence the work of the Authority.

## Measuring Performance – Well-being Objectives

The Well-being of Future Generations (Wales) Act 2015 requires public bodies to act in accordance with the sustainable development principles of: Long Term, Prevention, Integration, Collaboration and Involvement. Throughout the document examples are provided of how we have applied these principles in practice.

We have also looked to assess our progress towards our Well-being Objectives through considering:

- Well-being of Future Generations Commissioner’s [Future Generations Report 2020](#) and [Journey Checker tools](#)
- Audit Wales Reports in terms of 5 ways of working
- [Well-being Indicators for Wales](#)
- Benchmarking data where available.

The Authority’s performance measures, trend data and actions are set out in its Corporate and Resources Plan. The Authority monitors its progress against its well-being objectives during the year, through performance reports provided to Members through relevant Committees. Some statistics are captured on an annual basis. The Authority also utilises qualitative data to help support analysis of its performance.

## Our Well-being Objectives and their contribution to the Well-being Goals for Wales

PCNPA Well-being Objectives	How we contribute to Well-being Goals for Wales
<b>Well-being Objective Prosperity:</b> <b>To encourage and support the development of sustainable employment and businesses, particularly in tourism &amp; recreation.</b>	<ul style="list-style-type: none"> <li>✓ 'Prosperous Wales' - Through promotion of sustainable businesses and supporting tourism industry by working to extend the traditional tourism season and maintaining a key tourist and recreational asset in the Park, the Coast Path.</li> <li>✓ 'Resilient Wales' - Through supporting sustainable tourism and recreational management in the Park.</li> <li>✓ 'Healthier Wales' - Through maintaining and promoting Public Rights of way helping engage more people in walking and related activities.</li> </ul>
<b>Well-being Objective Resilience:</b> <b>To improve the health of the National Park's ecosystems.</b>	<ul style="list-style-type: none"> <li>✓ 'Resilient Wales' - Through contributing to improving the health of Wales ecosystem and seeking to address the issue of biodiversity loss in the Park.</li> <li>✓ 'Globally Responsible Wales' - Through activities that respond to biodiversity loss that also support the interconnected challenge of responding to climate change emergency.</li> <li>✓ 'Wales of Cohesive Communities' - Through providing opportunities for people to get involved in looking after the Park's ecosystem.</li> </ul>
<b>Well-being Objective Health and Well-being:</b> <b>To enable and encourage more people to improve their well-being by making a greater use of the National Park regardless of their circumstances.</b>	<ul style="list-style-type: none"> <li>✓ 'Healthier Wales', 'More Equal Wales', 'Wales of Cohesive Communities' - Through promoting more regular use of the outdoors, outdoor experiences for children, encouraging volunteers and removing barriers to access, this objective will have positive benefits for people's physical and mental well-being and help address issues such as social isolation.</li> </ul>
<b>Well-being Objective Equality:</b> <b>To continue to ensure equality is embedded within the work and culture of the NPA.</b>	<ul style="list-style-type: none"> <li>✓ 'More Equal Wales', 'Healthier Wales', 'Wales of Cohesive Communities' - Through working towards achieving our long term aims in the Authority's Equality Plan and breaking down barriers to accessing opportunities in the Park the Authority will support these goals.</li> </ul>



PCNPA Well-being Objectives	How we contribute to Welsh Well-being Goals
<b>Well-being Objective Communities: To work alongside communities to help them make the most of the NPA.</b>	<ul style="list-style-type: none"> <li>✓ 'Resilient Wales,' 'Wales of Vibrant Culture' - Through actively engaging communities, communities of interest such as landowners and local groups, volunteers in activities that support Welsh ecosystems and heritage.</li> <li>✓ 'Wales of Cohesive Communities' - Through promoting opportunities for people to come together in the Park that also helps reduce social isolation.</li> <li>✓ 'Globally Responsible Wales' - Through assisting communities to develop sustainability projects through the SDF fund.</li> </ul>
<b>Well-being Objective Culture: To protect and promote the local culture of language, arts and heritage of the area.</b>	<ul style="list-style-type: none"> <li>✓ 'Wales of Vibrant Culture and Thriving Welsh Language' - Through supporting activities that promotes and protects culture, heritage and the Welsh language, and seeks to engage more people in these activities.</li> <li>✓ 'Wales of Cohesive Communities,' 'Resilient Wales.' - Through engaging communities and volunteers in looking after heritage sites.</li> </ul>
<b>Well-being Objective Global: To ensure our work makes a positive contribution to global well-being.</b>	<ul style="list-style-type: none"> <li>✓ 'Globally Responsible Wales' - Through responding to the global challenge of the Climate Change emergency, while also engaging people with nature, outdoors and heritage to be inspired to look after and learn about the world around them.</li> <li>✓ 'Resilient Wales,' 'Prosperous Wales,' 'Healthier Wales' - Activities that respond to the Climate Change emergency will also due to their interlinked nature contribute to these goals.</li> </ul>

Measures and actions were also established for governance and financial sustainability to support the Authority in effectively achieving the above outcomes now and in the longer term.

**Well-being Objective Prosperity: To encourage and support the development of sustainable employment and businesses, particularly in tourism and recreation.**

**Work streams that supported delivery of this objective in 2019/20**

Planning Policy and Service	Maintaining PROW – Tourist Asset	Supporting Local Business
Sustainable Tourism and Recreation – Management and Promotion	Tourism Engagement & New Audiences	Employment Transformation

**Journey Checker Summary – Our Progress against this Objective**

During 2019/20 the Destination Management Plan for Pembrokeshire was approved providing a long term strategic focus for the Authority and partners on how they can support the tourism and recreation industry in the Park and Pembrokeshire. It includes a focus on how to address seasonality and encourage ‘responsible tourism’ and sustainability. Partnership working will play a crucial role in destination management recovery following the impact of COVID 19 on local tourism. This sits alongside wider work the Authority has been involved with to engage new audiences with the Park through development of a new website, summer rangers, Celtic routes partnership project while also implementing actions that support responsible recreation management.

The Authority has continued to maintain the Coast Path and has used the Digital Park project to improve prioritisation and delivery of rights of way work on the ground. The Authority’s LDP 2 underwent examination in 2019/20 and this plan once approved will influence the future direction of planning policy in the Park. The Authority continued to promote opportunities for local suppliers at its centres, however further work could be done to look at how we could maximise support for local businesses through our supply chains. In terms of skills development, further work needs to be carried out to build on the work that has as begun on diversifying our volunteer offer, to deliver work experience placements and to develop a follow on project to our previous Skills in Action project.

**Our work across these work streams contribute to the following national well-being indicators**

21. Percentage of people in employment	28. Percentage of people who volunteer
22. Percentage of people in education, employment or training, measured for different age groups	42. Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales
16. Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn more than 2/3 of the UK median wage or high overall status	



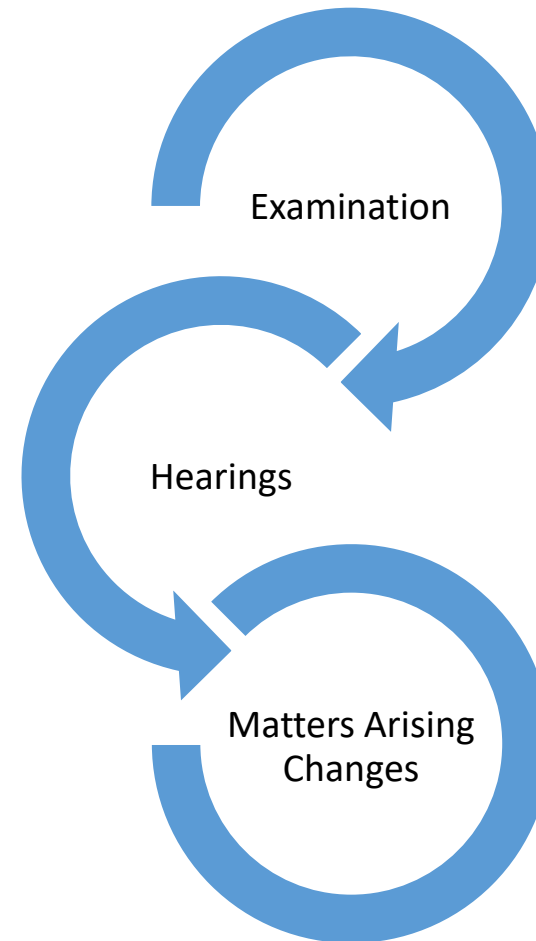
**The next section outlines our performance in 2019/20 against the work streams contributing to our Well-being Objective Prosperity.**

### **Work Stream: Planning Policy**

#### **Thinking Long Term: Setting the Long Term Direction of Planning Policy in the Park**

During 2019/20 the Authority's revised Local Development Plan (End date 2031) went through the examination process. Hearings led by the Welsh Government Inspectors were carried out in July and October. Following this Matters Arising Changes were published for consultation, with the consultation ending on 13 March 2020.

Adoption of the plan in 2020/21 following receipt of the Inspectors report will influence the future direction of planning within the Park. Revised indicators for the Plan will help the Authority monitor impacts against this objective and National Park Management Plan impacts.



## Work Stream: Planning Service

### Planning Service Performance Statistics

Alongside delivering against planning policy, providing an effective planning service assists the Authority in supporting the development of sustainable businesses, communities and local economy. Development Management performance in particular 'Average time taken to determine all planning applications in days.' was affected by two officer vacancies between August and December 2019. Consultants were used on a part time basis with the two posts being filled in January 2020. The Authority has seen a continued trend in the % of applications being approved falling below the 90% target (this is not a Welsh Government measure.) 3 out of 33 Member made decisions were made against officer recommendation.

Performance Measure	2017/18 Actual	2018/19 Actual	2019/20 Actual	2019/20 Target	Benchmarking 2019/20
% of all planning applications determined within time periods required	84.91% (Green)	89.8% (Green)	92.64% (Green)	80%	Snowdonia NPA: 72.24%
Average time taken to determine all planning applications in days	70.75 (Amber)	69 (Amber)	88.25 (Amber)	<67	Snowdonia NPA: 69 days
% of Member made decisions against officer recommendation	4.88% (Green)	3.85% (Green)	9.09% (Red)	<5%	Snowdonia NPA: 5%
% of appeals dismissed	63.64% (Amber)	100% (Green)	71.43% (Green)	>66%	
Applications for costs at section 78 appeal upheld in the reporting period	2 (Red)	0 (Green)	0 (Green)	0	Snowdonia NPA: 0
% of planning applications approved (this is not a Welsh Government Indicator)	85.11% (Amber)	80.8% (Amber)	79.75% (Red)	90%	Snowdonia NPA: 89.70%

**93.25%**

of planning applications were determined under delegated power in 2019/20. This compares to 94.8% in 2018/19 and 92.07% in 2017/18. Benchmarking 2019/20: Snowdonia NPA: 95.4%

**601**

planning applications were registered in 2019/20, this was an increase from 487 in 2018/19 and 590 in 2017/18.

## Work Stream: Maintaining Public Rights of Way - Tourist Asset (S6)

### Long Term - New Ways of Working: Digital Park Project

The Digital Park Project is a three year project that aims to improve 'back-office' systems for Wardens and related teams, in areas such as work recording, data collection and scheduling through a digitisation and streamlining process. The desired outcome is improved prioritisation and delivery on the ground. The Authority in 2018/19 procured a system and carried out preparatory work to enable it to develop its digital park project.

During 2019/20 the Authority trialled processes and software with Warden teams:

- ✓ A New Job Management System (JMS) launched in October 2019. All wardens are now using JMS on mobiles to receive work lists from their managers in real time.
- ✓ All Warden Teams were trained and are now using Mobile Map Apps and Fault Recorder Apps.
- ✓ The Footpath and Bridge Inspection process was digitised, moving to a paperless process.
- ✓ Dashboards created for Footpath conditions and to view progress and monitor completed jobs created for the Coast Path for Countryside Management Team and Access Team.

Further work is due to be undertaken as part of this project to digitise reporting. Work on adverse weather protocols

(adverse weather checks undertaken by warden managers) will form one of the next stages of this project.

### Satisfaction Trends: Public Rights of Way

The Pembrokeshire Coast Path retained its level 5 trip advisor rating in 2019/20.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
Pembrokeshire Coast Path Trip Advisor Overall Rating 1-5.	5 (Green)	5 (Green)	5 (Green)	5

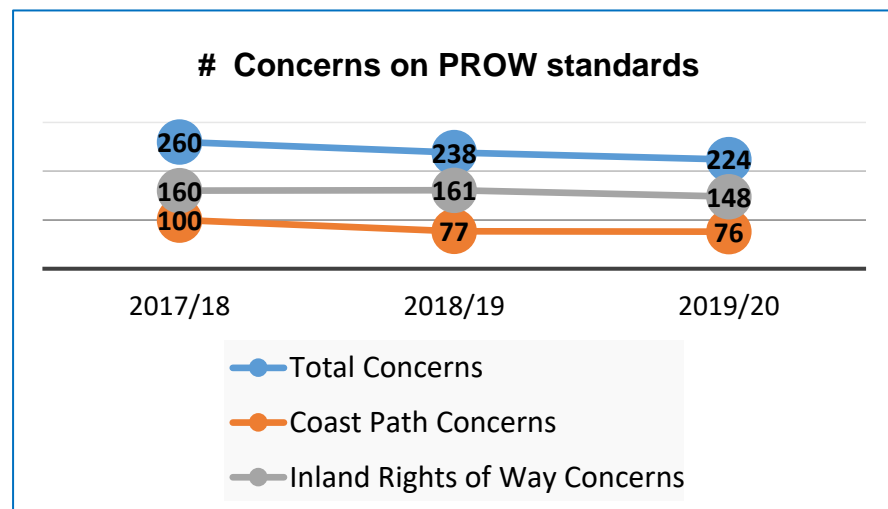
Trip Advisor Comments included:

*"Great to visit either as a long distance walker or like us calling in at intervals to the towns and attractions along its length."*

*"I recently walked the section from Pembroke Dock to Freshwater East. Good walking paths with stunning scenery."*

*"I stayed at nine wells and walked to St Justinian's and then on to St David's, and a bus back to nine wells. The weather was kind and so I enjoyed the stunning scenery along the coastal path."*

The Authority saw a decrease in concern about Public Rights of Way standards in 2019/20:



### Prevention and building resilience: Access

The Authority continued to ensure that over 86% of the Parks Public Rights of Way were open and accessible in 2019/20.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% PROW open and accessible and meeting the quality standard	86.31% (Green)	86.92% (Green)	86.83% (Green)	85

Sections of the Coast Path have been closed to the public as required under relevant Covid 19 regulations in March 2020 with details of closed paths publicised on the Authority's website.

Completed Public Rights of Way work in 2019/20 included:

- ✓ The Dinas footpath forms a link to the Pembrokeshire Coast Path from the hamlet of Brynhellian and is promoted as part of a circuit walk on the National Park website. The route is 450 metres in length and over the years, due to footfall, it became narrower and developed a cross camber which made it more difficult to walk. Funding through Pembrokeshire Coast National Park Trust has enabled the path surface to be levelled and will ensure that the footpath will now remain in good condition for years to come, providing a comparatively easy walk out to the coastline.
- ✓ A new footpath to access waterfall gorge in Cwm Gwaun. With a S39 Management Agreement with the landowner and part funded by Welsh Government grant.

### Prevention and building resilience: Protecting Footbridge

Haroldston Wood Broad Haven is a woodland footpath, 2km in length and forms part of a circuit walk on the edge of the village of Broad Haven. It is popular with residents and visitors alike. The stream at Haroldston Wood is crossed by a timber footbridge and in November 2018 exceptional flooding of the stream damaged the footbridge making it too dangerous to cross. The footpath was therefore closed while a new

footbridge was constructed and a temporary protection was provided for the stream bank. Subsequent storms led to the loss of mature bankside trees. Since then flooding and windblown trees have resulted in the continued erosion of the bank near the footbridge abutments. The increased rate of erosion required a more permanent solution as a matter of urgency to stabilise the bank in order to protect the abutments of the new footbridge.

Work was undertaken to remove the root of a fallen tree and boulders placed in a low wall to provide ample protection for the footbridge. There is now a 2.3 metre minimum width between the abutment and stream whereas only 1.6 metre minimum width separated an eroding bank from the footbridge. The work will ensure that this footbridge stays intact for many years to come to facilitate this popular walk.

## **Work Stream: Sustainable Tourism & Recreation – Promotion and Management (S6)**

### **Collaborative and Integrated Working: Destination Management**

In 2019 the Destination Pembrokeshire Partnership with direct funding from Pembrokeshire County Council and PCNPA, commissioned Blue Sail to undertake a review of the existing Destination Management Plan (DMP.) Through consultation with key stakeholders, a refreshed and more contemporary plan was created for the county.

The overarching aim of the DMP is to safeguard and grow the visitor economy in order to improve the contribution it makes

to the well-being of the county whilst carefully managing the impacts that tourism growth can have on both the natural environment as well as local communities.

The Pembrokeshire DMP 2020 – 2025 aligns with the key priorities outlined in both the Well-Being Plan for Pembrokeshire as well as Visit Wales' Welcome to Wales Strategy. The new plan was agreed by the National Park Authority and Pembrokeshire County Council Cabinet and officially launched at the Pembrokeshire Tourism Summit in February 2020. Alongside the agreement of a new plan the Authority supported the establishment of a new stand-alone Destination Management Organisation as the best way forward for delivering tourism services across Pembrokeshire over the next five years.

### **Involvement and Engagement: Destination Branding**

Activities carried out in 2019/20 to support launch of new destination branding included:

- ✓ The National Park Authority attractions, Castell Henllys, Carew and Oriel y Parc are using the new branding.
- ✓ A pilot range of merchandise using the new branding has been produced.
- ✓ A main promotional leaflet has been distributed carrying the new branding.
- ✓ Branding has been incorporated into the design of the new PCNPA website.
- ✓ A new brand ambassador scheme has been scoped.

### Prevention and building resilience: Recreational Management

The Authority has amended its recreation plan to a 'Promote what we can manage document' which it intends to review annually with partners. The document has been consolidated to dealing with locations and activities with 'live', ongoing or emerging issues. It includes a list of sensitive sites and recreational activities in the Pembrokeshire Coast National Park where capacity or impact upon the environment and landscape is cause for concern. This may be seasonal or when particular events or activities are taking place. This list has been agreed with the National Park Authority and key stakeholders including National Trust, Pembrokeshire County Council, RNLI, MHPA, Pembrokeshire Nature Partnership, Pembrokeshire Destination Partnership.

In 2018/19 the Authority worked with Pembrokeshire County Council on a new events toolkit for event organisers, which was published on [Pembrokeshire County Council website](#) in 2019/20. Building on this work the Authority has funded Swansea University to do research into event management. The aim is that this research will help the Authority and partners to take a proactive approach to event management, helping us to engage better with event organisers and to manage the increasing number of 'challenge' events before we run into issues of over use.

### Collaborative and Integrated Working: Rangers Team and Recreation Management

The Ranger team continued during 2019/20 to work closely with partners and stakeholders on a collaborative approach to sustainable recreation management in the Park:

- ✓ A new Pembrokeshire Water Safety Forum was set up involving PCNPA, RNLI, Pembrokeshire County Council, Coastguard and other partners. The Authority is continuing to log foreshore incidents and this work will feed into the work of the Water Safety Forum.
- ✓ PCNPA worked with Pembrokeshire Coastal Forum, National Trust and Pembrokeshire County Council to hold a community drop in day on Freshwater West management and overnight camping enforcement.
- ✓ Rangers met with Lamphey Community Council and interested parties about jetski management at Freshwater East and liaised with jetski users following complaints.
- ✓ Rangers contributed to the multi-agency clean-up operation following a container spill at sea in December.
- ✓ PCNPA chaired the Annual Cliff Climbing Liaison Group and Beach Liaison Group meetings.
- ✓ South Ranger led a training event on Coastal birds for the Pembrokeshire Outdoor Charter group.



### Filming Enquiries and Licensing Trends

6

filming licenses were issued by PCNPA in 2019/20. This is a decrease on the 14 issued in 2018/19 and 14 in 2017/18.

45

filming enquiries received by the Authority in 2019/20. This is a decrease on the 65 enquiries in 2018/19 and 68 in 2017/18.

### Work Stream: Tourism Engagement & New Audiences (S6 / ER)

#### Involvement and Engagement: Summer Rangers engaging with new audiences and local businesses

The summer rangers covered the North and South of the Park for the summer season of 2019/20. Through providing on the spot information and pop up activities, including on beaches they assist the Authority to reach out to new audiences. The Authority saw a fall in people attending pop up events in 2019/20 compared to 2018/19. This reflects that Visit Wales Year of the Sea themed events had a positive impact on number of events and participants in 2018/19.

1,209

people attended pop up events in 2019/20. A decrease on 2,089 participants in 2018/19, but an increase on 623 in 2017/18.

The majority of pop up events were facilitated by the summer rangers and involved beach day activities such as crabbing, rock pool sessions, beach sand art and microplastic hunts. Other pop up events included a Meadow Celebration Day at Skrinkle Youth Hostel with 200 participants.



#### Summer Ranger Activities

The two summer rangers also continued the work of previous summer rangers of building positive links with local businesses, providing information and meeting with them.

395

people were engaged with through summer rangers business and general public networking activities [Baseline Data for 2019/20].

The work of the summer ranger in the South had previously focused on Saundersfoot and Tenby, this year saw the reach of the Summer Ranger's engagement with communities extending out to Angle, Stackpole and Manorbier.

### Involvement and Engagement: PCNPA Website

During 2019/20 the Authority continued work on the development of a new website aligned to the destination branding. This included content population activities in English and Welsh, training and internal testing. The new website has increased functionality including an online booking system for events. Developing the correct solution for the online booking for events element of the site did cause some delay to the websites development during the year. The new refreshed [website](#) went live early in 2020/21.

The Authority saw a decrease in website users but an increase in page views in 2019/20 compared to 2018/19.

281,598

main website users in 2019/20. This is a decrease on 342,780 in 2018/19. There were 1,430,889 main website page views in 2019/20 an increase on 1,302,963 views in 2018/19.

### Engagement and Involvement: Parkwise Sessions

Parkwise sessions provide businesses with the knowledge to help visitors make the most of a visit to the National Park. In 2019/20 rangers were trained and participated in co delivering Parkwise sessions with the Discovery team. This included a session at Fishguard Library, Tenby Museum and two sessions with Retreat Group employees. Meetings were also

held with Bluestone Resort to plan the delivery of a Parkwise style induction programme for staff.

Although rangers were trained and participated in 'co-delivering' Parkwise sessions with the Discovery team, the number of sessions delivered remained below what had been expected at the start of the year, including after the revision of the target following a half year review.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
# Parkwise training sessions held	4 (Red)	6 (Amber)	4 (Amber)	5 (Revised from 10)
# attendees at Parkwise training sessions	56 (Amber)	54 (Amber)	17 (Red)	50 (Revised from 100)

**Next Steps for Improvement:** In December 2019 an internal Authority meeting discussed how Parkwise might be developed going forward with a draft project brief completed. It has been identified that further engagement with trade is needed to inform project development, with an action included in the corporate plan 2020/21 to reflect this. This will help inform future engagement and expectation in terms of expected reach of Parkwise. There are also further opportunities in this area around working with businesses as Park ambassadors linked to the work on destination branding or through further development of the naturally connected scheme.

### **Involvement and Engagement: New tools to involve and engage people with the Wales Coast Path**

The Wales Coast Path Marketing Project activities and outcomes in 2019/20 included:

- ✓ Business toolkit and virtual reality elements launched via workshops for the tourism trade across Wales.
- ✓ Wales-wide walking festival held throughout May 2019 with positive media coverage.
- ✓ ITV Wales were commissioned to produce 6 x 30 mins series on the Wales Coast Path with each episode on a different section of the path.
- ✓ New 'app' launched including new augmented reality experience in Saundersfoot.
- ✓ Wales Coast Path marketing activity was adjusted at the end of 2019/20 to reflect the #StayHomeSaveLives messaging due to the COVID-19 pandemic.

PCNPA has secured additional funding from Welsh Government for Wales Coast Path marketing activities and will continue to manage the Wales Coast Path marketing until March 2021.

### **Collaborative and Integrated Working: Collaborative Wales and Ireland marketing project**

"Celtic Routes" is a tourism heritage Intereg partnership project involving 6 counties across Wales and Ireland that aims to boost visitor numbers, spend and spread. A Celtic Routes is a branded collection of tourism experiences that encourages travellers to Ireland and Wales to discover the Celtic Spirit by offering a number of immersive and authentic Celtic experiences across the counties.

Project activities and outcomes in 2019/20 included:

- ✓ Stakeholder event held for tourism stakeholders to invite views on the programme outcomes as well as the associated branding.
- ✓ Strategic Marketing Plan for 2019/2020 in place.
- ✓ Launch of [Celtic Routes Website](#).
- ✓ Launch of learning journeys programme for local businesses to visit counter parts in Ireland.

The Steering Group for the project carried out a budget re profiling exercise during the year following WEFO identifying a underspend, with further funding to be allocated to marketing activities to make the most of the 'Celtic Routes' brand and website.

A stage 2 bid at a value of €1.6m submitted to WEFO for consideration.

## Work Stream: Supporting Local Businesses (S6)

### Supporting Local Businesses

In 2019 Pembrokeshire was the featured county at the Royal Welsh Show, this provided an opportunity to promote Pembrokeshire, local produce and the Park to audiences attending the show.

The Authority was due to hold the Really Wild Food and Countryside Show at Oriel y Parc in 2019, this however was postponed with the aim of the show going ahead in May 2020. Promotion to stall holders and preparation activities were undertaken during 2019/20. However due to the Covid 19 pandemic the event planned for May 2020 had to be cancelled.

185	stall holders participated in fairs and events at Oriel Y Parc and Carew in 2019/20. This is a decrease on 249 in 2018/2019 and 262 in 2017/18.
27	artists and craft makes supported at Oriel y Parc in 2019/20. This compares to 22 in 2018/19 and 25 in 2017/18.

4 sessions were delivered with craftspeople sharing their skills at Castell Henllys [Baseline data for 2019/20]. This measure will not be carried forward as Castell Henllys has changed its approach with the centre developing staff skills to deliver sessions rather than external providers.

The Authority continued to provide advertising opportunities for local businesses through Coast to Coast during 2019/20 season.

### Resilience: Procurement and Supporting Local Suppliers

The Authority saw an increase in the % of its spend spent locally compared to 2018/19, with just under half of its spend being spent in the SA postcode area.

48.42%

of Authority spend was spent locally in the SA postcode in 2019/20. This is a slight increase on 46.44% in 2018/19.

Paying suppliers promptly is particularly important in terms of supporting smaller businesses. The Authority saw improvement in the % of invoices that it paid on time in 2019/20 compared to 2018/19.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% invoices paid on time (Average)	97.22% (Green)	96.33% (Amber)	97.01% (Green)	97%
Benchmarking 2019/20: Snowdonia NPA – 98.95%.				

**Next Steps for Improvement:** Although the measures are showing positive results for 2019/20, this is still an area where the Authority could do more and is a wider improvement area for public bodies that has been identified by the Future Generations Commissioner in the [Future Generations Report 2020](#). An action has been included in the corporate and

resources plan 2020/21 and in the Authority's Responding to Climate Change Emergency Action Plan focusing on a review of procurement in the Authority, including community benefit options and sustainability practices. Consideration of procurement practices is particularly important when looking at reducing carbon emissions related to the Authority's supply chain.

## Work Stream: Employment Transformation (ER)

### Collaborative and Integrated Working: Integrated approach to Work Experience Placements

During 2019/20 the Public Service Board led by Pembrokeshire College and DWP developed a work experience scheme. The Authority's HR officer attended the Public Services Board meeting on work placements and the Authority has made a commitment through the scheme to provide work experience placements.

5

work experience and student placements with the Authority in 2019/20 [Baseline data for 2019/20].

This above measure was amended following review of work experience and student placement recording. It includes two work experience placements with the Warden at Castell Henllys for Coleg Plas Dwbl students, two placements with Discovery and one placement with Direction.

The Authority has also continued to work with Pembrokeshire College through providing practical sessions for Environmental Conservation and Army preparation students during 2019/20.

### Involvement and Engagement: Developing Skills through our Volunteering Offer

Through diversifying our traditional volunteer offer, volunteers are able to develop a wider range of skills. For example a volunteer in 2019/20 has been involved with managing, editing and creating videos for the Changing Coast project. The diversification of volunteer opportunities has been supported through the work of the volunteer coordinator.

105

Office and Centre based volunteer days in 2019/20. [Baseline data for 2019/20].

Many of the volunteer training opportunities in 2019/20 were made possible through the Pathways supported volunteering project including hedge laying training and conservation training including Bees, Butterflies, Bird language monitoring and identification. These sessions support individual volunteers to develop their skills and motivation. Volunteers also attended a Welsh in the Landscape training session alongside PCNPA Staff.

217

participants at volunteer training sessions arranged by PCNPA in 2019/20. This is an increase on 107 participants in 2018/19.

### Thinking Long Term: Feasibility Study

The Skills in Action scheme previously supported people to gain skills and experience in countryside management through working alongside Authority Wardens. In recognition of the success of this project the Authority is looking at developing a follow on project. Following meetings between officers to develop the project an outline paper has been drafted to investigate funding for a scoping study looking at a West Wales countryside apprenticeship scheme. The carrying out of this scoping study will provide a current evidence base to ensure the scheme is reflective of skill gaps and opportunities.



## Well-being Objective Resilience: To improve the health of the National Park's Ecosystems (S6)

### Work streams that supported delivery of this objective in 2019/20

Land Management Service - Conservation	Biodiversity & Connectivity Projects	Planning Service - Protected Trees
Looking after the Park's Ecosystem - Engagement & Volunteering	Planning Policy and Service - SMNR/ Conservation	Strategic & Partnerships – Conservation
Marine and Foreshore Environment (this work stream has been moved from the Global objective to sit under this objective)		

### Journey Checker Summary – Our Progress against this Objective

The new National Park Management plan provides priority areas of focus for the Authority's current and future conservation work. The Authority is continuing to assess the impact that withdrawal from the EU will have on its conservation land management work. In 2019/20 greater recognition has been given to the role that its conservation work plays in terms of responding to Climate Change Emergency. The Authority has continued to carry out conservation work with Landowners and on its own estate. In recognition of the important role of that the Conserving the Park Scheme has in building resilience in the Park, the Authority increased officer capacity by allocating additional resources for the appointment of an additional Conservation Officer.

The Authority is trialling new approaches through the People, Plants and Pollinators and Traditional Boundaries projects. It has been able to continue its work on invasive species following Stitch in Time project gaining ENRaW funding, expanding the catchments covered and showing how the amount of resources needed to maintain and monitor sites following earlier intervention reduces over time. The Authority's approach to conservation in the Park continues to be based on collaboration, delivering impacts through supporting the Pembrokeshire Grazing network, Pembrokeshire Wildfire Group, Pembrokeshire Nature Partnership, Pembrokeshire Coastal Forum WAM project and Marine Relevant Authority Groups for SAC. Volunteers have continued to support the Authority's conservation efforts in the Park through a range of volunteering activities, including beach cleans and tree planting.

### Our work across these work streams contribute to the following national well-being indicators

13. Concentration of carbon and organic matter in soil	43. Areas of healthy ecosystems in Wales
28. Percentage of people who volunteer	44. Status of Biological diversity in Wales
45. Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status	

**The next section outlines our performance in 2019/20 against the work streams contributing to our Well-being Objective Resilience.**

### **Work Stream: Land Management Service – Conservation (S6)**

#### **Prevention and building resilience: Conservation Land Management**

As part of the Authority's land management programme, conservation work is carried out on over one hundred sites, a total of approximately 4,501.6 hectares (7.3% of the National Park), aimed at benefitting priority habitats and species within the Park. This is achieved through the management of the Authority's owned or leased estate, supporting commons management partnerships and through working in partnership with private landowners through our 'Conserving the Park' scheme.

<b>463</b>	Hectares – Property owned or leased by the National Park Authority managed for biodiversity in 2019/20.
<b>1,288.6</b>	Hectares – Land managed for biodiversity in partnership with private landowners
<b>2,750</b>	Hectares – Access land where the National Park Authority supports commons management partnerships

In recognition of the important role of that the Conserving the Park Scheme has in building resilience in the Park, the Authority increased officer capacity by allocating additional resources through the appointment of an additional Conservation Officer in 2019/20. The formal management agreement aspect of the schemes' budget is now at full capacity with the Authority only taking on new agreements in exceptional circumstances. However the Authority has also been working and supporting owners of additional sites (outside the formal management agreements) with conservation and habitat activities through advice and other activities.

<b>Performance Measure</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2019/20 Target</b>
Conservation Sites - % in line with their formal Management Plan	100 (Green)	100 (Green)	100 (Green)	100

<b>3</b>	new formal management agreements were made through Conserving the Park in 2019/20. This compares to 2 new agreements in 2018/19 and 7 in 2017/18.
<b>21.94</b>	Hectares covered by new formal management agreements through Conserving the Park. This compares to 6 hectares in 2018/19 and 55 hectares in 2017/18.

11

new sites where we are working with the owners for conservation (outside formal management agreements) through Conserving the Park in 2019/20, across 67.03 hectares.

### Building resilience: Pollinator Habitats

Cumulatively since 2017/18 the Authority has created 54.74 hectares of new pollinator habitat.

10.74

Hectares – new pollinator habitat that has been created in 2019/20, this compares to 6 hectares in 2018/19 and 38 hectares in 2017/18.

### Building resilience: Southern Damselfly Project

The Authority received funding from Natural Resources Wales over the winter of 2019/20 for work to conserve the rare Southern Damselfly, found only in the New Forest and the foothills of the Preselis.

The Authority commissioned a management plan for the species, giving detailed, site by site guidance on habitat management and monitoring for decades to come. We funded some boundary fencing around the commons, enabling grazing and maintaining the open conditions needed by the damselfly. We also undertook some mechanical excavation of new and existing ditches and streams to create

habitat where it has been lost over the years. This work will provide future survey opportunities for Staff and volunteers.

### Collaborative working: Skrinkle Haven Wildflower meadow

The Authority's Wardens have worked for years to improve the biodiversity in the Skrinkle haven meadow and this year provided one of the best displays of orchids and richest variety of wildflowers seen so far. The abundance and variety of plants has provided an opportunity to collect seeds, which have helped the National Trust team in their work to create new wildflower meadows on the Southwood Estate. Green hay, which contains wildflower seeds from Skrinkle Haven and National Trust sites at Good Hope and Castell, has been spread across 14 hectares of land at Southwood, with the aim of creating species-rich meadows that deliver for nature.



Orchid in the Skrinkle Haven Meadow

## Work Stream: Biodiversity & Connectivity Projects (S6)

### Building resilience: People, Plants and Pollinators Project

This project is enhancing biodiversity along the Newgale to Abereiddi section of the Pembrokeshire Coast Path. This area falls within the Pembrokeshire Coast Important Invertebrate Area. Placing biodiversity improvement at the heart of Coast Path maintenance will enable connectivity for species and support access and coastal grazing. The project is using the latest technology to map, create policy and guidelines as well as sharing skills and learning with National Park staff and volunteers.

Project activities and impacts in 2019/20 include

- ✓ 25 miles of Coast Path surveyed from Abereiddy to Newgale to identify key spots to improve connectivity and habitat opportunities.
- ✓ 200m of bee bank created by clearing patches of south-facing banks and walls.
- ✓ 200 volunteer hours completed through bee surveys and scrub clearance work.
- ✓ 5 plots set up to monitor scrub invasion
- ✓ Surveys carried out for bumblebees, oil beetles and Autumn ladies tresses orchid.
- ✓ Winter scalloping work carried out. Roughly 2000m of coast path wind tunnels broken up. This creates

sheltered areas just off the Path for insects and plants to avoid high winds.

- ✓ Pollinator plans for OYP, Porthgain Village and St Davids Airfield. The plans look at creating a more diverse habitat at each location by creating more nesting opportunities and a more diverse food source for insects.
- ✓ Electric van in use by the Project officer.

### Thinking Long Term: Traditional Boundaries Project

Pembrokeshire has a wide variety of traditional boundary features. Boundaries range from stone and earth banks known as cloddiau to earth banks topped with a hedgerow of woody shrubs. They provide vital habitat and act as connectivity features within the farmed landscape. In many areas they function as a long linear nature area.

The aim of the project is to devise a scheme to support landowners to restore and manage their traditional boundaries. In doing this the pilot will look to discover more about the current condition of our boundaries to establish appropriate grant rates for a scheme through implementation of practical works, establish the contractor base, specifications and test the interest of landowners in the National Park for such a scheme. In 2019/20 the Authority commissioned a Traditional Boundary survey awarded to archaeological contractor called Trysor. This survey was completed in March 2020 and this will now help the Authority to develop the pilot Traditional Boundaries Scheme.

## Work Stream: Planning Policy and Service – SMNR/ Conservation (S6)

### Prevention: Local Development Plan Policy 8

The Authority continues to monitor the impact of its planning decisions to ensure they align with landscape protection policies. The target of 0 approved developments contrary to landscape protection policies (Local Development Plan policy 8) continued to be achieved in 2019/20.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
# of approved developments contrary to landscape protection policies (Local Development Plan policy 8).	0 (Green)	0 (Green)	0 (Green)	0

## Work Stream: Looking after the Park's Ecosystem - Engagement & Volunteering (S6)

### Engagement and Involvement: Supporting people to looking after the Park's ecosystems

The Authority had a 17% increase in conservation volunteer days contributed in 2019/20 compared to 2018/19.

1,149

Volunteer days contributed to conservation related work in the Park in 2019/20, this compares to 975 in 2018/19 and 915 in 2017/18.

162

Social action days contributed to conservation related work in the Park in 2019/20.

112.5

Volunteer days contributed to invasive species work in the Park in 2019/20, this compares to 169 in 2018/19 and 109.89 in 2017/18.

### Engagement and Involvement: Trees in the Landscape

The Authority helped facilitate opportunities for volunteers to contribute to the number of trees in the landscape.

66

volunteer days contributing to tree and hedgerow planting in 2019/20 (S6).

Activities in 2019/20 included:

- ✓ Tree planting on hedge bank at Newgale with Pathways volunteers and Keep Wales Tidy.
- ✓ Hedge planting at Cardeeth Farm with Voluntary Wardens, Friends of the National Park, PCNPA General Volunteers and Pathways Volunteers.
- ✓ Tree planting with Voluntary Wardens South in Carew Community Council Area.
- ✓ Duke of Edinburgh Award tree planting at Alt Pengegin.



### Prevention and building resilience: Stitch in Time Project

Stitch in Time is a project focused on supporting conservation by combatting invasive non-native species within certain catchments in the Park - Gwaun Valley, Clydach, Porthgain and Castlemartin catchments. It has received 3 years of funding from the Welsh Government ENRaW scheme and additional funding through the Pembrokeshire Coast National Park Trust. Invasive Non-Native Species (INNS) are a key driver of biodiversity loss globally and locally. The Stitch in Time project pilots top-down catchment control of three target INNS, Japanese Knotweed, Himalayan balsam and *Rhododendron ponticum*. The project is building on learning from its previous work in the Gwaun valley. Best practice control is coordinated on the ground using volunteers, contractors and staff time. Engagement with landowners and awareness raising is a key driver of the project.

21.50

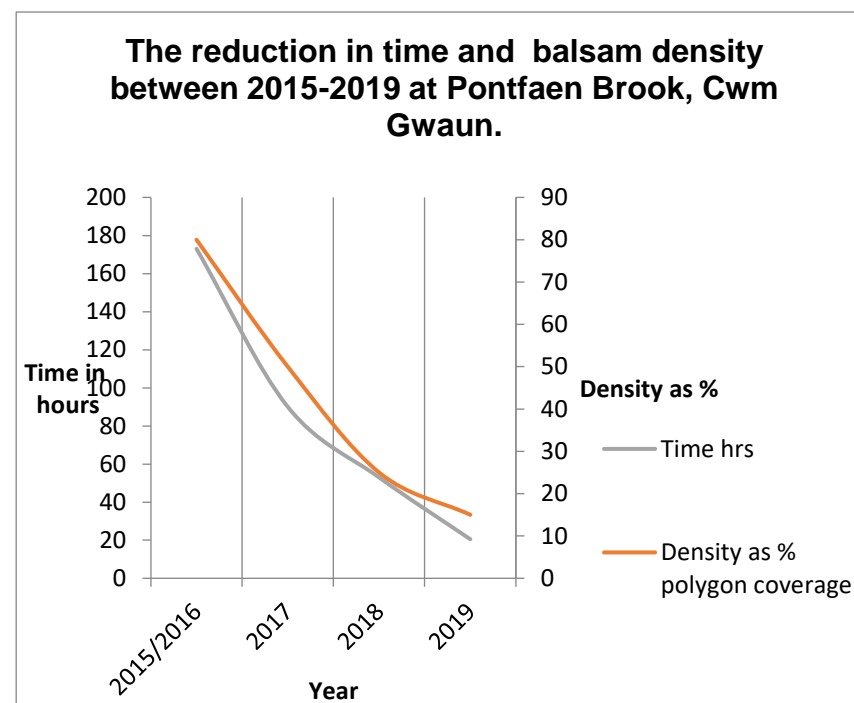
Hectares - Invasive species removed at source/ injected in 2019/20. This compares to 53.44 hectares in 2018/19 and 57.31 hectares in 2017/18.

14

Hectares of Balsam are currently classed as 'Control Underway' across the catchments.

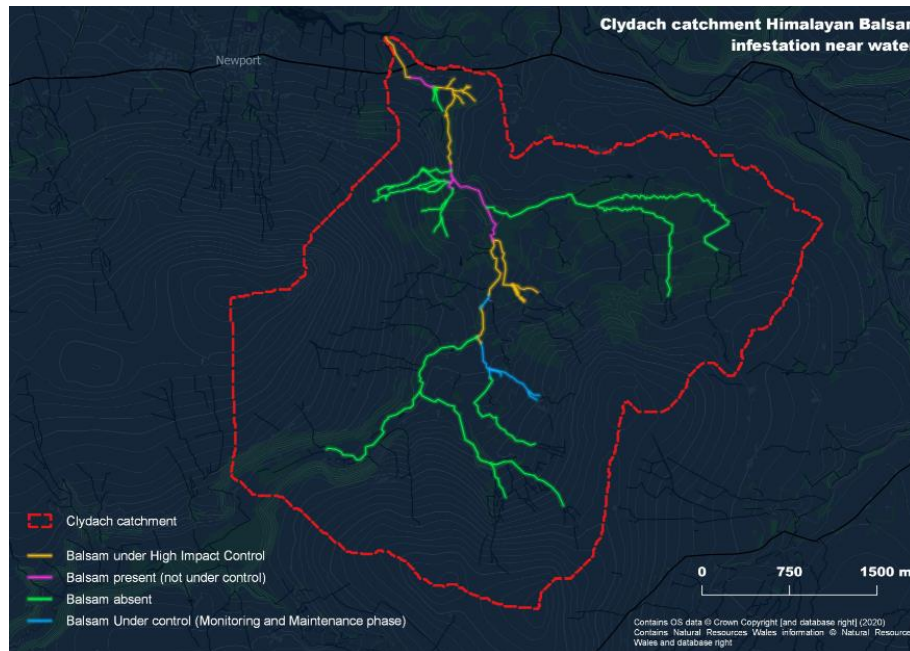
Gwaun and Llanrhian / Porthgain are undergoing monitoring and maintenance for Himalayan balsam control as the catchment infestation is greatly reduced. Graphs were

developed to show a reduction in resources needed in Gwaun sub catchments since 2015. For example the graph below shows the reduction in balsam density between 2015-2019 and the associated reduction in time required monitoring and maintaining the area at Pontfaen Brook.





GIS mapped out put - Clydach catchment Himalayan Balsam infestation near water status map 2019 (Absent - green, In progress - orange, Present - purple and Monitoring and maintenance- blue.)



Japanese knotweed and Rhododendron re treatment continues in the Gwaun catchment. Castlemartin and the Clydach are under high intensity control for the duration of the Welsh Government ENRaW project concentrating on Himalayan balsam infestation and knotweed where permissions exist.

Stitch in Time Project activities and achievements in 2019/20 included:

- ✓ The establishment of a South West Wales INNS Group 11 stakeholders, sharing learning and best practice.
- ✓ 42 small and medium sized enterprises and landowners/ managers have been engaged in discussions about sustainable management of INNS.
- ✓ Monitoring and maintenance plans produced for Porthgain Catchment and Gwaun Valley Catchment.
- ✓ Contractors have been maintaining survey and control within the Gwaun and Porthgain. The Contractor in the Clydach has extended the control area.
- ✓ PCNPA Rangers provided with a draft monitoring and maintenance strategy for Porthgain to help plan their involvement. North Warden team introduced to a north site to maintain control independent of Project Officer.
- ✓ Project Officer has facilitated ecological survey within sites for Otter. Otter results suggest that some sites affected by balsam are used for otter feeding / home range.
- ✓ Successful grant bid to Pembrokeshire Nature Partnership for funding Himalayan balsam access work in north of the Park.
- ✓ Newport Paths Group, Pathway Volunteers Friends of the National Park and Voluntary Wardens have participated in balsam pulling, access and monitoring work across the catchments.

## Work Stream: Planning Service - Protected Trees (S6)

### Prevention and building resilience: Protected Trees

Local planning authorities have specific powers to protect trees by making Tree Preservation Orders (TPOs). A TPO is an order made by the Authority which, in general, makes it an offence to cut down, top, lop, uproot, wilfully damage or wilfully destroy a tree without the planning authority's permission.

2	new tree preservation orders made in 2019/20, this compares to 9 in 2018/19 and 3 in 2017/18.
41	applications for works to protected trees determined in 2019/20, this compares to 50 in 2018/19 and 57 in 2017/18.

## Work Stream: Strategic & Partnerships – Conservation (S6)

### Integration: S6 Signposting Document

The section 6 (s6) duty was introduced under the [Environment \(Wales\) Act 2016](#) to improve biodiversity and the resilience of ecosystems in Wales. The Section 6 duty requires that public authorities must seek to maintain and enhance biodiversity so far as consistent with the proper exercise of their functions, and in so doing, promote the resilience of ecosystems.

The S6 requirement provides a formal opportunity to review existing biodiversity and resilience planning and reporting processes against Welsh Government guidance (2017). This suggests that best practice would be to integrate S6 planning with corporate planning and that the preparation and publication of a separate S6 plan to fulfil the S6 duty, while this may be useful operationally, is not necessary.

In the case of the Authority, it is considered that a separate plan would run counter to the principle of integrated planning and delivery which the Authority already operates. A [signposting document](#) was prepared in order to demonstrate how the Authority considers that the requirements of S6 are met and monitored, and to identify any areas which might be strengthened. This document was presented and approved by the National Park Authority at its October 2019 meeting.

### Thinking Long Term: Land Management Policy and Withdrawal from EU

During 2019/20 the Welsh Government issued the "Sustainable Farming and our Land - Revised proposals for supporting Welsh farmers after Brexit" consultation. A paper on the consultation was presented to Members at the National Park Authority Meeting on the 4th September, with the 3 Welsh National Park Authority's submitting a joint response to the consultation. The Authority's Chief Executive attended Welsh Government Environmental Governance Task and Finish Group Meetings and Brexit round table meetings during the year.

### Collaboration: Pembrokeshire Grazing Network

The Pembrokeshire Grazing Network, is now one of the longest running projects of its type in Wales. The aim is to facilitate grazing for nature conservation by setting up a system whereby sites or stock available and sites or stock required can be matched up wherever possible. The efforts of conservation organisations and the farming community can therefore be co-ordinated and integrated so that stock, sites, equipment and expertise can be shared to mutual benefit.

Network activities and achievements in 2019/20 included:

- ✓ Successful recruitment of replacement grazier for north east Pembrokeshire as main grazier was retiring. There are also replacement graziers for the south and west of the Park.
- ✓ Ongoing regular site and stock checking.
- ✓ Continued attraction of new sites, with our new graziers able to meet demand for animals as well as having further capacity to accept extra sites that will come forward in the future.
- ✓ There is now an experienced pool of stock checkers, who are able to cover any gaps in the regular welfare checks that Pembrokeshire Grazing Network ponies require.

### Collaboration: Pembrokeshire Wildfire Group

The Pembrokeshire Wildfire Group is a partnership of organisations including the Authority, Mid and West Wales Fire and Rescue Service (MWWFRS), Natural Resources Wales, Wildlife Trust South and West Wales and National Trust and which is managed under the auspices of PLANED's Sustainable Agriculture Network. The Group works with farmers, landowners and graziers to provide them with advice and assistance on carrying out controlled burning of vegetation and related matters.

Group activities and achievements in 2019/20 included:

- ✓ Annual Firebreak cutting programme implemented on North and North West Pembrokeshire commons and associated habitats.
- ✓ Successful presence at Pembrokeshire County Show in August 2019 on the MWWFRS stand. The display showed how locally harvested heather and gorse can be used as animal bedding over the winter which can reduce the risk to heathlands by reducing fuel loading.
- ✓ Delivery of heathland bedding that was cut last winter and stockpiled on Castle by the Common to a Fishguard farmer for use under housed cattle for the coming winter. The material stockpiled at Plumstone Mountain has similarly been used by a Spittal farmer. The use of this cut material will hopefully encourage greater awareness and acceptance of the use of heathland bedding thus saving cost and reducing the carbon footprint of importing straw in to Pembrokeshire and enhancing the biodiversity and reducing the fuel loading of donor sites.

### Integration: Pembrokeshire Nature Partnership

The Pembrokeshire Nature Partnership provides a strategic overview and forum for collaboration in implementing EU, UK, Welsh and local priorities for biodiversity action via the Nature Recovery Plan for Pembrokeshire. Funding for the partnership was secured through the Welsh Government's ENRaW grant scheme, helping support the sustainability of this partnership.

PCNPA continued to attend Partnership meetings and to agree the allocation biodiversity small grants via the Partnership. The Partnership has been distributing grant from Welsh Government including 'Local Places for Nature' and 'Greening the Estate.'

### Work Stream: Marine and Foreshore Environment (S6)

#### Prevention: Water Refill Stations

Through Welsh Government funding the Authority has been able to contribute to Wales becoming a refill nation. This is through the installation of water refill stations across the Park, which will make it easier for people to refill their water bottles without needing to purchase single-use bottles. Helping reduce waste and marine pollution in the long term.

7

water refill stations installed in 2019/20.

The water refill stations are at the following locations:

Nolton Haven	Abercastell	Freshwater East
Porthclais	Pwllgwaelod	St Brides
Amroth		

The majority of units were installed in March 2020 and as a result they could not be put into use once installed due to the impact of Covid 19. There is an additional unit to be installed in Broad Haven Car Park as part of the major project for the site.

#### Collaboration: Foreshore Management Data

The Authority is one of the funders and stakeholders involved in the [Wales Activity Mapping \(WAM\)](#) collaborative project developed and managed by Pembrokeshire Coastal Forum. WAM provides detailed information on a range of marine and coastal activity which is displayed in a GIS system. The information is used by multiple agencies as an evidence base for coastal decision making and planning. WAM also contains GIS layers on other marine sectors e.g. consents for all Plans and Projects in the Pembrokeshire Marine Special Area of Conservation. Pembrokeshire Coastal Forum compiled activity data over the duration of 2019, which can now be viewed alongside the historical data, initially collected in 2008. The methodology enables any changes in coastal recreation trends and infrastructure developments to be viewed. This will

aid in the development of a framework for future management in the region.

Alongside sitting on the Wales Activity Mapping Steering Group the Authority's rangers spent a number of sessions recording data for the Wales Activity Mapping recreation shoreline survey. Officers also attended a site visit to the Gann with NRW to discuss NRW's work to improve the condition of the SSSI/SAC due to bait digging.

### **Integration: Strategic Involvement with Management of the Marine Environment**

The Authority continued to be represented on and contribute to funding of the Relevant Authority Groups for Pembrokeshire Marine SAC, Cardigan Bay SAC and Carmarthen Bay and Estuaries European Marine Sites. It also continued to represent Pembrokeshire Coast and Snowdonia National Park Authorities on the Welsh Government Marine Protected Area Management Steering Group (MPAMSG).

Strategic engagement activities included:

- ✓ In May 2019 the Authority provided written and verbal evidence to the Climate Change, Environment and Rural Affairs Committee (CCERA) follow on inquiry into marine protected area management.
- ✓ The Pembrokeshire Marine Relevant Authorities Group made comment on the Welsh Government response to the CCERA follow up enquiry on Marine Protected Areas in order to clarify the conclusion of the MPAMSG

regarding its agreed preferred approach to management of marine protected areas.

- ✓ In January comments were provided on the latest tranche of Marine Protected Area action plan applications.

### **Collaboration: Light Pollution and Manx Shearwaters**

Skomer and Skokholm Islands have the largest known breeding concentration of Manx shearwaters in the world. There has been increasing concern locally from the Wildlife Trust South and West Wales, the RSPB and bird researchers on the islands about the impact of light pollution on young Manx shearwaters as they leave the islands in August and September, making their first flight. This is an issue that particularly involves brightly lit tankers at anchor in St Bride's Bay, and the terminals and refineries around the Haven. Birds are affected by the bright lights, causing them to ground. When grounded, even if they are uninjured, shearwaters struggle to take off.

While the Manx shearwater population is currently favourable, it was felt that raising awareness of the potential impacts of light pollution on the species would be beneficial. In response an infographic and accompanying fact sheet about Manx shearwaters and light pollution in Pembrokeshire was produced. The project was prompted by the Wildlife Trust of South and West Wales, managed by the Pembrokeshire Marine SAC Officer and funded by PCNPA. It has been done through liaison with island wardens and bird researchers.



The documents are available in English, Welsh and Filipino. The infographic has been targeted at tankers but is relevant to, and has been shared with, terminals. The infographic has been shared with shipping agents and members of the Milford Haven Waterway Environmental Surveillance Group

### Engagement and Involvement: Beach Cleans

The Authority continued to carry out beach, foreshore and river cleaning activities with volunteers and social action participants in 2019/20. There was a decrease in the number of days compared to 2018/19, reflecting the positive impact Visit Wales Year of the Sea related events around beach cleaning had on figures in 2018/19.

249

volunteer and social action days for beach cleaning activities in 2019/20, a decrease from 542 days in 2018/19.

Examples of some of the beach, foreshore and river cleaning activities the Authority facilitated in 2019/20 include:

- ✓ Pathway Volunteers beach clean at Bull Slaughter Bay.
- ✓ Beach clean at Musselwick with PCNPA general volunteers.
- ✓ Litter pick with Haverfordwest High VC School Pupils at Newgale.
- ✓ Beach clean with general public volunteers at Freshwater East.
- ✓ Beach clean on Rhoscrowther with Friends of the National Park and members from Angle village.
- ✓ Litter pick at Porthmelgan beach with Voluntary Wardens North West.

### Engagement and Involvement: Big River Clean

A project aiming to clear litter from the Cleddau Estuary in 2019/20 resulted in over 250 bags of litter being removed by volunteers and organisations working with the Authority.

Inspired by the award-winning SWEPT project and organised by National Park Authority Ranger, the Big River Clean focussed on eight sites along the Cleddau catchment, with volunteers donating time to help the cause.

Through a series of surveys and meetings with local community council members and landowners, the Authority's Ranger was able to identify key locations along the foreshore where litter collects due to the tide and wind conditions. Volunteers helped collect the litter before it was separated for recycling.

The litter collected and recycled included 2,807 plastic bottles, 1,271 cans and 461 glass bottles, as well as a whole range of other larger items including gas canisters and carpet.

The National Park Authority staff and volunteers were joined by individuals and organisations including Keep Wales Tidy, National Trust, Wildlife Trust of South and West Wales, Milford Haven Port Authority, Friends of Pembrokeshire Coast National Park and the Department of Work and Pensions.



**Well-being Objective Health and Well-being: To enable and encourage more people to improve their well-being by making greater use of the National Park regardless of their circumstances. (ER)**

**Work streams that supported delivery of this objective in 2019/20:**

Strategic and Partnerships: Health and Well-being	Supported Walking Opportunities	Health and Well-being: Initiatives & Projects
Promotion of Health Benefits of the Park	Engagement Action Plan: Volunteering	Outdoor Schools and Play
Planning: Affordable Housing		

**Journey Checker Summary – Our Progress against this Objective**

Building on its expertise through Walkability, the Authority along with regional partners has began delivery of a West Wales Walking for Well-being project to develop a model for an integrated approach to supported walking with health providers through working with GP practices. This will help more people access and benefit from walking in the Park and elsewhere to improve their health. The collaborative approach of the Authority is highlighted by its involvement with the work Public Health Wales has been carrying out on Green Solutions for health and West Wales Nature Based Health Network. We continue to provide opportunities to remove barriers to volunteering opportunities through the Pathways project, particularly for those where accessing volunteering opportunities can provide positive benefits for their mental and physical health while also providing them with the opportunity to look after and experience the National Park. Our outdoor education offer enables more young people to benefit from engagement and learning opportunities in the outdoors, with the offer enhanced through the Pembrokeshire Outdoor Schools and Roots project.

43 new affordable houses were approved by the Authority in 2019/20, challenges relating to delivery of affordable housing are being addressed through the LDP 2.

**Our work across these work streams contribute to the following national well-being indicators.**

3. Percentage of adults who have fewer than two healthy lifestyle behaviours	5. Percentage of children who have fewer than two healthy lifestyle behaviours
19. Percentage of people living in households in material deprivation	28. Percentage of people who volunteer
29. Mean mental well-being score for people	30. Percentage of people who are lonely

**The next section outlines our performance in 2019/20 against the work streams contributing to our Well-being objective Health and Well-being.**

### **Work Stream: Strategic and Partnerships – Health and Well-being (ER)**

#### **Collaboration and Integration: Social and Green Solutions for Health**

The Authority continues to recognise the importance of working with partners to demonstrate the positive impact access to the opportunities within National Parks can have on people's health and well-being. The Authority is involved in Public Health Wales development of a strategic framework and approach for social and Green Solutions for health. The Authority's Health and Well-being Officer sat on the working group involved in planning a conference held in Lampeter in January 2020 on Social and Green Solutions for Health. The Authority also provided some funding towards this event. This work sat alongside continued engagement with the West Wales Nature Based Health Network.

### **Work Stream: Supported Walking Opportunities (ER / S6)**

#### **Prevention and Building Resilience: Walking for Well-being**

Following a successful regional bid with partners funding of £400k was secured from the Welsh Government's Healthy

and Active fund for a three year regional West Wales Walking for Well-being project. The project is covering Pembrokeshire, Carmarthenshire and Ceredigion. The project focuses on developing health and well-being walks starting at and linked to GP hubs promoting supported walking opportunities as a form of social prescribing. In Pembrokeshire, where the Authority is the lead the aim is to develop 9 hubs over the 3 years. Activities for the first half of 2019/20 focused on planning for the project, with the first partnership meeting held in July and the project then starting in October.

Project activities and achievements in 2019/20 included:

- ✓ County Coordinators, for Ceredigion, Carmarthenshire and Pembrokeshire in place. All Co-ordinators took part in health walk leader training at the end of January.
- ✓ Development of training and monitoring and evaluation elements of the project.
- ✓ The project has commissioned health walk leader training from Paths for All, the Scottish agency with oversight for health walks in Scotland. The 'training the trainer' element of this will enable the project to train a team of volunteers to deliver walking activity.
- ✓ In South Pembrokeshire initial project settings included Saundersfoot Surgery and Flying Start. The walking group in Saundersfoot started with two available wellbeing walks (30 minutes and 1 hour plus) for local people. The officer has recruited local volunteers to support these walking groups. Time has been allocated to working more closely with the GP practice in Saundersfoot so that some form of referral can take place in relation to the groups. The project is working with Flying Start to provide healthy

walking programmes for participants. Flying Start provide a range of services to support children aged 0 - 3 years 11 months and their families.

✓ Engagement with representatives from the St. Davids/Solva practice and Solva Care have prepared the way for a Solva Walking for Wellbeing group.

All walking activity was suspended in mid-March due to COVID 19 restrictions.

49

Pembrokeshire participants in West Wales Walking for Well-being Sessions.

### Prevention and Building Resilience: Walkability

Walkability Groups continued to operate in Fishguard, Haverfordwest (2 groups) and Pembroke Dock in 2019/20. In addition, the Walkability Officer provided support to a Mind walking group meeting once every month and also sessions for the Flying Start Centre.

The Authority did see a fall in Walkability numbers compared to 2018/19 and below its target. However this reflects that the training period for the new Walkability officer saw a period of limited walking activity, although some groups continued regular walking programme through volunteer and partner led session. A number of sessions were decreased from weekly to fortnightly sessions during the year to allow officer time for the development of the Walking for Well-being project and pilot work relating to this.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
# participants in Walkability Scheme	1,771	1,730 (Amber)	1,116 (Amber)	2,000

Future targets will reflect changes to how the project is now being delivered.

### Prevention and Building Resilience: Walk Leader Training

Alongside providing supported walking opportunities the Authority has continued to support people to become walk leaders through training sessions.

Performance Measure	2018/19	2019/20	2019/20 Target
# group leaders trained through walk leader training session	18 (Green)	32 (Green)	14

Volunteer Activity Walk leaders have continued to support the delivery of walkability sessions and engaging volunteer walk leaders is a key part of the Walking for Well-being Project.

24.5

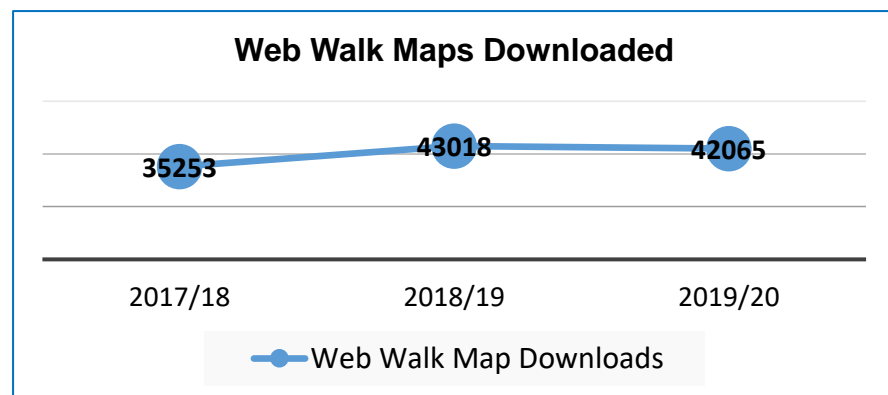
Volunteer days contributed by Walkability Volunteer activity walk leaders.

## Work Stream: Promotion of Health Benefits of the Park (S6)

### Trends relating to Web Walk Downloads and Coast Path Counters

The Authority continues to promote walking opportunities in the Park through its Walking directory and downloadable web walk maps on its website.

The Authority saw a 2.2% decrease on web walk maps downloaded from its website compared to 2018/19. Downloads for March 2020 were down 38.2% compared to downloads in March 2019 - potentially reflecting the impact of COVID 19 response on coast path closures, social distancing and restrictions on going outside.



The most popular web walks downloaded in 2019/20 were:

- ✓ Stackpole Head (Half Day Walk) - 819.
- ✓ Bosherton - St Govan (Half Day Walk) - 723.
- ✓ Angle (Half Day Walk) - 631.

Although the external contractor was able to provide complete Coast Path counter figures for 2019/20 they were only able to provide partial data for Inland Rights of Way counters. This is due to issues relating to COVID 19. The contractor will be undertaking data collection for inland paths in September, with results expected early October.

174,106

From 7 coast path counters in 2019/20, this is an increase on 149,176 in 2018/19 and 154,907 in 2017/18. This is despite coast path closures that happened in March 2020.

A similar trend in terms of an increase is seen if data up to quarter 3 is compared between the years for the four inland rights of way counters with 20,213 in 2019/20 compared to 17,080 in 2018/19 and 16,172 in 2017/18.

### Engagement and Involvement: Helping people discover the Park through walking events

Through walks led by our rangers, centre staff and volunteers people are able to discover more of the Park and also explore areas of the Park they might not normally have the chance to. In particular the Authority led Castlemartin Range walks remained popular in 2019/20.

2,824	participants in walks led by rangers, centre staff and volunteers in 2019/20, this compares to 2,732 in 2018/19 and 2,853 in 2017/18
336	Participants in Castlemartin on Foot Range Walks in 2019/20.

### Collaboration: Walking Festival

During May's Wales Tourism Week a walking festival organised and promoted by the Wales Coast Path Marketing Project and Ramblers Cymru was held in Saundersfoot. The festival promoted the variety of walking routes on offer around the Pembrokeshire coast and gave walkers the chance to experience breath taking views from coast to countryside.

## Work Stream: Health and Well-being – Initiatives and Projects (ER)

### Engagement and Involvement: Volunteering and Social Action

Volunteering provides a positive activity that can benefit people's physical and mental well-being. The Authority has been improving its volunteer offer in 2019/20 through taking a more co-ordinated approach and creating new sorts of volunteering opportunities. It saw a 17.9% increase in volunteer days in 2019/20 compared to 2018/19.

2,591.6	Volunteer days contributed by volunteers in 2019/20. This compares to 2,197.5 in
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	2018/19 and 2,155.89 in 2017/18.
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Volunteering activities carried out included:

- ✓ Pathway Volunteers hedge laying at Carew and creating pollinator banks at Penberry, landscaping Poachers Path at Llyngwair Manor and raking off hay meadow at Bay Dale Church, Nevern.
- ✓ Voluntary Wardens South West removing fly tipping/ litter at Watwick and West Dale.
- ✓ Fence realignment for coast path at Aberfelin with Voluntary Wardens North West and Friends of the National Park.
- ✓ 23.5 Voluntary days contributed by Voluntary North Warden for surveying web walk routes.
- ✓ 21.5 days contributed by Carew event support volunteers.

Many of the Authority's volunteering and social action activities involve practical or physical activity elements.

3,195	participants in volunteering and social action sessions involving physical activity in 2019/20. (Baseline data)
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### Engagement and Involvement: Pathways Project

The Pathways supported volunteering project was two years into a three and half year period of funding provided by Welsh Government in 2019/20. The project targets those who are new to volunteering and who may encounter barriers to engaging in regular activity outdoors – particularly younger and older people and those experiencing mental health



issues. Individuals may volunteer themselves, be referred to the project or join from participating groups. Volunteers are supported by 'volunteer activity leaders', working in a supportive role alongside others to help them complete tasks. Practical tasks have taken place both at venues in the National Park and sites closer to urban areas, being sourced from Warden Teams as well as partner organisations. Work is generally led by the Pathways project officer, sometimes alongside Rangers or partner organisation staff.

In supporting organisations to make more use of the National Park as a location, the Pathways team have worked with 12 local groups and their staff, volunteers and clients. The project has worked with Clynfyw Care Farm, Cyfle Cymru, Elliotshill Care Ltd, Mind and the V.C. Gallery amongst others. More regular and diverse activities led by staff and volunteers in the outdoors have been reported by participating groups.

Project activities and achievements in 2019/20 included:

- ✓ A long series of steps on the Pembrokeshire Coast National Trail were completely restored by volunteers working with the Pathways project. The 89 steps, which are located near Amroth, are the first (or last) walkers come across as they start (or finish) the Coast Path. The steps were at risk of becoming unsafe, so each one was reset, trip hazards were removed and fencing was added to one section. The task took ten days spaced out over two months, with eight to ten volunteers involved each day. The Pathways volunteer team had great help and support from the National Park Authority's South Warden Team.

- ✓ First South Pembrokeshire Pathways group sessions delivered in January with 10 attendees picked up at locations including Tenby, Kilgetty and Pembroke Dock. Work was undertaken at Orierton Field Studies Centre, woodland management and creating a Forest School area.

An interim project report was completed in September. A budget re-profile has allowed the project delivery period to be extended until March 2021. Ongoing work is being carried out to develop a project brief for a successor project to Pathways. This included a meeting with the Chief Executive Officer of Mind Pembrokeshire to establish the opportunity for partnership in developing a new project.

## Work Stream: Engagement Action Plan – Volunteering (ER)

### Engagement and Involvement: Volunteer engagement

Engagement with service users; in particular with our volunteers is identified as one of the priority areas within the Authority's Engagement Action Plan. Activities and achievements in 2019/20 included:

- ✓ Early in 2019/20 the Volunteer Officer distributed volunteer handbooks and met most volunteer groups to explain the purpose of a proposed Volunteer Forum. In September the first Volunteer Forum was held, and Terms of Reference agreed. The Forum has attracted a range of volunteers from Volunteer Activity Leaders, Pathways volunteers and Voluntary Warden participants. The



Volunteer Co-ordinator presented at National Park Committee in February to formally request NPA member representation. Cllr Mike James was nominated and accepted the role. Due to Covid 19 meetings of the Forum have moved to virtual meeting platform.

- ✓ A number of celebration events were arranged for volunteers throughout 2019/20, to provide an opportunity for different volunteers and volunteer groups to get together and socialise. Volunteer are also kept up to date through a volunteer newsletter.
- ✓ Volunteers also attended the volunteering fair organised by PAVS to provide information about Authority volunteering opportunities to others.
- ✓ The Volunteer Action plan has been updated and a presentation provided to volunteer line managers about the plan and to let them know about the forum, its purpose and to encourage volunteer participation.

## Work Stream: Outdoor Schools and Play (ER / S6)

### Prevention and Building Resilience: Outdoor learning opportunities

The Authority's education offer is rooted in providing outdoor learning opportunities for pupils and students. It provides them with positive learning opportunities and supports their physical and mental well-being through engaging them with the Park's natural and cultural environment.

8,682

participants in outdoor related learning sessions in 2019/20. This is a decrease on

69.23%

9,447 in 2018/19 and 9,795 in 2017/18. schools in National Park engaged with Authority outdoor related learning sessions in 2019/20. This is an increase on 60% in 2018/19.

69.35%

schools in Pembrokeshire engaged with Authority outdoor related learning sessions in 2019/20. This is an increase on 59.38% in 2018/19.

799

Pupils took part in guided walk related education sessions, including Preseli Hill walks and Seal walks.

The Rangers team continued to work with pupils and schools to create enhanced outdoor learning spaces in 2019/20.

Examples include:

- ✓ Creating Bug hotels with pupils from Ysgol Caer Elen's eco council, St Oswald's primary school and Ysgol Casmael/ Puncteston including members of their Eco club.
- ✓ Assisting with outdoor classroom and wildlife garden creation at Ysgol Llanychllwydog and practical session to develop school grounds with Manorbier Church in Wales VC School.
- ✓ Bird box making and creating wildflower border with pupils at Ysgol y Frenni
- ✓ Tree planting at Stepside School.

No outdoor training sessions for teachers were delivered in 2019/20. This reflects that the Authority has not been able to deliver teacher training sessions outside of the Pembrokeshire Outdoor Schools Project this year.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
# outdoor learning training sessions for teachers	10	3 (Red)	0 (Red)	10
# teachers trained in outdoor learning	126	23 (Red)	0 (Red)	50

**Next steps for improvement:** A new co-ordinator for Pembrokeshire Outdoor Schools was recruited in October. As part of the 2 year projects a programme of collaborative workshops (Professional Learning Communities PLC's) with teachers and bespoke (INSET) training for teachers will be delivered. The Authority has also begun engaging with school teachers; for example Haverfordwest High to develop thematic sessions tied to the new curriculum and to develop tailored sessions related to specific projects such as the Roots/ Gwreiddiau project. This collaborative approach to the development of sessions and their evaluation will continue as the Authority works to realign its education offer with the new curriculum.

### Collaboration and Integration: Pembrokeshire Outdoor Schools

The two year Pembrokeshire Outdoors Schools project aims to support local schools in integrating new opportunities for outdoor learning with the requirements of the new National Curriculum for Wales. Activities will include a programme of collaborative workshops (Professional Learning Communities) with teachers and outdoor learning practitioners, sessions for pupils showcasing new approaches to learning outdoors, provide bespoke training for teachers at settings in and around the National Park and the development of a range of supporting material and resources for teachers.

Project activities and achievements in 2019/20 include:

- ✓ Planning and delivery of events at the first Children's Play Conference in Pembrokeshire 'The Great Outdoors – playgrounds, physical literacy and increasing resilience'.
- ✓ Delivered activities with student representatives from schools across the County designing and creating sustainable, naturally resourced play areas and playgrounds for their schools.
- ✓ Working with Pembrokeshire Coast National Park Education Ranger delivering river field trip 'from source to sea' and woodland field trip to Colby Woodland Garden.
- ✓ Plans are being adapted to create curriculum-linked resources.
- ✓ Creating and sharing online material daily during COVID 19 lockdown about using the outdoors and nature for

learning. This has been opened up to teachers, schools and parents.

### Collaboration and Integration: Roots

Pembrokeshire Coast National Park Trust secured funding for a Gwreiddiau Roots project aimed at exploring natural produce in rural communities. The Project is being delivered by the Authority's Education Officer and aims to work with five Pembrokeshire junior schools exploring natural produce and food chains within the context of Pembrokeshire's agricultural, coastal and rural communities. Core to the project is ensuring its design and delivery aligns with the New Welsh School Curriculum.

Project activities and achievements in 2019/20 include:

- ✓ Project launched at Coastlands St Ishmaels with a series of farm trips and cooking workshops.
- ✓ Established contact and developed a plan with all five schools. Activities ranging from school grounds improvement to class topics to school curriculum theme building.
- ✓ Helped all schools sign up to "Grow your own potatoes" – a national scheme that distributes growing kits and resources. Planted potatoes with Johnston and St Francis, liaised with other schools who planted potatoes themselves.
- ✓ Planted spring wheat, having prepared ground at St Francis. This was achieved just in time before schools closed and hopefully will provide an engaging learning resource as and when schools open. We plan to take the

wheat to Carew Tidal Mill to learn how to process it into flour.

- ✓ Covid 19 - a shift in focus from growing in this season to working with schools in the autumn term.

### Engagement: Nature Tots – Early Years Engagement

The Authority held 3 Nature Tots events at Angle, Carew Castle and Poppit Sands with 21 attendees. These sessions aimed at under 5s provided opportunities for parents and guardians to enjoy mini adventures and discovery in nature with their little ones.

### Work Stream: Affordable Housing (ER)

Good quality, affordable homes form the cornerstone of the well-being of individuals, families and communities. Housing is one of the priority areas for the Future Generations Commissioner and Welsh Government in its Prosperity for All: the national strategy. Central to this is the provision of affordable homes.

40.19%

of housing units approved by the Authority that are affordable in 2019/20. This compares to 45.02% in 2018/19 and 14.75% in 2017/18.

43

Affordable housing units were approved by the Authority in 2019/20. This compares to 95 in 2018/19 and 9 in 2017/18. Benchmarking 2019/20: Snowdonia NPA – 2 affordable housing units approved.

£106,000 was agreed towards the provision of affordable housing in the locality through section 106 agreement contributions in 2019/20. With an additional 1 agreement at £250 per Sqm.

**Next steps for improvement:** Challenges relating to the delivery of affordable housing within the Park have been considered in the development of the revised Local Development Plan and progress following adoption of the plan will be monitored annually through Annual Local Development Plan Monitoring Report.

## Well-being Objective Equality: To continue to ensure equality is embedded within the work and culture of the NPA. (ER)

### Work streams that supported delivery of this objective in 2019/20

Strategic – Equality	Landscapes for All – Social Inclusion	Landscapes for All – Inclusive Experiences
Engagement Action plan – Young People		

### Journey Checker Summary – Our Progress against this Objective

During 2019/20 the Authority reviewed its Equality Plan and Objectives, developing longer terms aims alongside the objectives which set out a clear aspiration of what the Authority wishes to achieve. Going forward the challenge will be ensuring we implement and monitor the impacts of the actions within the plan to ensure we deliver change. Increasing workforce diversity remains a challenge that actions within the Equality Plan are looking to tackle.

The Authority is continuing to break down barriers to accessing and benefiting from the National Park through a range of social inclusion engagement activities delivered by teams across the Authority, its work with pupils with additional learning and support needs and initiatives such as its quiet hour at Castell Henllys and beach wheelchair scheme. The Experiences for All project initiated in 2019/20 will provide a set of recommendations based on lived experiences which will help develop future priorities and projects for the Authority, supporting the Park to be a Landscape for all. The Authority hosted a residential for young people to inform the establishment of a Youth Committee. From this residential a Youth Committee has been established which will enable Young People to influence the future work of the Authority.

### Our work across these work streams contribute to the following national well-being indicator

27. Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect	
23. Percentage who feel able to influence decisions affecting their local area	25. Percentage of people feeling safe at home, walking in the local area, and when travelling
17. Gender pay difference	28. Percentage of people who volunteer
29. Mean mental well-being score for people	30. Percentage of people who are lonely

The next section outlines our performance in 2019/20 against the work streams contributing to our Well-being Objective Equality.

## Work Stream: Strategic – Equality (ER)

### Long Term: New Equality Plan and Objectives

In February 2020 the Authority agreed its new equality plan 2020-2024 and equality objectives as required under the Welsh Specific Equality Duties. The draft version of the plan alongside an Evidence and Engagement Feedback document (the EQIA for the draft plan) were presented to Members at the December NPA for comments.

The Authority's objectives were reviewed and objectives fall under four areas with four longer term aims:

<b>The Park - A Landscape for Everyone</b>	Create a Park that is a Landscape for Everyone
<b>Our Services – Accessible and Inclusive</b>	Our services are accessible and inclusive by default and our projects are contributing to addressing inequality.
<b>Our Workforce – Diverse, Supportive and Inclusive</b>	Our workforce is diverse, we are an employee of choice and staff feel supported within an inclusive and fair work environment
<b>Governance and Engagement – Increased</b>	A diverse range of people are able to influence the work of the Authority and decisions that affect

## Participation

the Park area

During drafting it was identified where our equality objectives and plan can have greatest impact through considering the evidence, feedback from engagement, considering best practice and strategic links:

- ✓ Equality and Human Rights Commission's Is Wales Fairer? The state of equality and human rights 2018.
- ✓ Evidence and impacts identified in the Equality Impact Assessment of the Authority's revised National Park Management Plan and Opportunities and Challenges consultation with groups as part of initial review work for the revised National Park Management Plan.
- ✓ Wider research and data relevant to Park area and the work of the Authority.
- ✓ Performance against our previous equality objectives.
- ✓ Analysis of Authority recruitment, workforce and pay data.
- ✓ Regional consultation with other public bodies including public survey and Pembrokeshire stakeholder focus groups (delivered in partnership with PCC). Stakeholder focus groups included: Pembrokeshire 50+ Forum, Young voices for Choices (Pembrokeshire) - Young people with additional learning needs, Young People's Rights Forum – Pembrokeshire, Pembrokeshire Youth Assembly, Pembrokeshire Access Group, VC Gallery - Disability (Mental Health), PCNPA Youth Rangers and MIND.
- ✓ Staff engagement survey



## Long Term: Equality Impact Assessments

Equality Impact Assessments on the revised National Park Management Plan, draft equality plan and draft corporate plan 2020/21 were completed in 2019/20.

3

Equality Impact Assessments were completed in 2019/20, this compares to 2 in 2018/19 and 2 in 2017/18. No Equality Impact Assessment screenings were completed.

## Long Term: Data available for analysis

The Authority continued to gather equality monitoring information to help analyse workforce diversity and identify areas for improvement. Past data was used to inform actions developed as part of the Authority's new Equality Plan 2020-24.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% workforce equality monitoring information completed on Pobl y Parc	76.0% (Green)	78.4% (Green)	81.6% (Green)	70

**Please see Appendix 1 for a break-down of the Authority's workforce and recruitment diversity data.**

## Work Stream: Landscapes for All – Social Inclusion (ER)

### Collaborative Working: Increasing Access

The Authority continued to provide opportunities that help more people access and benefit from the National Park through its social inclusion activities in 2019/20.

3,235

People were engaged through the Authority's social inclusion activities in 2019/20. This compares to 4,755 in 2018/19 and 2,356 in 2017/18.

Examples of activities from 2019/20 carried out in collaboration with different support and community groups include:

- ✓ Coastpath Walk Broadhaven to Nolton and Art Workshops with participants from VC gallery (Pathways.)
- ✓ Coastpath walk at Broad Haven with Visually Impaired Group (Rangers.)
- ✓ Community engagement event with ATEB Housing Association – involving bushcraft and litterpick (Discovery.)
- ✓ John Muir Award Activities with participants from MIND, Value Independence and PCC Futureworks (Pathways.)
- ✓ Seal watch with participants from Shalom House group at Strumble Head (Rangers.)
- ✓ Repairing steps and clearing vegetation on footpath Henllys to Porthgain with participants from St Davids Care in the Community (Rangers.)

The Authority continued to engage with young people in 2019/20 through its Youth Rangers scheme and creation of new Youth Committee, work with Point Youth Club, Coleg Plas Dwbl, Duke of Edinburgh provision and work with pupils with additional learning or support needs.

897	participants engaged with through social inclusion work with young people in 2019/20, this compares to 1,261 in 2018/19 and 438 in 2017/18.
11	Active Youth Rangers (Average for all quarters.)

Examples of activities from 2019/20 include:

- ✓ Crab catching and Carn Ingli walk with Y Porth group (Rangers.)
- ✓ Map work and team building in Pentre Ifan woods with Ysgol Caer Elen Nurture Group (Ranger.)
- ✓ Laying stone on wet path Portheiddi to Llanrhian with pupils from Portfield School (Rangers.)
- ✓ Archaeology display at Llawhaden Village Hall for Young farmers Christmas Fair (Community Archaeology.)
- ✓ Coleg Plas Dwbl students created and painted designs on the new meeting house at Castell Henllys.
- ✓ Mini bug hotels with Plant Dewi at Pembroke Dock Community School.

## Involvement and Engagement: Point Youth Centre Coast Path Challenge

Young people from the Fishguard area through the POINT Youth Centre took part in a 22 mile Pembrokeshire Coast Path walking challenge set by the Pembrokeshire Coast National Park North Ranger. 17 young people took part in the *Get the POINT Across* challenge, some of them giving up three days of their summer holidays. The challenged help them raise money for POINT and *Get the Boys a Lift*, a not for profit based community interest company (CIC) working to better improve mental health within the community. It also gave them the opportunity to discover parts of the National park for the first time.

POINT was set up to provide young people from the Fishguard area aged 11-25 with opportunities to gain the self-esteem, skills and self-confidence to cope with the personal problems during the transition from childhood to adulthood.

Other activities carried out with Members of the Point Youth Club in 2019/20 included wildlife gardening activities, a session on plastics, apple juicing event and Llanwnda night walk.

## Work Stream: Landscapes for All – Inclusive Experiences (ER)

### Involvement: Experiences for All Research

During 2019/20 a tender went out and a contractor appointed for specialist consultation work and to write a report on their

findings for the “Experiences for All Project”, a piece of work funded with the support of Welsh Government additional funding. This project sets out to identify opportunities to enhance access to the National Park for a range of groups and communities who are generally under-represented in their use and enjoyment of the National Park. This project will:

- ✓ Gather evidence (both through desktop research and via consultative forums) to better understand the multitude of barriers that might prevent access to the National Park for certain groups/individuals.
- ✓ Establish benchmarking data on the use of the National Park (and PCNPA’s services) by under-represented groups and to make recommendations for improved engagement mechanisms in relation to PCNPA’s work.
- ✓ Compile an action plan that sets clear targets for greater use of the National Park by under-represented groups/individuals through a network of interested parties coming together to overcome identified barriers.

### Involvement: Quiet Hour at Castell Henllys

Castell Henllys introduced a quiet hour between 10am-11am on Sundays in 2019/20 to encourage more autistic visitors to experience the Iron Age. During these times there was no noisy activities and sound from digital interpretation videos and interactive panels are turned down low. There is a site guide available to run gentle and quiet activities should visitors wish to participate. Although the site can be peaceful at times, some of its activities and events can be noisy as they

involve people learning how to be Celtic warriors. It’s hoped this quiet hour will encourage people who would not otherwise have visited the site to come along and discover more about how our ancestors would have lived 2,000 years ago. An increasing number of retailers have introduced quiet hours in recent years, including supermarkets and toy shops.

### Collaboration: Beach Wheelchair Service

The Authority’s beach wheelchairs are specially designed and manufactured to be used on sandy beaches, helping remove barriers to people experiencing the Park’s beaches. During 2019/20 they were available for hire at a number of outlets in the National Park and the Authority increased the fleet by four, with 3 new sites Coppet Hall, Tenby North Beach and Tenby Castle Beach and an additional Beach Wheelchair at Whitesands. Please note some are seasonally hosted while others are available over the winter and shoulder seasons.

12

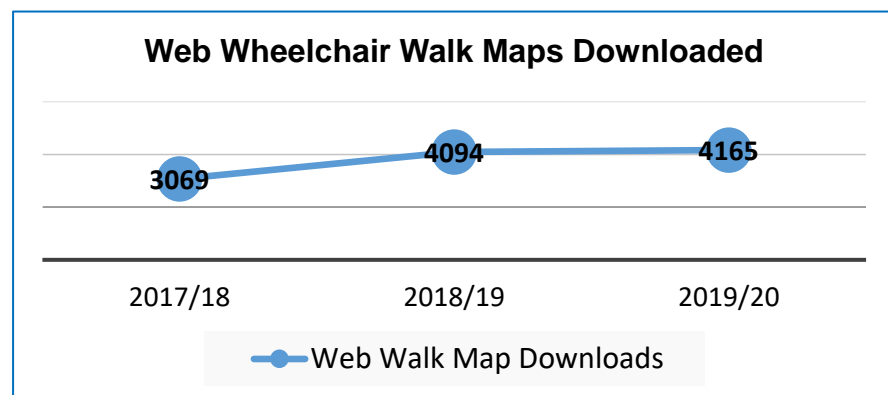
Beach Wheelchairs available in 2019/20, compared to 8 in 2018/19.

Beach Wheelchair locations in the Park in 2019/20:

Poppit Sands (x1)	Broad Haven (x1)	Whitesands (x3)
Newport Sands (x1)	West Angle (x1)	Freshwater East (x1)
Saundersfoot Harbour (x1),	Saundersfoot Coppet Hall (x1)	Tenby North Beach (x1)
Tenby Castle Beach (x1)		

### Wheelchair walks downloads trends

Alongside its walks for all information on the Authority's website it has a range of wheelchair walk maps available to download. In 2019/20 the Authority saw a slight 1.7% increase in the number of these maps that were downloaded compared to 2018/19.



The most popular web Wheelchair walks downloaded in 2019/20 were:

- ✓ Abereiddi Blue Lagoon - 547.
- ✓ Stackrocks to St Govan's - 347.
- ✓ Fishguard Fort - 260.

### Involvement: Raising Awareness at Oriel y Parc

In 2019/20 Oriel y Parc hosted two events aimed at raising awareness about experiences of marginalised people:

- ✓ Oriel y Parc hosted a fundraiser talk for Shalom House called 'Airbrushed from Art,' facilitated by a retired GP it explored art that may have been airbrushed from history. The event was attended by 13 people.
- ✓ Oriel y Parc's courtyard hosted the cARTrefu Cube freestanding transparent exhibition space, featuring a residency by Pembrokeshire artist Lizzy Stonhold. One aim of the project has been to use exhibitions to raise public awareness of creative life in care homes, through the art work that has been created with and inspired by the people living in, working in and visiting care homes.

### Work Stream: Engagement Action plan – Young People (ER)

#### Involvement: Residential for Young People

Engagement with young people is identified as one of the priority areas within the Authority's Engagement Action Plan, and the initiative to establish a 'Youth Committee' started to take shape in March 2019/20. A residential weekend at the Pentre Ifan Urdd Centre was attended by 10 young people (13-25 years, 4 Youth Rangers, 4 Youth Assembly Members and 2 other young people) and was delivered in partnership with PCC Children and Young People's Rights Office.

Activities during the weekend included:

- ✓ Team building and icebreaker activities.
- ✓ Workshops were held to give participants some background on National Parks, the UNHCR Rights of the Child, and participation and engagement.



- ✓ A darkness hike around Pentre Ifan woods.
- ✓ Workshop was held introducing the National Park's Youth Manifesto and identifying some questions that the young people wanted to ask Chief Executive and Vice-Chair of PCNPA.
- ✓ A Discovery walk around Ty Canol, St Brynach's Cave and Pentre Ifan cromlech helped the young people to reflect on the special qualities of the National Park and understand the role of the Authority in providing services to achieve our purposes.
- ✓ The Youth Committee welcomed Chief Executive and Vice Chair of the Authority, Cllr Di Clements and held an informal and positive discussion including the potential role and work of the Youth Committee, the resources and support available from the Authority and how the Youth Committee could integrate with the Authority.
- ✓ The Chair of PCNPA, Cllr Paul Harries took part in a workshop with the young people examining the Youth Manifesto and identifying many further issues / providing details on ones already established.
- ✓ Youth Committee undertook a 'Mystery Shopper' exercise at Castell Henllys which they enjoyed and generated feedback which will hopefully be of use to the Castell Henllys / Marketing and Communications Teams in the future.

After the residential, meetings of the Youth Committee have moved online following the Covid 19 lockdown.



Participants at Residential for Youth Committee development

## Well-being Objective Communities: To encourage communities to become more engaged with the National Park.

### Work streams that supported delivery of this objective in 2019/20:

Strategic – National Park Management Plan	Special Qualities Projects	Engagement Action Plan - Methods
Community Engagement and Projects	Sustainable Development Fund	Planning Service – Enforcement and Community Engagement

### Journey Checker Summary – Our Progress against this Objective

The Authority trialled new approaches to engagement as part of the early stages of development of its National Park Management Plan 2020-24 and is committed to looking for ways to continue to engage people and communities in an ongoing conversation about the park during the new plan period. The Authority's area rangers and discovery rangers continue to support local communities within and close to the Park through providing local activities and talks, meeting community stakeholders and carrying out small scale local improvements with volunteers. The Authority's community archaeologist is assisting a range of community groups to engage with local heritage and archaeological opportunities, while the Stitch in Time project is supporting communities to address the issue of invasive species in their local environments. The Authority's Centres continued to host community events and fairs in 2019/20 and opportunities for communities to get together. The Sustainable Development Fund (SDF) and Little Green Grants supports the development and delivery of sustainability projects within the Park area.

The Authority has seen significant improvement in its enforcement performance compared to 2018/19. This reflects the positive impact of the work the Authority carried out in 2018/19 to clear its backlog of historic enforcement cases.

### Our work across these work streams contribute to the following national well-being indicators.

23. Percentage who feel able to influence decisions affecting their local area	26. Percentage of people satisfied with local area as a place to live
28. Percentage of people who volunteer	30. Percentage of people who are lonely
27. Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect	



**The next section outlines our performance in 2019/20 against the work streams contributing to our Communities Well-being Objective.**

## **Work Stream: Strategic - National Park Management Plan (ER)**

### **Involvement and Engagement: National Park Management Plan**

Many organisations and individuals contribute to National Park purposes. A National Park Management Plan is a way of coordinating those efforts; it is a plan for achieving National Park purposes, not just a plan for the Park Authority. In December 2019 the National Park Authority approved the Pembrokeshire Coast National Park Management Plan 2020-2024. The plan had been prepared in line with an engagement strategy and timetable approved by the National Park Authority on 20th June 2018. Engagement activities as part of its development included:

- ✓ A number of different events were organised by the Authority's Discovery Ranger aimed at gathering the views of people less likely to engage through written consultation approaches.
- ✓ An Opportunities and Challenges discussion paper was published and promoted for comment between 20<sup>th</sup> November 2018 and 4<sup>th</sup> January 2019 as part of the early engagement programme for National Park Management Plan review. This preceded any policy drafting and was itself informed by informal ongoing engagement with

partner organisations and the public. Fifty-one representations were received on the discussion paper.

- ✓ Engagement with Stakeholders with particular interests and expertise were involved in preparing consultation drafts of the Management Plan, the Sustainability Assessment / Strategic Environmental Assessment, and the Equality Impact Assessment.
- ✓ Meetings of The Management Plan Reference Group, a partnership group involving senior representatives of the National Park Authority and relevant authorities.
- ✓ National Park Authority Member Workshops were held, on 20<sup>th</sup> February 2019 and 3<sup>rd</sup> April 2019. These covered unauthorised camping and visitor management, invasive species, engaging with people, cultural heritage and the marine environment.
- ✓ Consultation drafts of the National Park Management Plan 2020-2024, Sustainability Appraisal (incorporating Strategic Environmental Assessment) and Equality Impact Assessment were approved for consultation at the National Park Authority meeting of 5th June 2019. The consultation documents were available for comment between 1<sup>st</sup> August 2019 and 31<sup>st</sup> October 2019. Fifty Seven responses were received.

To help with implementation a range of supporting action plans are being developed focusing on heritage, conservation and response to climate change emergency. Work has also been carried out to identify key impact campaign areas incorporated into the Authority's Corporate and Resources Plan 2020/21.

## Work Stream: Special Qualities Projects

### Involvement and Engagement: Light Pollution Project with Communities

The Authority began work in 2019/20 to develop a community focused Light Pollution project to help communities and local businesses reduce local light pollution. Initial engagement in relation to project development has been with St David's Community Council. This builds on a previous workshop the Authority held for Community Councils looking at Light Pollution.

## Work Stream: Engagement Action Plan – Methods

### Social Media Follower Trends

The Authority continued to engage with people over social media platforms including Twitter and Facebook in 2019/20

45,606

social media followers across platforms in 2019/20, compared to 42,135 in 2018/19 and 37,448 in 2017/18.

Following discussions with communications team as part of development of the Corporate and Resources Plan 2020/21, it has been recommended that moving forwards we move from using the monitoring followers indicator to focusing on social media campaigns as a whole and assessing achievement of campaign goals through relevant metrics.

### Involvement and Engagement: Pathways Evaluation – Most Significant Change

The Pathways project is being evaluated to assess the health and well-being impacts on participants. Engagement and evidence from its evaluation will help inform the development of a potential follow up project.

There is a strong focus in the project on capturing the impact that participation has on those taking part. This is through daily review and documenting of longer term outcomes using emerging 'Most Significant Change' methodology now adopted county-wide and incorporating work with Swansea University under the banner of 'community of enquiry'. In December an evaluation event was held at Stackpole with Participants and a representative from Swansea University who is leading on Community of Enquiry work.

## Work Stream: Community Engagement and Projects

### Engagement and Involvement: Community Projects and Engagement Activities

Across teams the Authority continued to carry out community engagement, project and outreach activities. Ranging from presentations to community groups, guided walks, outdoor engagement activities, attending community council and other public meetings, carrying out social action activities with groups and attending local community based festivals.

Examples from 2019/20 include:

- ✓ The Stitch in Time coordinator gave a talk to a community group in Moylegrove who have been controlling balsam in a non-strategic manner in August to introduce the project and our catchment approach. The talk was followed by a catchment survey activity, splitting areas between groups of volunteers to identify the distribution of balsam across the whole catchment, an essential first step in undertaking strategic catchment control.
- ✓ Carew castle has developed a group of volunteers who have helped with gardening work in its new walled garden area.
- ✓ Carrying out Social Action activities with work parties from Pembrokeshire College Army Prep Group and Environmental Conservation Course. Activities included coast path work at Pwllgwaelod, scrub management at Foel Cwmcerwyn and site work at Newport Beach and Castell Henllys.

866	community project/ engagement activities in 2019/20 compared to 708 in 2018/19.
471.5	social action participant days contributed in 2019/20, this compares to 581 in 2019/20.
3	Average number of community groups involved with Invasive Species work across all quarters in 2019/20. This compares to 7 in 2018/19 and 5 in 2017/18.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
Voluntary Wardens	72 (Green)	53 (Red)	65 (Green)	55

The Authority's Voluntary Wardens continued to carry out activities supporting the environment in the Park and communities. Examples from 2019/20 include:

- ✓ Voluntary Wardens South removing ivy from Pembroke town walls to aid condition survey, clearing path to beach and digging out and covering fire pits in dune at Manorbier.
- ✓ Voluntary Wardens South West clearing trees at Haroldston Wood blocking inland path and Wader scrape digging at Broad Haven Slash ponds.
- ✓ Voluntary Wardens North West replacing rotten fence at Garn Fechra and Whitesands site work including repairing fence and clearing and re turfing BBQ pits.
- ✓ Voluntary Wardens North completing flight of steps at Caerbwdi roadside and storm path and site work at Sychpant.

### Engagement and Involvement: Community Archaeology (ER)

The Authority's Community Archaeologist carried out a range of outreach activities within the community to help more people find out about local heritage and how they can get involved in protecting it.

Activities in 2019/20 included:

### **Community Archaeology - Beneath our Feet**

The Authority supported the Beneath our Feet project strand of the Saving Treasures Telling Stories project that aimed to get communities engaged with their past. Working with National Museum Wales, Narberth Museum, Tenby Museum and the Dyfed Archaeological Trust, it provided an opportunity for people, communities and the public to bring in heritage objects that they had uncovered to be identified and also learn more about the cultural heritage of Pembrokeshire. In total, four sessions were held across Pembrokeshire between September and November 2019 at Tenby Museum, Narberth Museum, Oriel y Parc and Castell Henllys. As a result of the sessions, members of the community learnt more about heritage, what resources existed and presented object finds ranging from the Bronze Age to more recent times. The work of this project strand was presented at the Saving Treasures Telling Stories workshop event at St Fagan's in March 2020, with the talk provided through the medium of Welsh.

### **Agricultural Shows**

During 2019, archaeological aspects of the National Park were showcased at several agricultural shows. This included the Pembrokeshire County Show, Nevern Agricultural Show, Fishguard Agricultural Show, Cardigan Agricultural Show and the Llawhaden Young Farmers Club Christmas Fair. Attendance at all of these shows enabled the public and communities to learn more about cultural heritage in the National Park, discover what events were taking place and also discover how they could help. Many of the archaeological features in the National Park are found on agricultural land, as such

engaging with the agricultural community is important to help safeguard and raise awareness of their importance.

### **Engagement and Involvement: Castlemartin Range 80th anniversary event and film**

September 2019 marked the 80th Anniversary of the creation of Castlemartin Range and the Authority's Castlemartin MOD Range Ranger offered to organise a gathering to mark the event. People were invited who had lived on the Range and their descendants. It was attended by 78 people, 7 of whom had been evicted with their families when the Military moved in. The day included a service in St Govan's Chapel followed by a tour of Flimston Farm (one of the participants was born in Flimston Farm in 1928 and returned there on this day). Six minibuses then took people to different parts of the Range – this was very emotional for some who had never seen what was left of their ancestral home – sometimes it was just a stone or a wall, sometimes nothing at all. They then returned to the Officer's Mess where the Ranger had set out photographs of the old houses and families as well as photographs of the wildlife and military training. Other people had also brought family portraits, pictures and maps to display.

Our Ranger realised we were losing the generation of people that could remember what the Castlemartin Range was like prior to the Military moving in. So, using funding from DIO (Defence Infrastructure Organisation), the Ranger and Animality Productions met, recorded and filmed people sharing their stories and memories about the time prior to their

eviction from the area. The film [‘1939 – Reflections from Castlemartin’](#) will preserve these memories for future generations. It was played during the celebration event and received a huge round of applause.

### Engagement and Involvement: Centres engagement with communities

The Authority’s Centres continued to host community events and fairs in 2019/20, including the Oriel Y Parc St David’s Day Parade and Summer and Christmas fayres at Carew and Oriel y Parc. Carew also hosted Pembrokeshire’s Strongest Man with 1,392 attendee, which included lots of family-friendly fitness inspired activities and stalls with ideas for getting out and active in the National Park.

15

Community events and fairs held at the centres in 2019/20, this compares to 11 in 2018/19 and 12 in 2017/18.

Oriel y Parc continued to host community groups in 2019/20, including Memory Café for people with dementia and carers, Plantos Penfro, Brushstrokes, Springboard and Stitchy Withches.

7

Average number of Community groups using Oriel y Parc across all quarters in 2019/20. This compares to 4 in 2018/19 and 5 in 2017/18.

Solva and St Davids Art Group had a pop up exhibition in the

discovery room in April. This is an annual exhibition of local artists that raises funds for local charities.

### Work Stream: Sustainable Development Fund (S6)

#### Engagement and Involvement: Supporting Sustainable Development Projects in the community

The Sustainable Development Fund (SDF) and Little Green Grants continued to play an important role in supporting the development and delivery of sustainability projects within the Park area in 2019/20. Applications to the fund were administered by PLANED in 2019/20. £4,500 was allocated via Little Green Grants.

Performance Measure	2018/19	2019/20	2019/20 Target
% of Sustainable Development Fund allocated	24.10 (Red)	84.49 (Amber)	100%

The projects approved for funding in 2019/20 included:

#### Family Explorers: £19,000 (ER)

This project builds on existing success through Learning Pembrokeshire and its Springboard project in providing meaningful learning opportunities to support the skills development, well-being and progression of children and families across schools in the county. This ‘Family Explorers’ project will focus on those in receipt of Free



School Meals, and will receive at least 25 hours of learning linked to the four challenges of the John Muir Award to deliver life changing experiences utilising the fantastic resources of the Pembrokeshire Coast National Park.

**Sustainable Printing: £20,428**

Project focuses on developing sustainable dyes and pastes which are earth based and eco friendly, the project will run courses across Pembrokeshire as part of, and supported by a sustainable print workshop based in Narberth.

**St David's Old Farmhouse Brewery: £24,613.09**

The project aims to apply circular economic principles to create a Microbrewery via a cycle of production supported by the farm's natural resources; crops and materials, including barley and honey.

**Coppice College Woodland Workshop: £15,852.50**

The project sought funding to build a new workshop; a round wood timber framed building so that they can relocate Coppicewood College. Building a new workshop in the new location at Pengelli woods will guarantee that Coppicewood College can continue delivering quality woodland courses, training groups and individuals to sustainably manage woodlands and build up a rural business of their own; and to support areas of natural beauty aligned to the principles of the national park.

**Next steps for improvement:** The Authority will look to refocus the Sustainable Development Fund so that it supports people and communities in the Park to develop projects focused on responding to the Climate Change Emergency. It

will also look to improve the exposure and efficiency of administrative processes relating to the fund.

## Work Stream: Planning Service – Enforcement and Community Engagement

### Prevention and Building Resilience: Planning Enforcement Performance

The Authority has seen significant improvement in its enforcement performance compared to 2018/19. This reflects the positive impact of the work the Authority carried out in 2018/19 to clear its backlog of historic enforcement cases.

100%	of enforcement cases investigated (within 84 days) in 2019/20, this compares to 80.47% in 2018/19 and 60.12% in 2017/18. Benchmarking 2019/20: Snowdonia NPA – 98.9%.
38.5	average time taken to investigate enforcement cases in days in 2019/20. This is a significant decrease on 160.5 days in 2018/19 and 234 days in 2017/18.
95.5	average time taken to take enforcement action in days in 2019/20. This is a decrease on 344.25 days in 2018/19 and 334.5 days in 2017/18.
11	Retrospective planning applications registered in 2019/20, this compares to 28 in 2017/18.



The planning enforcement project on agricultural dwellings and holiday lets stalled in 2019/20 due to the two job vacancies within the department resulting in insufficient staff resources to undertake this project. This project will be carried forward for future delivery.

## Well-being Objective Culture: To protect and promote the local culture of language, arts and heritage of the area.

### Work streams that supported delivery of this objective in 2019/20

Historic Inspiration & Experiences	Art: Inspiration & Engagement	Planning: Historic Buildings
Community Archaeology	Strategic and Partnerships: Heritage	Welsh Language Strategy

### Journey Checker Summary – Our Progress against delivering this Objective

Through experiences at Castell Henllys, Carew Castle and Mill and Oriel y Parc, its events and activities programme, education programme, and work of the Community Archaeologist the Authority has continued to provide opportunities for people to experience and learn about the local culture, heritage and art within the Park. Through close working and a fresh approach to joint curation of exhibitions at Oriel y Parc the Authority and National Museum Wales have helped more people to engage with the National Collection, with increased visitor numbers to the gallery in 2019/20. The Authority continued to be engaged in the Heritage Watch collaboration with Dyfed Powys Police and Cadw which aims to respond to the issue of heritage crime. It is also involved with the inspire Pembrokeshire and rediscovering ancient connections projects. Business plans for all the centres are now in place, setting out a clear vision and priorities for their development.

Further work is needed to engage and empower more staff to further develop their Welsh Language skills. Alongside this there is a need to ensure Welsh Language considerations are considered across delivery of all Well-being Objectives where relevant and not only in relation to delivery of the Welsh Language Strategy. Castell Henllys is beginning its journey to becoming a Welsh language hub.

### Our work across these work streams contribute to the following national well-being indicators

29. Mean mental well-being score for people	35. Percentage of people attending or participating in arts, culture or heritage activities at least three times a year
36. Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh	37. Percentage of people who can speak Welsh
40. Percentage of designated historic environment assets that are in stable or improved conditions	

The next section outlines our performance in 2019/20 against the work streams contributing to our Culture Well-being Objective.

## Work Stream: Historic Inspiration and Experiences

### Thinking Long Term: Investing in our Historic Visitor Experience

During 2019/20 the Authority carried out investment work at both Carew Castle and Castell Henllys to enhance the visitor experience.

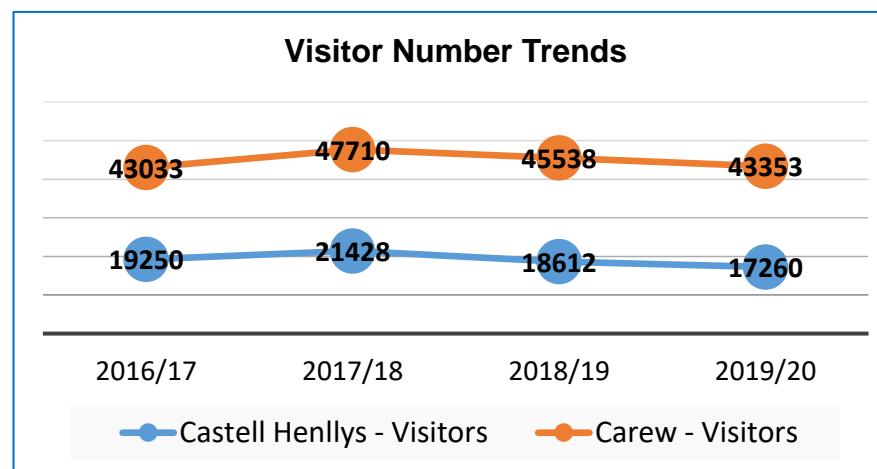
- ✓ Work was carried out on developing a landscaped walled garden at Carew. Features within the walled garden development include the creation of a children's play area, a giant play sculpture based on the Pembrokeshire legend of the sleepy giant Skomar Oddy, interpretation, a canopy tent and a historic garden.
- ✓ Work was completed on the Earthwatch Roundhouse and Smithy House at Castell Henllys. This included work on the structures of the roundhouses, thatching and wattling and daubing activities.
- ✓ Work also began on the gatehouse at Castell Henllys with the timbers for the gateway being placed and the gateway dug out. The drystone walling was started however due to Covid 19 the work had to be put on hold.

### Visitor Trends at Carew and Castell Henllys

Both Carew and Castell Henllys saw their Trip Advisor rating remain at 4.5 out of 5 in 2019/20.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
Carew Trip Advisor overall rating 1-5	4.5 (Green)	4.5 (Green)	4.5 (Green)	4.5
Castell Henllys Trip Advisor overall rating 1-5	4.5 (Green)	4.5 (Green)	4.5 (Green)	4.5

Both Centres saw a fall in visitor number compared to 2018/19, a 4.8% decrease at Carew and a 7.3% decrease at Castell Henllys. Both centres were closed mid March 2020, due to Covid 19.



### Benchmarking Trends for Cultural Attractions in 2019/20

A Statista survey looking at changes in summer tourism visitors for businesses in Wales 2019, found that for Attractions/ Activity Operators who answered the question “Compared with summer last year, how many visitors have you had this summer?” - 38% said more, 39% said same and 23% said fewer.<sup>1</sup> In terms of visitor trends for regional National Museum Wales sites, National Wool Museum saw a 1.6% decrease in visitors compared to 2018/19, while National Roman Legion Museum saw a 44% decrease, National Slate Museum saw a 4% increase, Big Pit National Coal Museum saw a 13% decrease and National Waterfront Museum Swansea saw a 7% decrease in visitors.<sup>2</sup>

### Thinking Long Term: Business Plans at Castell Henllys and Carew

In 2019/20 consultants worked with staff at Castell Henllys and Carew to develop business plans for the sites. These plans will help both sites implement actions to deliver an excellent visitor experience and increase their reach. However aspirations and actions within the plans will need to be adjusted to take account of the impact of Covid 19 on visitor

<sup>1</sup> Statista - <https://www.statista.com/statistics/509892/visitors-tourist-attractions-wales/>

<sup>2</sup> Amgueddfa Cymru National Museum Wales - [https://museum.wales/visitor\\_figures/](https://museum.wales/visitor_figures/)

attractions and recovery.

### Castell Henllys Business Plan - Vision

The vision is to develop Castell Henllys as a leading pre-historic site that educates the public not only about prehistory but also sustainable living, biodiversity, conservation, Welsh language and culture. We will develop the site as a major tourist and local attraction / venue that will make a positive contribution to the local economy and culture through partnership working with local businesses, charities and organisations.

### Carew Castle and Mill Business Plan - Vision

The vision for Carew Castle and Tide Mill is to be recognised as a premier castle heritage destination in Wales situated within its own high-quality grounds, promising discovery and adventure in a safe environment to all who visit. The Castle will be a magnet for the local community and for visitors to this part of Wales. This will be achieved by continuing to transform the site into a vibrant, high quality destination which fully reflects the special qualities of the built heritage and natural environment here, appealing to a range of audiences, especially families.

### Engagement and Involvement – Historic Events

The Authority continued to deliver historic events through its centres and events and activities programme out in the park in 2019/20. Enabling people to find out more about the cultural heritage in the park with themes ranging from Legio VIII Augusta Roman Living History at Castell Henllys, footsteps

through time walks in the Preseli's and Medieval Weekend at Carew.

15,572

participants in historical activities and events held by the Authority in the park in 2019/20. This compares to 14,012 participants in 2018/19 and 11,284.

During November 2019, the Authority held its annual Archaeology Day at Pembrokeshire College in partnership with PLANED. For the 2019 conference, the theme focussed around engagement and research and included a presentation from Pembrokeshire College students and National Museum Wales on the Chariot Burial discovery. In addition, the Heritage Guardians programme, the Beneath our Feet project and excavations at Porth-y-Rhaw and Penally trenches were showcased.

170

People attended the Authority's Annual Archeology Day

### Historic Inspiration – Education Programme Trends

The Authority continued to provide opportunities in 2019/20 for young people to learn more about cultural heritage in the Park through its education programme at Castell Henllys and Carew Castle. Castell Henllys saw a 4.9% increase in session participants compared to 2017/18, while Carew saw a 19.4% decrease in participants. Castell Henllys saw four sessions cancelled in March due to Covid 19 pandemic.

4,257

participants engaged with through education programme at Castell Henllys in 2019/20. This compares to 4,058 participants in 2018/19 and 4,479 in 2017/18.

1,622

participants engaged with through education programme at Carew in 2019/20. This compares to 2,013 participants in 2018/19 and 1,795 in 2017/18.

Staff at both Castell Henllys and Carew have been working with the Authority's education officer in 2019/20 to look at how their education offer can be developed to align with the new Welsh curriculum.

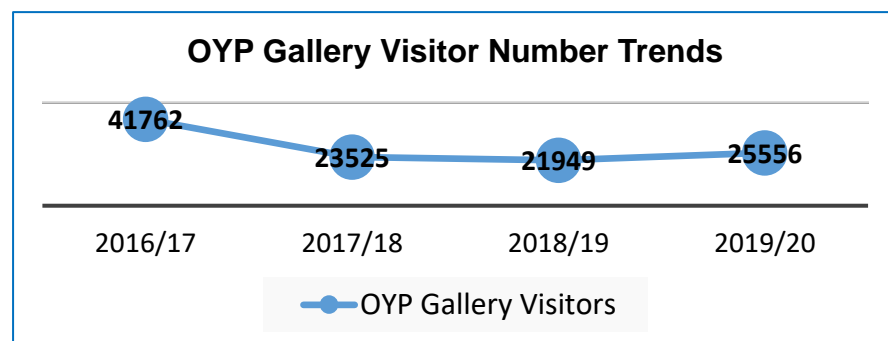
In February Castell Henllys submitted its application for the Sandford Award. The Sandford Award celebrates and promotes high quality in heritage education and is the only scheme in existence able to provide independent quality assurance to sites that run formal education programmes across the British Isles.

### Work Stream: Art Inspiration and Engagement

#### Collaboration: Exhibitions and working with Amgueddfa Cymru – National Museum Wales

2019/20 provided a positive year for the collaboration between Amgueddfa Cymru - National Museum Wales and Oriel y Parc, a relationship that is formalised through a service level

agreement. The two organisations have continued to work closely on the joint curation of exhibitions at Oriel y Parc. This included the popular Stones and Bones exhibition that opened in May 2019 and the Wriggle! - The Wonderful World of Worms exhibition. A new schedule of joint meeting has been established and a clearer forward programme for future exhibitions is in place. Gallery visitor figures show a positive 16% increase in visitors compared to the 2018/19, despite the gallery closing mid March due to Covid 19.



Note: 2016/17 visitor numbers positively impacted by Constable Exhibition.

### Benchmarking Trends for the Gallery sector in 2019/20

In terms of regional Tate museums, Tate St Ives saw a 9.8% decrease in visitors compared to 2018/19 while Tate Liverpool saw a 10.5% decrease.<sup>3</sup>

This joint approach to curation is helping more people including children to engage with items from the national collection. For example members of local Beaver groups were invited to attend the launch of the Wriggle exhibition (see photo below.)



<sup>3</sup> Gov.UK - <https://www.gov.uk/government/statistical-data-sets/museums-and-galleries-monthly-visits>



## Engagement and Involvement: Criw Celf (ER)

2019/20 was the final year of Oriel y Parc's involvement in the Criw Celf Project. Criw Celf Primary is an Arts Council of Wales funded project for children who have shown a talent or special interest in art. This project provides art workshop masterclass opportunities to children and young people.

Following promotion the project to schools within a 16 mile radius of Oriel Y Parc, 10 children signed up to participate in the 2019/20 Criw Celf masterclass sessions. This gave them the opportunity to attend 5 masterclass sessions with artists and go on a trip to Cardiff to visit Amgueddfa Cymru – National Museum of Wales and other galleries. A Criw Celf Collective Exhibition of participants work was held utilising the Café at Oriel y Parc's walls. A series of Summer school Criw Celf workshops were also held at Oriel y Parc free of charge over the summer months.

## Collaboration: Artists in Residence and Exhibition rooms at Oriel Y Parc

Oriel y Parc continued to provide opportunities for artists, local schools and art and craft groups to display their work through the Artist in Residency Scheme, St Davids Room and Discovery Room. This provides an opportunity for people to engage with a wide range of different art and craft work often inspired by the National Park.

### Artist in Residency Exhibitions in 2019/20

#### Adders are Amazing! Exhibition

A community celebration of the adder, with artwork produced

by local children from Ysgol Penrhyn Dewi, Roch and Croesgoch primary schools with local artist Emily Laurens, and creative fabric work by the Stitchy Witches.

#### Michelle Dovey – Painter

Inspired by trees, Michelle used her time at Oriel y Parc to explore her interest, making connections to the work of Graham Sutherland.

#### Christopher Baker – Landscape Artist

Returned to his large sketchbook works of the St Davids Peninsula and developing new pieces of his expressive work.

#### Ysgol Penrhyn Dewi

A sample of work from local secondary school pupils from St Davids ranging from KS2- GCSE.

#### St Davids Music & Arts Festival Exhibition

A selection of local artists exhibited together to celebrate the festival. Artists included Ben Lloyd, Rod Williams, Heather Nixon.

#### Indira Mukherji – Artist / Michaela Hollyfield – Artist

Contemporary, modern and expressive art from up and coming local artists.

#### Friends of Oriel y Parc Geo Davies Award

Prize winning works by Ysgol Penrhyn Dewi pupils.

#### Sally Cole – painter and printmaker

This residency brought together eight years of visits to Pembrokeshire by the artist, and the landscapes which have excited and inspired her.

#### Tracy Breathnach – Performance Artist

Ran a series of events to mark St David's Day through remembering his mother, St Non.

#### A Celebration of Welsh Contemporary Painting

Included artwork from Shani Rhys James, Mary Lloyd Jones,

Martyn Jones, Sally Matthews, Alan Salisbury, Kate Freeman, John Darlison, Cherry Pickles and Michaela Hollyfield as well as students from Pembrokeshire College.

### Merched y Wawr Tapestry

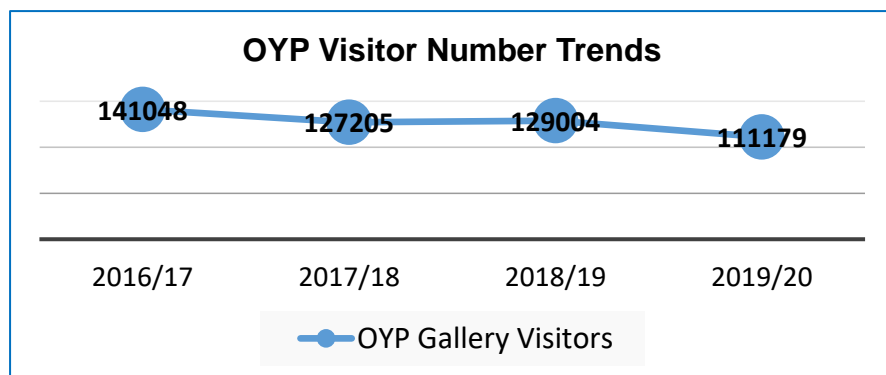
Display of their tapestry, created by members of the group to highlight the current pressures on our environment and the devastating effects of plastic pollution in our seas.

### Visitor Trends at Oriel Y Parc and Business Plan

Oriel y Parc saw its Trip Advisor rating remain at 4.5 out of 5 in 2019/20.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
Oriel y Parc Trip Advisor overall rating 1-5	4.5 (Green)	4.5 (Green)	4.5 (Green)	4.5

Despite seeing an increase in gallery visitor numbers the centre did see a 13% fall in overall centre visitors compared to 2018/19.



In 2019/20 consultants worked with staff at Oriel Y Parc to develop a business plans for the site. This plans will help the site implement actions to deliver an excellent visitor experience and increase its and the Park's reach to new audiences. Aspirations and actions within the plan will need to be adjusted to take account of the impact of Covid 19 on visitor attractions and recovery.

### Oriel Y Parc Business Plan – Vision

The overall vision is to operate Oriel y Parc as one of the leading attractions in Wales attracting new, larger and more diverse audiences to the National Park. Oriel y Parc will be the physical and visible National Park Visitor Centre enhancing peoples' experience of the National Park and supporting the county's visitor economy. The Centre will encourage visitors to discover more about the National Park particularly the area's culture, art and natural heritage.

### Work Stream: Planning: Historic Buildings

#### Prevention and Building Resilience: Activities to support buildings at risk

The Authority continued to advise owners of historic buildings and sites on management through its Building Conservation Officer. The % remained within target at less than 6%, with a slight increase on 2019/20. Figures are based on Cadw buildings at risk surveys.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% Buildings at Risk	5.5% (Green)	4.8% (Green)	5.0% (Green)	<6

## Work Stream: Community Archaeology

### Prevention and Building Resilience: Engaging people to look after sites of historic interest

Communities were involved with 42 sites of historic interest in 2019/20, compared to 128 in 2018/29 and 16 historic sites conditions were improved through community involvement in 2019/20. A new community archaeologist started in June 2019 and following discussions these measures have been reviewed for 2020/21. Activities in 2019/20 included:

- ✓ Community Archaeologist visited a scheduled hillfort (Cadw ref PE109) with two volunteers to assess the condition of the monument.
- ✓ A meeting was held to discuss a community conservation project around a well in the St David's area - Ffynon Faiddog, near Whitesands.
- ✓ Work to produce reconstructive digital artwork for the panel at St Patrick's Chapel Whitesands was commissioned.
- ✓ Standing stones on land near Fishguard were surveyed and recorded with the landowner.
- ✓ A site visit took place at Nevern Castle to discuss potential work at the site with conservation work taking place at the Nevern Cross.

- ✓ Vegetation clearance took place at the promontory fort known as Caerfai and plans have been drawn up for the promontory fort known as Tower Point Rath.

### Engagement and Involvement: Heritage Guardians (ER)

The Authority's new Community Archaeologist continued to engage with local primary schools within the National Park through the Heritage Guardian Scheme. In 2019/20 this project has aligned with the work the Authority is doing to make its education offer reflect the New Curriculum for Wales. It is an example of how staff across the Authority are including new activities and approaches in the design and delivery of education sessions.

Heritage Guardian activities in 2019/20 included:

<b>Ysgol Brynconin</b>	5 sessions held with pupils. Sessions covered introduction to archaeology, aerial archaeology session with Cherish Team from the RCAHMMW, test pit/trial excavation, Presentation and exhibition from the Pembrokeshire Aviation Group and interpretative workshop building monuments out of Lego, online research and producing posters.
<b>Ysgol Croesgoch.</b>	5 sessions held with pupils. Sessions covered introduction to archaeology, test pit session, site visit to Caerfai/ Abereiddi, research on local monuments and presenting their research on local monuments.

**Ysgol  
Maenclochog.**

6 sessions held with pupils. Sessions covered introduction to archaeology, aerial archaeology session with Cherish Team from the RCAHMMW, test pit/trial excavation, Presentation and exhibition from the Pembrokeshire Aviation Group, interpretative workshop building monuments out of Lego, online research and producing posters and a visit to Pembroke Dock Heritage Centre.



Ysgol Brynconin students undertaking a drone survey of their school, including spelling Shwmae from the air.

Between December 2019 and March 2020 meetings took place with Ysgol Penrhyn Dewi, Coleg Plas Dwbl and Pembrokeshire College regarding getting involved in the Heritage Guardians programme with all three interested in taking part. Coleg Plas Dwbl agreed to adopt Gors Fawr, to help safeguard the monument. Further work had to be put on hold due to Covid 19.

**Work Stream: Strategic and Partnerships –  
Heritage**

**Collaboration and Integrated Working: Heritage Watch  
Scheme**

The Authority continued to be engaged in the Heritage Watch collaboration with Dyfed Powys Police and Cadw which aims to respond to the issue of heritage crime. Activities and achievements in 2019/20 included:

- ✓ Heritage Watch meeting took place with Dyfed-Powys Police and Cadw looking at means of reporting, training sessions, patrols and communication strategy for the scheme. It was agreed that a number of patrols would take place in relation to the scheme and also that a police recording category would be created for related crimes.
- ✓ Issues with Nevern Cross were reported to the Community Archaeologist by a member of the public. The matter was publicised on the Heritage Watch Facebook page and conservation work was carried out on the monument (i.e. removal of coins from the cross) in conjunction with the



Warden Manager North. A management plan was drafted for this monument and regular patrols of this monument have been agreed. The issue was also reported to Cadw and the Heritage Crime lead for Dyfed-Powys Police.

- ✓ The Heritage Watch Facebook page highlighted police success in identifying perpetrators involved in the theft of bluestone in the Mynachlog-Ddu area.
- ✓ During February, a heritage watch training event took place for members of Dyfed Powys Police including the Community Policing Team across the Pembrokeshire area. This event was done in conjunction with Cadw and highlighted what heritage is and also the types of heritage crimes that exist.
- ✓ A meeting was held with the communication personnel for Dyfed Powys Police, Cadw, PCNPA and the Dyfed Archaeological Trust to look at the best approach to publicise the scheme and how to move forward with this. During March, the scheme and more broadly the issue of heritage crime was publicised by the BBC.
- ✓ In order to cover a broader geographical area, Dyfed Archaeological Trust have now agreed to become a member organisation of the scheme.

### **Collaboration and Integrated Working: Inspire Pembrokeshire**

The Authority became a formal partner in a new county-wide initiative (entitled 'Inspiring Pembrokeshire') to create a cultural strategy for Pembrokeshire working closely with colleagues in Pembrokeshire County Council and PLANED. This work is important in supporting and enhancing local cultural heritage and in creating a springboard for both future

funding applications and wider political support for a range of arts and cultural activities and bodies locally. The Authority's Visitor Services Manager (West), formally represents the Authority on the Pembrokeshire Inspired Steering Group. The strategy development work is ongoing.

### **Collaboration and Integrated Working: Participation in Rediscovering Ancient Connections Project**

The Rediscovering Ancient Connections grant funded partnership project is delivering a three-year programme of heritage, culture, arts and community-based activity with the aim of increasing overseas visits to North West Pembrokeshire and County Wexford, Ireland.

Activities and achievements related to the Authority's involvement in 2019/20 included:

- ✓ Participation in joint Project Board meeting.
- ✓ Official launch of Rediscovering Ancient Connections initiative on Tuesday 24th September at Ty'r Pererin in St Davids involving a wide range of stakeholders from across both Wales and Ireland.
- ✓ The Authority leading on capital works to improve access to the well at St Non's, St David's, with work scheduled for 2020/21.
- ✓ Authority staff inputted into tender briefs for Archaeology and Tourism Ambassadors
- ✓ Supporting the St Patrick's Chapel excavation at Whitesands in September 2019. A significant area of the later phase chapel was excavated and several burials



were uncovered. Volunteers took part in excavation activities and during the excavation, communities, visitors and the wider public were able to engage with the work by visiting the site.

- ✓ Activities carried out for a detailed interpretation plan that is being developed for St Davids under the project with PCNPA undertaking a complimentary review of National Park interpretation at Oriel y Parc. Engagement events were organised for Oriel y Parc in February 2020 to help inform the new interpretation strategy.

## Work Stream: Welsh Language Strategy

### Involvement and Engagement: Welsh Language Learning and Support

Staff are able to access an online Welsh work course to develop their Welsh Language skills. 6 new staff members enrolled on the welcome course part 1 during 2019/20, with one staff member enrolling on to the welcome course part 2 following completion of the 1<sup>st</sup> course.

2

Staff completed Welsh work online courses in 2019/20 (Baseline Data)

6 Authority staff attended Welsh in the Landscape course alongside Authority volunteers. This course covered History of Welsh Language, Pembrokeshire Welsh and Language and Landscape and a case study visit to Ty Canol. Feedback from the session highlighted that staff and volunteers felt that they could use some of what they learnt from the course in their role working or volunteering for PCNPA and that it had

increased their level of knowledge and understanding of Welsh.

***“I feel this would be an excellent session for more Park personnel as it highlights one of the most valuable features of this country; it might inspire more people to learn Welsh and to try and use it in their every-day lives.”***

The Authority’s Welsh Language Strategy 2017-2022 contains an action on introduce a mentoring scheme whereby proficient Welsh speakers can help and support colleagues who are learning and/or lack the confidence to use their Welsh in the workplace. Best practice research was carried out during 2019/20 to find out approaches being taken by other Authorities. This included feedback from Carmarthenshire County Council on their Welsh Language Mentoring Scheme.

50.5%

of Welsh language level information completed on Pobl y Parc (Baseline Data)

**Next steps for Improvement:** It is recognised that further work is needed to improve Authority performance in this area. A phased approach is going to be taken focusing first on getting more staff to complete the Welsh Work Online Course and then moving on to develop a potential mentoring scheme.

### Long Term: Welsh Language Impact Assessment Training

During 2019/20 a number of staff increased their understanding of Welsh Language Impact Assessments through attending a workshop/ training session delivered by an Authority Welsh Government Member, Rachel Heath Davies.

### Involvement and Engagement: Welsh Language Events, Activities and School Sessions

In 2019/20 Welsh Language education sessions were delivered by the Ranger area team, Community Archaeologist and Castell Henllys. The Authority saw a 20% decrease in the number of education sessions it delivered in Welsh compared to 2018/19.

76	education sessions delivered in Welsh in 2019/20. This compares to 95 sessions in 2018/19 and 55 sessions in 2016/17.
2,290	participants in education sessions delivered in Welsh in 2019/20. This compares to 2,713 participants in 2018/19 and 1,433 in 2017/18.

The Authority saw a 40.7% decline in the number of events and activities (including volunteering sessions) delivered in Welsh in 2019/20 compared to 2018/19.

32	events and activities were delivered through the medium of Welsh in 2019/20. This compares to 54 sessions in 2018/19 and 34 sessions in 2017/18.
262	participants in events and activities delivered through the medium of Welsh in 2019/20. This compares to 622 participants in 2018/19 and 307 in 2017/18.

Examples of activities facilitated in Welsh in 2019/20 include:

- ✓ 3 guided walks with with Menter Iaith at Castell Henllys, with 24 participants.
- ✓ A guided walk with Cymdeithas Waldo Williams with 15 participants.
- ✓ Welsh Language Castle Tour at Carew Castle with 13 participants.
- ✓ Welsh Language Walk Carn Ingli Circular with Authority Ranger with 4 participants.
- ✓ Summer Ranger Crabbing Activities and Woodland Study with Silwli Holiday Club.
- ✓ 13 volunteering sessions with either Voluntary Wardens North or Newport Paths Group facilitated through medium of Welsh.

Alongside these activities Oriel y Parc hosted a Waldo Williams Conference on the 27 September 2019 and an Authority ranger lead a Welsh in Landscape walk at Lower Tregynnon as part of Pembrokeshire Outdoor Charter Training event in June 2019.

### **Involvement and Engagement: Promoting the Welsh Language to Castell Henllys visitors**

Every Thursday during August 2019, Castell Henllys facilitated and worked with staff from Menter Iaith Sir Benfro to provide a 30 minute to an hour session to introduce visitors to basic Welsh. The Menter Iaith staff would introduce basic Welsh phrases and words using various teaching methods such as songs and games. The visitors could then practise their newly learnt Welsh with onsite staff, in the shop and in the café. This activity succeeded in introducing visitors to the Welsh language and allowing them to learn and practice the language in a fun and engaging way onsite. They could then use what they had learnt throughout the rest of their visit to Pembrokeshire/ Wales.

Castell Henllys is looking to build on this work and identify activities and opportunities to develop the site as a Welsh language hub.

## Well-being Objective Global: To ensure our work makes a positive contribution to global well-being.

### Work streams that supported delivery of this objective in 2019/20

Carbon Neutral Authority	Sustainable Transport	Climate Change Risk and Adaptation
Inspiration and Special Qualities		

### Journey Checker Summary – Our Progress against delivering this Objective

The Authority has developed two clear focus areas in terms of our work contributing to global well-being. The first is contributing to the response to the global challenge of the climate emergency through our activities. During 2019/20 the Authority through developing its [Responding to the Climate Change Emergency Action Plan](#) has made significant steps driven by staff and Members, to identify the actions it needs to take to deliver a future reduction in its carbon emissions and footprint, emissions in the Park and maximise its contribution to carbon storage in the Park. Going forward the challenge will be ensuring we deliver, implement and monitor the impacts of the actions within the plan to demonstrate that we are delivering positive change in this area.

The second is supporting people to be inspired by nature and culture, helping create globally responsible citizens. Our work in 2019/20 to integrate the Authority's current and future education offer with the new curriculum will enable schools to continue to use the Park to support children to learn the skills they need to be global citizens, rooted in an appreciation and understanding of the natural and cultural environment. The Authority has increased its engagement around supporting people to contribute to the monitoring of the natural environment and citizen science. It had a 70% increase from 2018/19 in volunteer days facilitated by the Authority relating to wildlife monitoring and surveying and saw continued engagement with its Changing Coast crowdsourced photo project.

### Our work across these work streams contribute to the following national well-being indicators.

4. Levels of nitrogen dioxide (NO2) pollution in the air	14. The Ecological Footprint of Wales
12. Capacity (in MW) of renewable energy equipment installed	28. Percentage of people who volunteer
41. Emissions of greenhouse gases within Wales	29. Mean mental well-being score for people
42. Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales	

**The next section outlines our performance in 2019/20 against the work streams contributing to our Global Well-being Objective.**

### **Work Stream: Carbon Neutral Authority (S6)**

#### **Thinking Long Term: Responding to Climate Change Emergency**

Responding to the climate emergency is a key priority area identified by staff, with members of the staff reps forum meeting with Authority Members to discuss the issue during 2019/20. Following this a report on what the Authority was currently doing to respond to climate change was presented to the National Park Authority. To further our impact in this area a Responding to the Climate Change Emergency action plan was developed and will form one of the actions plans for the new National Park Management Plan adopted in December 2019. Members attended a workshop in January 2020 to help inform the development of the action plan.

The Authority also reviewed and updated its environmental policy during 2019/20, which sets out its commitment to making sustainable decisions and choices, minimising negative impacts on the environment and embracing proactive practices which contribute to the improved health of the natural environment. It sets out our commitment to ensuring we comply with the statutory sustainable development principles under the Well-being of Future Generations (Wales) Act 2015, the Sustainable Management of Natural Resources principles under the Environment (Wales) Act 2016. It will also

help alongside the responding to Climate Change Action Plan to drive carbon emission reduction and resource efficiency within the Authority. The revised policy was approved by Members at the October 2019 National Park Authority meeting. To help communicate work being carried out in this area a presentation was delivered to Authority staff at the November staff meeting.

#### **Preventative: Green Key Award**

The Green Key award is run by the Foundation for Environmental Education (FEE) and managed in Wales by the environmental charity Keep Wales Tidy. It is the leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry. The Authority's three centres have continued to engage with the Green Key Award, including making renewal submissions and hosting inspections on Centre sites.



Oriel Y Parc receiving its Green Key Award Certificate.



### Preventative: Greening the Fleet

The Authority has begun its journey to greening its fleet and is actively exploring opportunities where possible to move to electric/hybrid vehicles and lower emitting vehicles through its lease management process and replacement of vehicles.

5%

of Authority vehicles were hybrid/ electric in 2019/20. 1 electric vehicle and 1 hybrid pool car.

**Next steps for Improvement:** The Authority is expected to purchase 3 new pool cars in 2020/21 all of which will be hybrid. As work on the development of a network of electric vehicle charging points in Pembrokeshire continues, this will enhance the Authority's ability to convert parts of its fleet to electric.

### Collaborative Working: Electric Van for Pollinator Warden

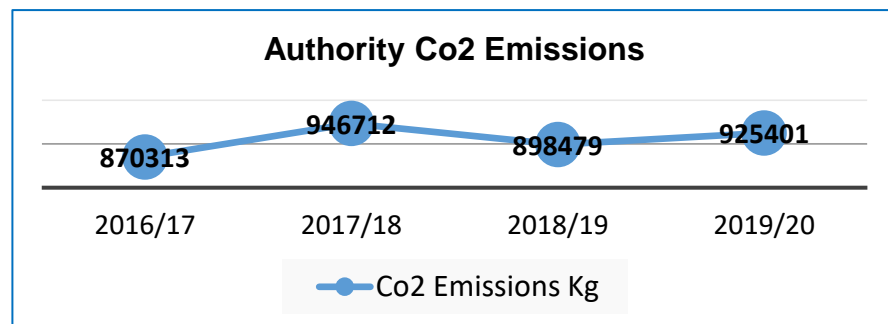
During 2019/20 the Pembrokeshire Coast National Park Charitable Trust secured a contribution from Stena Line to provide an electric vehicle to support the work of the Authority's Pollinator Warden. The Pollinator Warden delivers the 'People, Paths and Pollinators' project, which is placing biodiversity at the heart of the work to maintain the Coast Path. This is the first fully electric vehicle to be used by National Park staff.



New electric vehicle at the Stena Line's Fishguard ferry terminal

### Information on the Authority's Carbon Footprint

The Authority has calculated its total Carbon Footprint since 2016 using a calculation method adopted by The National Trust which is based on the DEFRA carbon calculator for Green House Gas emissions.



Break down in emissions across areas:

Description	Total CO2 (Kg)	Difference (+/-)
Electricity*	178,159	+ 6,197
Oil	9,244	+5,977
LPG	1,496	+ 867
Gas	2,273	- 198
Biomass	45	0
Direct Transport	91,713	-14,655
Indirect Transport	25,037	-1,891
Water Supply & Treatment	1,817	-501
Supply Chain	615,616	+ 34,249
Total	925,401	+26,922

\* The Authority currently procures 100% of its supplied electricity energy from certified renewable generation source.

### Energy Emissions Overview

#### Electricity

The electricity use across many of our buildings remains at the same level with few recording reductions; the biggest increase in usage was at Carew Castle due to the opening of the new tea room and also at Castell Henllys Visitor Centre. Other increases were noted at Cilrhedyn, Porthgain Harbour and Withybush Depot. The exception to this was Llanion H.Q and Chapel which recorded a reduction to the lowest usage since records began.

#### Oil

The heating system at Pant Glas in Castell Henllys is the only site that is using fuel oil for space heating, use has increased following the buildings refurbishment due to new first floor offices and staff "hot desking" facility.

#### LPG

This supplies the cooker in the café in Castell Henllys Visitor Centre, this is due to increased use.

#### Gas

Gas heating is supplied at Oriel Y Parc and Llanion H.Q. both heating systems are supplemented by gas back-up boilers. Although a small increase was noted at Llanion the usage at Oriel Y Parc is reduced significantly over the past two years which is due to the work carried out on the BMS system to ensure the system is running at its optimum performance and the close monitoring of the system by staff. BMS Engineers maintain the system twice a year and the savings are significant.

## Biomass

Biomass fuel has remained almost identical to the previous year at Llanion H.Q and Castell Henllys Visitor Centre, no problems or issues to report.

## Water Emissions Overview

### Water Supply & Treatment

Overall reduction is positive but an increased water use at Llanion, Oriel Y Parc and Castell Henllys need to be addressed.

## Transport Emissions Overview

### Direct Transport

Reduction in mileage travelled by Authority personnel of 46,768 miles from 339,091 in 2018/19 to 292,323 in 2019/20. This shows a continued reduction from the 357,075 miles travelled in 2017/18. Work is progressing following Welsh Government funding to review fleet / pool vehicles in order to make the transition to hybrid & electric vehicles.

### Indirect Transport

The mileage travelled by suppliers has decreased by 7,559 km from 107,643 to 100,084.

## Supply Chain Emissions Overview

Expenditure across the supply chain (based on the P & L account) has increased, the calculation is based on spend across various categories such as agriculture, forestry, machinery, construction etc. Increased spend on printing, machinery, office machinery & computers and construction.

**Next steps for Improvement:** Whilst there is good reason for increases in certain areas it should be highlighted that the general trend is a relatively static and not falling in order to meet targets. Authority officers have identified a number of actions that could help address performance across the different areas many of which align with priorities within the Authority's Responding to a Climate Change Emergency Action Plan. Including:

- ✓ Building surveys to highlight areas of high use & remedial measures that can be implemented.
- ✓ Educate staff to create a Carbon reduction "culture".
- ✓ Replace heating system at Pant Glas to a low carbon alternative.
- ✓ Investigate reasons for increased water use at sites and introduce water saving measures and increase staff awareness.
- ✓ Continue to deliver plan to improving the fleet (Warden and Rangers Team and General Authority Travel) and provide the electric charging infrastructure necessary at car parks, centres / depots to make significant reductions in Carbon in this area.
- ✓ Continue to develop better relationships with suppliers to ensure product selection and frequency of deliveries is the most efficient as an Authority. Review the supply chain as a whole to identify opportunities to reduce emissions using tools such as the Welsh Government's guidance on ["Procurement: guidance on decarbonisation - How the public sector can identify areas of high CO2 impacts in their expenditure and act to reduce emissions."](#) and Decarbonisation Dashboard.

The Welsh Government in 2019/20 was trialling a new carbon footprint calculation method to ensure a coordinated calculation method across all public sector authorities in Wales. It is currently being trialled by Pembrokeshire County Council as early adopters and is expected to be rolled out to all later in 2020. The Authority will look to adopt this methodology once in place and move to a more target driven reduction approach for each emission area.

### Renewable Energy Generation

The Authority currently has Photovoltaic renewable energy provision at both Llanion and Oriel y Parc.

29,260

Kw was generated from Oriel y Parc (25,066 Kw) and Llanion's Photovoltaics (4,194 Kw) in 2019/20. This compares to 28,862 in 2018/19.

The Authority has identified two potential Authority sites for Photovoltaic installation one at Cilrhedyn Woodland Centre the other in the top field at Castell Henllys. Feasibility work is underway and £60k allocated to Photovoltaic was included in the 2020/21 budget.

The Authority also has a biomass boiler at Llanion Park H.Q and Castell Henllys. Carew has an air source heat pump and Oriel y Parc has a ground source heat pump.

The Authority currently procures 100% of its supplied electricity energy from certified renewable generation source. Pembrokeshire County Council sits on the NPS Energy Sub

Group and represents the interests of Pembrokeshire Coast National Park Authority on this group.

The Authority also attended Pembrokeshire Energy Forum meetings in 2019/20 which provides opportunities for joint working.

### Involvement: Staff led waste activities

Staff have continued to develop initiatives related to waste reduction and reuse:

- ✓ In 2018 the Authority was typically sending 2 black bin bags of mixed waste from Llanion every day – at a cost of £800 pa. Since then the Authority's caretaker has championed the recycling cause and enthused the staff, so that we now only send 1 black bag of non-recyclable waste per fortnight – at a cost of £54 pa.
- ✓ Staff having been filling 2 litre plastic drinks bottles with non-recyclable plastic waste. These bottles are sent to a Pembrokeshire farm where they are using the bottles as Eco Bricks to build walls for animal enclosures.
- ✓ Razorbill Bazar is a staff initiative and an internal market for staff to give away or sell goods that they no longer want, helping items find a new home.

## Work Stream: Sustainable Transport

### Collaborative and Integrated Working: Development of network of electric vehicle charging points

The Authority has begun work on phase 1 of its contribution to a network of electric vehicle charging points across the Park and Pembrokeshire. Additional funding was secured from the Welsh Government which has enabled the inclusion of four sites to this phase instead of the original 2. This phase 1 sites are Saundersfoot, Oriel y Parc in St Davids, Porthgain and Broad Haven. The location of the proposed charging points aligns with the wider installation of charging points being implemented by Pembrokeshire County Council.

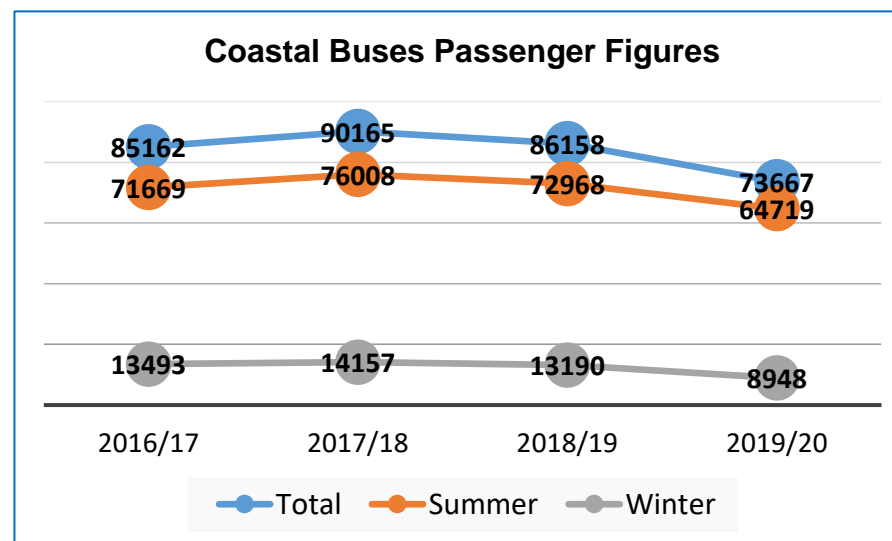
During 2019/20 the Authority joined the tender process being undertaken by Pembrokeshire County Council in order to ensure the Authority is delivering charging points following the same spec and charging method in order to provide a consistent County wide approach.

Following the tender process carried out by PCC, the Contractor (Silverstone Green Energy) was appointed. The installations were due to be carried out in March 2020, however delays were experienced due to connection and quote issues with Western Power Distribution, with the Authority awaiting site meetings which were then affected by Covid 19.

### Collaborative and Integrated Working: Supporting the Coastal Bus Service

The Authority continued to provide financial support through the Greenways Partnership to the coastal bus service. The coastal bus services enable people to access remote parts and different sections of the coast using public transport.

The coastal bus service did see an overall fall in passenger figures in 2019/20 compared to 2018/19. This is largely due to the 387/88 - Coastal Cruiser, 400 - Puffin Shuttle, 404 - Strumble Shuttle and 405 - Poppit Rocket being reduced to only 1 day per week in the winter and the summer period being shortened. The 315 - Puffin Shuttle has been reduced by one day with the Saturday service removed.





## Work Stream: Climate Change Risk & Adaptation (S6)

### Collaborative and Integrated Working: Joint Report on Severe Weather Events and Community Vulnerabilities

The Authority is represented on the NRW-led Public Services Board integrated project group for environmental and climate change risk assessment. A joint report for Pembrokeshire, Carmarthenshire and Ceredigion was commissioned to assess past severe weather events, and to consider community vulnerabilities. This has helped to identify which communities might be at the greatest risk during future climatic events.

Aligned to the production of this report, the consultants were also commissioned to develop a questionnaire on severe weather in conjunction with a pilot group in Pembrokeshire. This will be used to engage with different communities and to design facilitation scripts for use in workshops with communities. A further report has been commissioned.

### Thinking Long Term: Climate Adaptation and Planning Policy

The Deposit Plan for the Local Development Plan 2 (that was going under examination in 2019/20) includes policies on climate change, sustainable design, renewable energy, and flooding.

The Local Development Plan strategy directs new development primarily to towns and villages which have services and facilities to support new growth and reducing the need to travel.

The information contained in the Shoreline Management Plans has been used to identify Coastal Change Management Areas in the Local Development Plan 2. These are at:

Tenby	Solva	Saundersfoot
Newport	Newgale	Little Haven
The Gann	Dale	Broad Haven
Angle	Amroth	Wiseman's Bridge

Within these areas new development will be restricted and existing properties may wish to relocate inland as part of an adaptation process. This is a key change in the Plan.

The Authority is also required to apply national planning policy set by the Welsh Government when considering planning applications.

## Work Stream: Inspiration and Learning – Special Qualities (S6)

### Thinking Long Term: Realigning our Education Offer with the New Curriculum (ER)

A new Curriculum for Wales Framework (<https://gov.wales/curriculum-wales-overview>) is being developed, which will be used throughout Wales from 2022, with schools already piloting the new approach with pupils. The Curriculum takes a more holistic approach to a student's 'learning journey', placing a greater emphasis on 'local curriculums' and supporting schools to design their own curriculum and assessment arrangements. It also has three competency areas of Literacy, Numeracy and Digital Competency.

The new Curriculum presents great challenges and opportunities for the Authority. In 2019/20 the Authority continued its work to ensure that our education offer aligns with the new curriculum and will remain relevant, providing continued opportunities for students to learn, be inspired and benefit from engaging with the National Park.

5	new school sessions developed (Baseline data)
883	participating in new school sessions (Baseline data)

Activities have included:

- ✓ Resource mapping exercises (against Curriculum Areas of Learning and Experience) with Castell Henllys and Carew. Castell Henllys delivered a bespoke session for 98 year 7 Ysgol Preseli pupils on the theme of literacy. It focussed on Oral traditions of story telling, a Bragging contest and the use of landscape in medieval Welsh poetry.
- ✓ Annual Educators Workshop attended by 29 pupil facing PCNPA staff from across teams. Workshop included a briefing by a Waldo Williams Primary School teacher on how curriculum development and planning is working in the classroom with examples of pupil work following on from sessions delivered by ourselves in the National Park 2019. The workshop also heard reports from across PCNPA teams on initiatives and developments relating to the new curriculum.
- ✓ The development and delivery of a thematic module for humanities, "A tour of Pembrokeshire" for Haverfordwest High delivered to its entire year 7 pupils. This involved sessions at Castell Henllys, Carew and Oriel y Parc. The session at Oriel y Parc involved the area Ranger doing a planning scenario activity with the pupils. A meeting with the Humanities teacher from Haverfordwest High took place to evaluate work undertaken in the summer term and to inform the continued development of secondary level humanities programme.

- ✓ Pembrokeshire Coast National Park Officer led on Welsh National Parks consultation response to Wales Curriculum consultation.
- ✓ We have embedded new curriculum considerations into our education projects including the Roots/ Gwreiddiau project, Heritage Guardians and Pembrokeshire Outdoor Schools. For example the Roots/ Gwreiddiau project is an example of pupils exploring “Cynefin” a strong theme within the Humanities AoLE, and the project is integrating with the thematic planning in Johnston, St Francis Milford Haven and Gelliswick schools.

### Thinking Long Term: Engaging school children and young people with the Special Qualities of the Park

Alongside aligning the Authority's education offer with the new curriculum the Authority has continued to facilitate educational learning opportunities across the Park. The Authority saw a 4.9% fall in the number of participants engaged in our education programme compared to 2018/19. However 5 sessions with schools were cancelled in March 2020 due to the Covid 19 pandemic, impacting on the 2019/20 figure.

10,293

participants in our education programme in 2019/20. This compared to 10,821 in 2018/19 and 10,448 in 2017/18.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
Schools average feedback rating (1-11)	9.9 (Amber)	10.0 (Green)	10.1 (Green)	10

### Involvement: Inspiring the Public through our Events Programme

Our events and activities programme enable people to access parts of the Park that they might not normally be able to access or provide participants with an enhanced learning or visitor experience of the Park.

34,443

participants in public events and activities programme in 2019/20. This is an increase on 32,150 in 2018/19 and 24,220 in 2017/18.

4,691

Participants in public events related to Visit Wales Year of Discovery participants. This is a decrease on 7,425 participants in 2018/19, where attendee and event numbers were boosted by the theme being Year of the Sea.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
Public Average feedback rating (1-11)	10.2 (Green)	10.4 (Green)	10.4 (Green)	10

The delivery of our public events and activities programme wouldn't be possible without the support and hard work of our volunteer activity leaders:

86

volunteer days were contributed by volunteer activity leaders in 2019/20 to facilitating events in our public events programme. This was across 76 events

**Next steps for improvement:** The Authority will look to review and improve its evaluation forms for events in 2020/21 and will be moving to an online booking system for public events through its new website.

#### **Involvement: Dark Sky and nocturnal wildlife inspiration**

The Authority continued to deliver dark sky related events and activities. In 2019/20 these events focused on twilight tours and opportunities to discover and find out more about bats.

247

participants across 14 dark sky related events and activities held by the Authority in the Park in 2019/20. This compares to 319 participants across 18 events in 2018/19.

Locations for events included Carew Castle, Treginnis, Colby Woodland Garden, St David's Cathedral and Bishop's Palace and Solva. The development of the walled garden in 2019/20

at Carew Castle opens up further opportunities for engaging people with dark sky and related wildlife exploration opportunities.

#### **Involvement: Interpretation Plan**

Two key areas of focus for interpretation developed in 2019/20 as a result of the interpretation plan. These were:

- ✓ Work on developing a new interpretation plan for Oriel y Parc, to make the centre the main gateway to the National Park through updating the interpretation offer at the site. An interpretation consultant was commissioned to develop the interpretation plan for Oriel y Parc. A draft plan was created informed by engagement with staff and stakeholders.
- ✓ Work on developing discovery points to be situated at locations across the Park. This included work on designing a new map for the Discovery Points. The plan is that it will be on display alongside PCNPA leaflets or other resources at a selection of businesses during the pilot year of this project.

## Involvement: Citizen Science

Alongside providing volunteers with training related to wildlife and habitat monitoring and surveying, the Authority has helped facilitate recording and surveying opportunities for volunteers throughout 2019/20.

229.5	volunteer days related to conservation wildlife and habitat survey or monitoring in 2019/20. A 70% increase on 135 in 2018/19.
2.5	volunteer days related to heritage sites monitoring (Baseline data for 2019/20).
4	Social action days relating to conservation and habitat survey or monitoring in 2019/20, including chough monitoring between Freshwater East and Swanlake with pupils from Portfield Gate.

A range of Volunteer groups engaged with conservation and habitat survey monitoring opportunities through PCNPA in 2019/20 including:

PCNPA General Volunteers	Valero Corporate Volunteers	Friends of the National Park
PCNPA Pathway Volunteers	Voluntary Wardens	Boardwalk gang Volunteers
Pembrokeshire ARG Amphibians and Reptiles Group	FERN Freshwater East Reserve for Nature	MIND Pathway Volunteers

## Duke of Edinburgh Award Open Group

Examples of monitoring and surveying activities volunteers participated in 2019/20 include:

### Birds

- ✓ Wetland Bird Survey WeBS Counts - Uzmaston, Boulston and Slebech Community Council Area
- ✓ Gumpton Farmland Bird counts - Stackpole and Castlemartin Community Council Area
- ✓ Chough Monitoring - The Havens, Marloes and St Brides and Lamphey Community Council Areas

### Butterflies

- ✓ Checking for brown hairstreak eggs - Stackpole and Castlemartin Community Council Area
- ✓ Butterfly transects, monitoring and surveys - Marloes and St Brides, Lamphey and Dale Community Council Areas

### Bees

- ✓ Bumblebee surveys as part of the Pollinator Project - St Davids Airfield
- ✓ Shrill carder bee survey - Stackpole and Castlemartin Community Council Area

### Marine

- ✓ Public Sea Watch and Cetacean survey with Sea Trust - Fishguard and Goodwick Community Council Area

### Invasive Species

- ✓ Mapping and Surveying Balsam - Pwllgwaelod, Neyland and Cwm Gwaun Community Council Area

### Wildlife



- ✓ Wildlife Survey of reed bed in preparation for Slash Pond Project - The Havens Community Council Area
- ✓ Monitoring session on Oil Beetles - Freshwater East Local Nature Reserve
- ✓ Froghopper survey - Skrinkle Haven

#### Reptiles and Adders

- ✓ Reptile monitoring, surveys, mapping reptiles survey routes and ID Walks - The Havens, St Ishmaels, Marloes and St Brides Community, Dale Community Council Areas
- ✓ Adder survey - Musslewick, Dale, Marloes

### Involvement: Engaging People in Capturing Coastal Erosion

As part of the Changing Coast Project there are 16 fixed point photography posts along the Pembrokeshire Coast Path.

Poppit	Abereiddi	St Brides Bay
Ceibwr	Whitesands	West Angle Bay
Newport Sands	Porth y Rhaw	Green Bridge
Aber Hescwm	Newgale	Freshwater East
Aber Bach	Amroth	Manorbier
Haroldston Chins		

These posts encourage people to take photographs when out walking, helping to record changes at the sites and build a picture of cliff erosion, dune erosion, changing vegetation, changing sand levels, changes to pebble banks, changes to

stream courses and flooding. In 2019/20 the Authority continued to see a high level of submissions to the project.

779

Changing Coast photo submissions in 2019/20. This is an increase from 730 in 2018/19 and 629 in 2017/18.

In 2019/20 a new post was fixed above the prehistoric site at Porth y Rhaw, a scheduled monument. The post was funded in collaboration with the Climate, Heritage and Environments of Reefs, Islands and Headlands (CHERISH) project, a European-funded project led by the Royal Commission on the Ancient and Historical Monuments of Wales.



A walker at the Porth y Rhaw photography post

## Governance and Financial Sustainability

### Work streams that supported delivery of this objective in 2019/20

Corporate – Long Term Planning	Fundraising and Income Generation	Workforce Resilience
Member Development	Corporate Compliance and Standards	

### Journey Checker Summary – Our Progress

In 2019/20 a number of developments and engagement activities occurred which will support the process of reviewing the Authority's priorities and Well-being objectives and long term planning. Business plans are now in place for all three of the centres and the Authority has in place a new National Park Management Plan 2020-24. The Authority has amended its risk register framework following the advice of internal auditors. The Authority continued to support the Pembrokeshire Coast National Park Charitable Trust which in its first year of operation has helped generate funds for a number of projects in the Park.

With the appointment of a new HR manager and Business Improvement and IT Manager in 2019/20 the Authority is taking the opportunity to look at opportunities and improved practices around Health and Safety, workforce resilience and well-being, digital transformation and communication of corporate policies and standards. Members are also driving their own personal development through the activities of the Member Support and Development Committee.

**The next section outlines our performance in 2019/20 against the work streams contributing to Governance and Financial Sustainability.**

## **Work Stream: Corporate – Long Term Planning**

### **Thinking Long Term: Funding, Priorities and Member Engagement**

In 2019/20 a number of developments and engagement activities occurred which will support the process of reviewing the Authority's priorities and Well-being objectives. These included:

- ✓ Ongoing discussions with Welsh Government on medium term budgets and impact of significant financial reductions in the mid/ long term.
- ✓ Discussions with Welsh Government about Sustainable Landscapes, Sustainable Places scheme with draft proposals for capital projects developed internally for submission. The scheme will provide additional capital funding in 2020-21 to National Park Authority's and AONBs to invest in decarbonisation, sustainable tourism and biodiversity work.
- ✓ In December a budget workshop was held with potential projects list distributed and a meeting was held between Chair and Deputy Chair of the Authority and Senior Management Team to discuss future priorities.

- ✓ A new National Park Management Plan 2020-24 was agreed in December 2019. To assist in integrating delivery of National Park Management Plan Impacts with Corporate Planning as part of developing the Corporate and Resources Plan 2020/21 the Authority identified 3 key impact areas that work streams delivering against its well-being objectives will also contribute to – Responding to Climate Change Emergency, Responding to Biodiversity Loss and Landscapes for Everyone. A Responding to Climate Change Emergency Action Plan sitting under the National Park Management Plan was also developed during the year. This action will support a strategic long term approach to the Authority's actions across functions to support carbon emission reduction, carbon sequestration and climate change mitigation and adaptation activities.
- ✓ In March 2020 officers drafted projections of the potential impact of the Covid-19 on the financial position of the Authority. Discussions were ongoing with the Welsh Government on how to manage these impacts.

**Next Steps for Improvement:** Further work on this is expected to be carried out in 2020/21 with the Chief Executive Panel identifying the need to focus in 2020/21 on the following "Conduct a corporate review of where our future priorities should be involving Members, staff and stakeholders that will take account of how the National Park Authority is able to

meet the challenges for the National Park and local communities of responding to COVID-19, Brexit and other factors;”

### Thinking Long Term: Policy engagement on withdrawal from the EU

Key activities in 2019/20 that the Authority participated in relating to engagement opportunities on withdrawal from the EU provided by the Welsh Government included:

- ✓ The Chief Executive attending the Welsh Government Environmental Governance Task and Finish Group Meetings and Brexit round table meetings
- ✓ During 2019/20 the Welsh Government issued the "Sustainable Farming and our Land - Revised proposals for supporting Welsh farmers after Brexit" consultation. A paper on the consultation was presented to Members at the National Park Authority Meeting on the 4th September, with the 3 Welsh National Park Authority's submitting a joint response to the consultation.

### Preventative and building resilience: Risk Management

Following recommendations from the Authority's Internal Auditors a new risk register framework and format was adopted. The new framework and format was discussed by Leadership Team and used to report to Members from April

2019 for both the Audit and Corporate Services Committee and the Operational Review Committee.

### Preventative and building resilience: Carew Causeway – 5 year plan

Due to the nature and challenges relating to maintenance of the Carew Causeway, funding was in place to cover the 5 year schedule of works. Phase 1 and 2 were planned for 2019/20 subject to the Reservoir Engineers Annual Report. The annual inspection took place in August with no further major issues reported. In accordance with the Reservoir Engineers Annual Report Phase 1 works were postponed until Summer 2020. The remedial works planned are able to be monitored as no significant changes have been identified and due to the nature of the work this cannot take place during the Winter/ Spring. Therefore the 5 year programme has been revised to a 4 year programme accordingly. Budget remains as approved. Detailed proposals by Engineers are being prepared.

### Work Stream: Fundraising an Income Generation

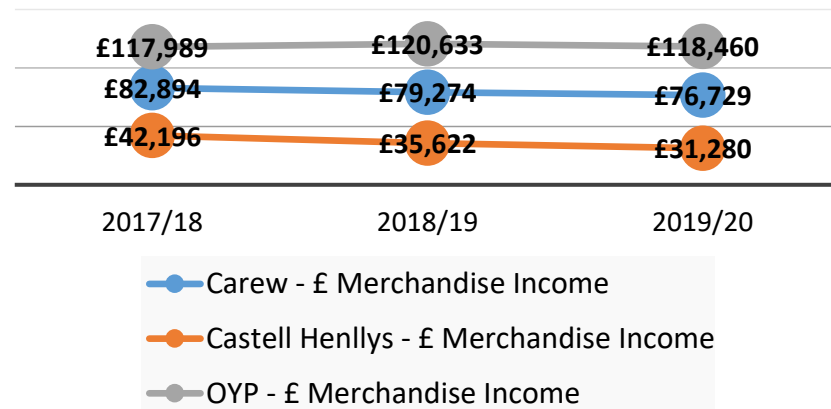
#### Trends relating to Income Generation across Centres

The Authority saw a 3.8% decrease in merchandise sales across the centres compared to 2018/19. The Centres were closed mid-March 2020 due to Covid 19 related measures. The decrease in merchandise sales compared to 2018/19 happened across all Centres in 2019/20.

**£226,469**

income from Merchandise sales at the Centres in 2019/20. This is a decrease on £235,528 in 2018/19 and £243,079 in 2017/18.

**£ Merchandise income trends broken down by Centre**



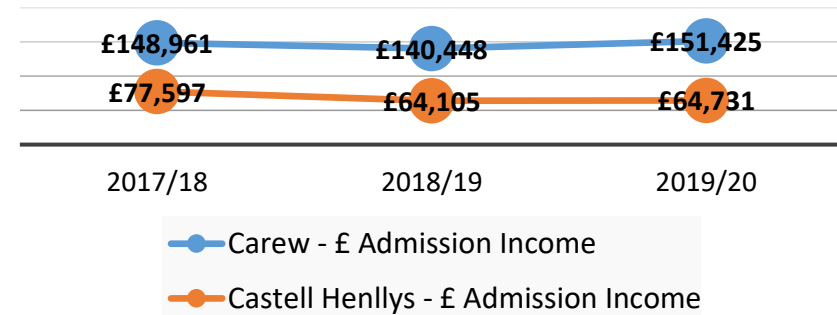
The Authority saw a 5.7% increase in admissions income across Carew and Castell Henllys in 2019/20 compared to the previous year. This increase is despite a decrease in visitors across both sites between 2018/19 and 2019/20. Carew saw a 7.8% increase compared to the previous year and Castell Henllys saw a 0.98% increase.

**£216,156**

income from Admissions at Carew and Castell Henllys in 2019/20. This is a

decrease on £204,552 in 2018/19 and £226,558 in 2017/18.

**£ Admission at Castell Henllys and Carew**



The Centres saw a 3.9% increase in other income generated in 2019/20 compared to the previous year.

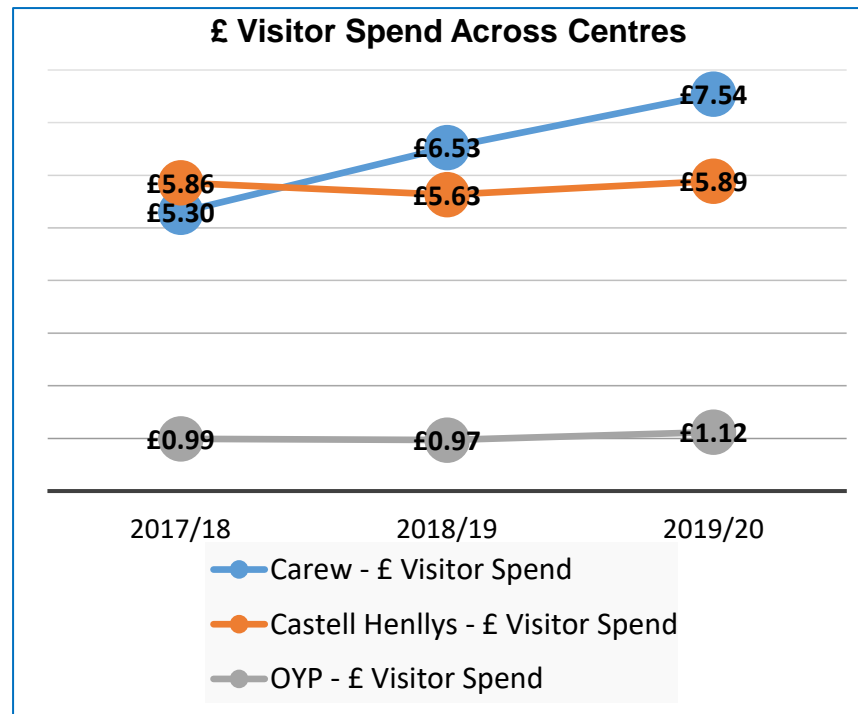
**£77,488**

from centres other income in 2019/20. This is an increase on £74,610 in 2018/19 and £71,084 in 2017/18.

£72,112.57 income was generated from Carew Café in its first full year of operation in 2019/20. While £24,760 of income was generated from café rental income at Castell Henllys and Oriel y Parc in 2019/20 this compares to £25,541 in 2018/19.

Visitor Spend has increased across all three sites in 2019/20 compared to the previous year.





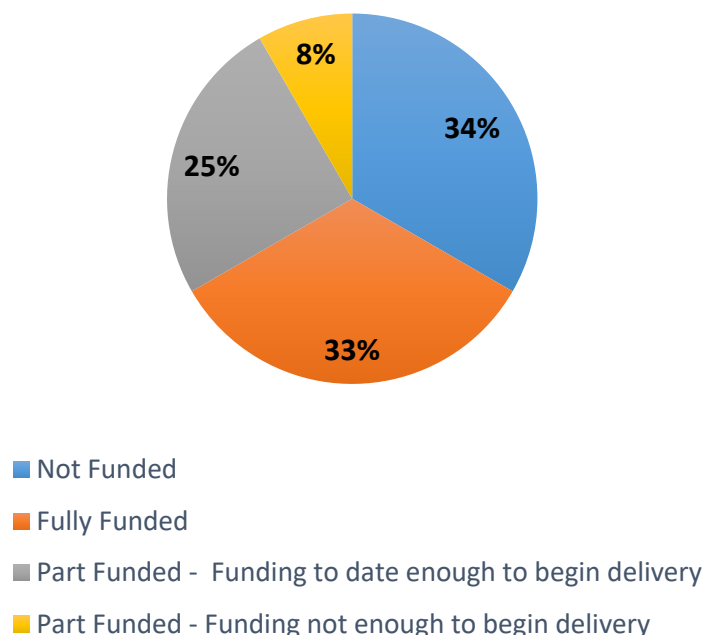
**Next Steps for Improvement:** Work was carried out in 2019/20 on new business plans for each of the centres and delivery against these plans should drive future activities within the centres on income generation. These plans will need to be reviewed in line with recovery planning and challenges and opportunities arising from the new operating environment as a result of Covid 19.

### Thinking Long Term: Project prioritisation

To help identify priority projects the Authority has developed a prioritisation of projects process that enables staff to submit projects that are then assessed against a number of criteria by the Senior Management Team. The assessment criteria includes contribution to delivery of Authority's Well-being Objectives and National Park Management Plan impacts.

Project Status 2019/20	Prioritised Project – Banded A
Fully Funded	Experiences for All Project
	West Wales Walking for Well-being Project
	Stitch in Time Project
	Pembrokeshire Outdoor Schools
Part Funded – Funding to date enough to begin delivery	People, Plants and Pollinators
	Traditional Boundaries
	Ecosystem Resilience – Conserving the Park
Part Funded – Funding not enough to begin delivery	First 1000 Days Project
Not Funded	Skills in Action
	Beach Roadshow
	Naturally Connected
	Light Pollution Community Project

33.3% of projects categorised as banded A at the start of 2019/20 received funding during 2019/20 (four out of 12), with a number of projects receiving part funding.



Suitable projects that have gone through the project prioritisation process are also put forward to the Pembrokeshire Coast Charitable Trust in order to seek funding opportunities.

### Collaborative Working: Pembrokeshire Coast National Park Charitable Trust

In 2017/18 the Authority recruited an External Funding Manager to assist in identifying and pursuing opportunities to generate funding from alternative sources and has facilitated the establishment of a Charitable Trust. The Authority has committed to providing financial support to the running costs of the Trust through to 2023.

The PCNP Charitable Trust fundraising activities raised the following funds for Authority projects in 2019/20:

Project	Contribution from PCNP Charitable Trust
Stitch in Time Project	£10,000
People, Paths and Pollinators project	£5,000
Pembrokeshire Outdoor Schools	£16,000
Roots (delivered by PCNPA education ranger)	£10,000
Coastal Path Restoration	£2,000
First 1000 days	£1,500

The Trust has been running the Make More Meadows campaign since April 2019. The money raised so far is supporting eight new sites, covering a total of 52 hectares through the Authority's Conserving the Park Scheme. These meadows offer 'stepping stones' for wildlife such as the marsh

fritillary butterfly, enabling insects and plants to move across a wider area so that their species can thrive and be sustained

**£13,170**

Raised from Trust's Make More Meadow Campaign

### Sponsor a Gate Scheme

The sponsor a gate scheme enables people to sponsor one of the 100 gates along the Pembrokeshire Coast Path available for sponsorship. The sponsor a gate scheme exceeded its income generation target in 2019/20, by 80%, with 18 gate sponsorships.

Performance Measure	2019/20	2019/20 Target
£ from sponsor a gate scheme	£10,800 (Green)	£6,000

## Work Stream: Work Force Resilience

### Health and Safety

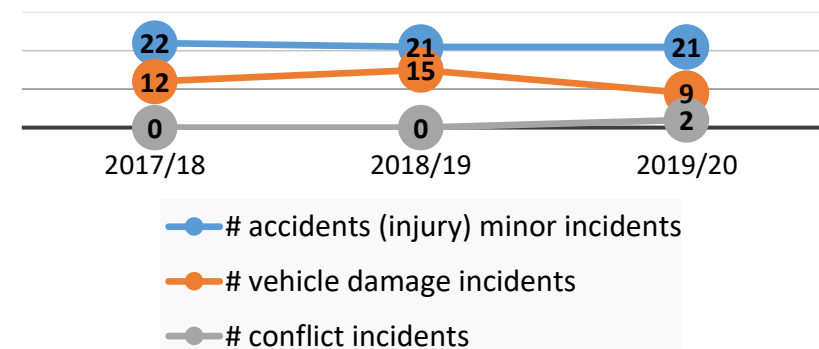
The Authority saw 3 RIDDOR (Reportable Incidents to the Health and Safety Executive) in 2019/20. Follow up actions were carried out as a result of these incidents. The HR Manager in 2020/21 will be providing specific Health and Safety focused reports to Audit and Corporate Services following request for further information from Members in relation to incidents and the Authority's response. The

Authority saw no accidents (injury) over 3 days/ up to 7 day absence.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
# RIDDOR (Reportable incidents to the HSE)	0 (Green)	0 (Green)	3 (Red)	0
# accidents (Injury) over 3 days/ up to 7 days absence	0 (Green)	2 (Red)	0 (Green)	0

There has been little change in relation to the number of accidents (injury) minor incidents since 2017/18. The Authority did see a fall in vehicle damage incidents in 2019/20 compared to 2018/19. Two conflict incidents were reported in quarter four of 2019/20, this compares to 0 incidents being reported in both 2017/18 and 2018/19.

### Trends across years relating to other Health and Safety Incidents



There were no Safeguarding incidents in 2019/20, this continued the trend of no incidents in 2018/19 and 2017/18.

During 2019/20 the Authority approved an updated Safeguarding Statement and policy that takes into account changes to legislation (Social Services and Well-being (Wales) Act 2014) and the way these changes have been interpreted and delivered at a local level in West Wales. Pembrokeshire County Council, the lead agency in managing safeguarding locally, has provided support in updating the statement and policy.

Members of the Operational Review and Audit and Corporate Services Committees received a report from the Countryside Management Operations Manager on visitor safety. It provided an update on the Authority's approach to visitor safety and how visitor safety principles are being adopted in practice when assessing risk on the authority owned estate.

### Sickness Absence

The Authority has seen a continued increase in its sickness absence rate since 2017/18. This reflects the Authority seeing an increase in the number of days absence because of long term sickness but not short term sickness in 2019/20. This was as a result of absences related to a small proportion of staff with major underlying health conditions.

8.59

days lost to sickness per full time equivalent staff in 2019/20. This is an increase from 7.86 in 2018/19 and 5.83 in 2017/18. Benchmarking 2019/20: Snowdonia NPA – 11.5 days.

5.77

days lost to sickness per full time equivalent staff excluding long term sickness in 2019/20.

**Next Steps for Improvement:** The Authority in 2019/20 will be working towards achieving the Corporate Health Standard.

### New Ways of Working: Digital Transformation Project

In early 2019/20 the Authority appointed a new Business Improvement and IT Manager with a remit that includes focusing on digital transformation opportunities within the organisation. The first stage of this work involved a review and set of recommendations for the Countryside Management, Community and Visitor Services directorate. The process involved the Business and Improvement and IT manager spending time out on the field with Dx champions from across teams in the directorate to identify opportunities to improve ways of working from a digital perspective. The next stages of this project will look at further opportunities to digitise elements of the planning service.

As part of developing a Responding to Climate Change Emergency Action Plan, officers have also identified priority

areas for digitisation in terms of how it operates that could help to reduce the Authority's carbon emissions in the future.

## Work Stream: Member Development

### Engagement and Involvement: Member Support and Development Committee

During 2019/20 the Authority has been assisting Members through the Member Support and Development Committee in activities that will support their future application for the Advanced Member Charter. Activities included:

- ✓ Revised Member role descriptions and person specifications and revised Member Development Strategy adopted by Member Support and Development Committee (MS and DC) on 8th May 2019.
- ✓ Development Committee on 21 July resolved that a buddying scheme be adopted and used as a pilot arrangement with newly appointed Welsh Government Members.
- ✓ Personal Development Review process agreed by Member Support and Development Committee on 06 November 2019. Training to be arranged for all Members prior to reviews taking place.
- ✓ Meeting held between Chair of Member Support and Development Committee, Democratic Services Manager and WLGA to discuss Advanced Charter application process.

- ✓ Successful Personal Development Review Workshop, facilitated by WLGA, held on the 5th February 2020.
- ✓ Four Members attended WLGA Chairs' training session held jointly with Pembrokeshire County Council on 03 March 2020.
- ✓ Some Personal Development Reviews were already undertaken prior to Covid 19 "lockdown" and Members have been encouraged to undertake PDRs through Lifesize video conference system or by telephone.

### Members Attendance

The Authority has seen a continued increase in Members attendance at Committee since 2017/18. However the Authority has seen a fall in Members attendance at training compared to previous years with the 56.22% for 2019/20 below the 65% target.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% Members attendance	78.88% (Green)	80.21% (Green)	81.91% (Green)	75
Benchmarking 2019/20: Snowdonia NPA – 81%				
% Members attendance at training	63.78% (Amber)	68.69% (Green)	56.22% (Amber)	65
Benchmarking 2019/20: Snowdonia NPA – 52.5%				



## Work Stream: Corporate Compliance & Standards

### Improving communication and implementation of Policies

Activities carried out in 2019/20 to support communication of corporate policies following a proposal that went to Leadership Team:

- ✓ Spreadsheet for monitoring corporate documents put in place.
- ✓ New policy template for internal and external policies created.
- ✓ Central storage location for policies put in place on F Drive.
- ✓ Process refreshed in relation to policy development and consultation stages in terms of Leadership Team, staff and Members.
- ✓ Reference to new policies included in Internal Newsletter

A meeting was held in August to look at the Authority's current approach around complaints, service standards and compliments. The focus of this discussion was around the important role of induction process and training for staff on providing good customer service and other compliance areas. Following appointment of a new HR manager a meeting in February was held to further scope work in this area.

**Next Steps for Improvement:** With a new HR manager in place, the Authority can now look to further progress this work, with an action on reviewing the Authority's induction process and development of programme of customer and visitor services training contained within the Corporate and Resources Plan 2020/21. Alongside this the Authority will continue to identify ways to improve its communication of corporate policies and standards.

### Complaints to the Authority

The Authority saw a minor increase in the number of complaints it received in 2019/20 compared to 2018/19. The majority of complaints related to planning and car parking charges.

10

formal complaints received by the Authority in 2019/20. This compares to 8 complaints in 2018/19 and 2017/18. Benchmarking 2019/20: Snowdonia NPA – 6.

### Welsh Language Standards

No Welsh Language related complaints were received by the Authority or by the Welsh Language Commissioner about the Authority in 2019/20.

0

complaints concerning the Welsh Language made to the Authority in 2019/20. This continued the 0 trend in

complaints in 2018/19 and 2017/18.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
# complaints to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards	1 (Red)	0 (Green)	0 (Green)	0

The Authority has seen an 8.16% fall in the number of new and vacant posts advertised as Welsh Language essential since 2017/18.

30.30%

of new and vacant posts advertised as Welsh Language essential in 2019/20. This is a decrease from 33.33% in 2018/19 and 38.46% in 2017/18.

The Authority has had to re advertise a number of posts which had this requirement due to a lack of suitable applicants. To address this issue the Authority has placed requirements on learning Welsh for successful applicants on a number of vacancies in 2019/20. In the longer term this should help increase the number of staff able to provide services through the medium of Welsh.

## Data Protection

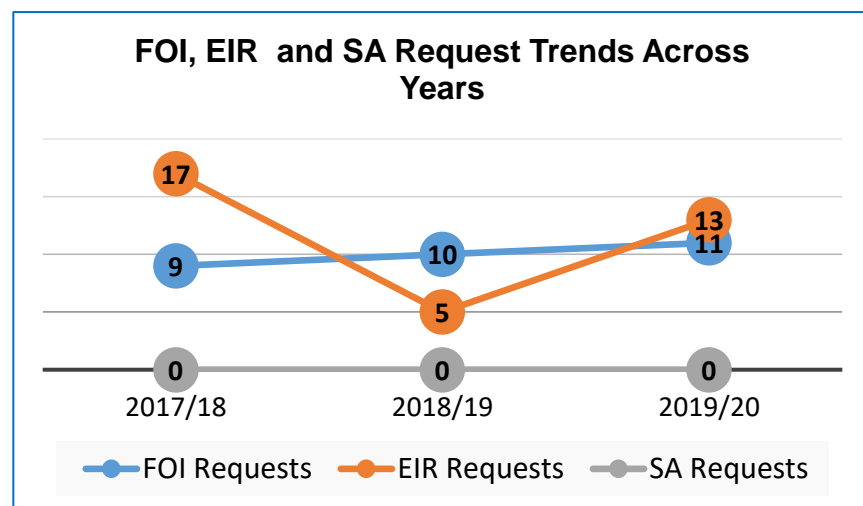
In 2019/20 the Authority reviewed key policies relating to data protection – Data Protection Policy, ICT User Policy and Data and Information Security Policy. These policies were approved by the NPA in September 2019.

Members also received training on Data Protection and the new policies, tailored to their role in October 2019.

0 data protection impact assessments completed (Baseline Data 2019/20.) However a risk analysis was carried out on Bring Your Own Device as part of the review of the ICT user policy and Information and Data Security Policy in advance of these policies going for NPA approval.

## Freedom of Information (FOI), Environmental Information Regulations (EIR) and Subject Access (SA) Requests

The Authority has seen a minor increase in the number of FOI requests since 2017/18. There was a fall in EIR requests in 2018/19 however this has risen to 13 in 2019/20. The Authority has continued to receive no SA requests.



The Authority was unable to respond to one EIR request in 2019/20 within the required timescales in March due to Covid 19.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% of FOI responses within required timeframe	100% (Green)	100% (Green)	100% (Green)	100%
% of EIR responses within required timeframe	100% (Green)	100% (Green)	92.31% (Amber)	100%

### Monitoring Media Coverage

The overall % for 2019/20 was affected by negative news reports, reported widely in the nationwide press in March (on fox snaring) that were unrelated to the Authority but mentioned the Pembrokeshire Coast National Park.

Performance Measure	2017/18	2018/19	2019/20	2019/20 Target
% Positive/neutral media coverage	99.45% (Green)	99.51% (Green)	85.05% (Green)	80%

### Work Stream: Strategic Partnerships

#### Collaboration and Integration: Partnership Framework and Monitoring

Working collaboratively with partners and stakeholders is central to the work of the Authority and its ability to meet its Well-being Objectives. Following Audit Wales' set of recommendations as a result of their field work on partnerships in 2018/19 a Partnership Framework and Partnership Monitoring Framework was developed and provided to Leadership Team. This framework will be updated to enable monitoring of current Partnerships in operation across the Authority and outputs and outcomes through them. This will help ensure that current partnerships the Authority is engaged with are the right ones, are working effectively and supporting delivery of the Authority Objectives, National Park

Management Plan impacts and wider Pembrokeshire Well-being Plan and Welsh Well-being Goals.

## Appendix 1: Recruitment and Workforce Equality Data and Analysis

**Note on Data:** To align with Welsh Government open data source reporting, throughout the following tables, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by \*. Percentages are rounded and where figures are below 5 corresponding percentages have been suppressed and are denoted by \*. Totals may not sum due to rounding. Rounding in this way also helps protect the anonymity of staff and job applicants. Workforce data is based on headcount from the end of month extract as at 31<sup>st</sup> March 2020, as a result some seasonal employees will not be captured in the figures.

There were 33 job vacancies advertised in 2019/20, this compares to 36 in 2018/19 and 26 in 2017/18. Job applicant data is from the Authority's online job application system.

### Number of Job Applicants Overall

2017/18	2018/19	2019/20
310	590	640

Workforce Data is from the Pobl y Parc system. Staff are able to access, review and complete their equality monitoring data directly on the system. Data on employees does not include seasonal staff.

### Number of Employees

2017/18	2018/19	2019/20
150	150	140

## Age

There has been an increase in the % of job applicants under 40 and over 60 with a decrease in applicants aged 41-59. However the number of applicants remains highest for the under 30 age group compared to other age brackets.

### Job Applicants: Age

Age*	2017/18	2018/19	2019/20
30 and under	32% (100)	25% (150)	30% (190)
31– 40	19% (60)	20% (120)	22% (140)
41 – 50	16% (50)	20% (120)	12% (80)
51 – 59	13% (40)	20% (120)	17% (110)
60 and Over	6% (20)	3% (20)	5% (30)
Prefer not to answer	10% (30)	10% (60)	1% (10)
Not Declared			12% (80)

\*New age categories were introduced from 1<sup>st</sup> January 2018 and as a result this may impact on accuracy in relation to applicants whose age are on boundaries.

In terms of employees there has been no major changes in age profiles across the three years, except for a slight decrease in the number of people in 41-50 bracket and slight increase in the number of people in 51-60 age bracket.

43% of staff are over 50, with little change across the three years. There was a continuation of only 7% of staff being under 30.



**Employees: Age**

Age	2017/18	2018/19	2019/20
20 years and under	* (*)	* (*)	* (*)
21 - 30	7% (10)	7% (10)	7% (10)
31 - 40	13% (20)	13% (20)	14% (20)
41 - 50	33% (50)	40% (60)	36% (50)
51 - 60	27% (40)	27% (40)	29% (40)
60 and Over	13% (20)	13% (20)	14% (20)

**Gender Reassignment**

In terms of job applicants there has been little change except for a slight increase in the number of people not providing this information or preferring not to answer.

**Job Applicants: Birth Gender**

Birth Gender	2018/19	2019/20
Same	90% (530)	86% (550)
Not the Same	* (*)	* (*)
Non Binary	* (*)	* (*)
Prefer not to answer	10% (60)	2% (10)
Not Disclosed		12% (80)

We are reporting this data for the first time.

**Employees: Birth Gender**

Birth Gender	2019/20
Same	71% (100)
Not the Same	* (*)
Non Binary	* (*)
Prefer not to answer	* (*)
Not Disclosed	29% (40)

**Disability**

There has been no change in the % of job applicants identifying as having a disability. There has been a slight increase in the number of job applicants not providing this information or preferring not to answer.

**Job Applicants: Disability**

Disability	2017/18	2018/19	2019/20
Identify as having a disability	* (*)	3% (20)	3% (20)
Identify as not having a disability	87% (270)	85% (500)	80% (510)
Prefer not to answer	13% (40)	10% (60)	3% (20)
Not Disclosed			14% (90)

There has been a decrease in the number of employees identifying as having a disability between 2017/18 and 2019/20. The Authority has seen an increase in staff providing this information.

#### Employees: Disability

Disability	2017/18	2018/19	2019/20
Identify as having a disability	7% (10)	* (*)	* (*)
Identify as not having a disability	67% (100)	73% (110)	79% (110)
Not Declared	27% (40)	27% (40)	21% (30)

#### Ethnicity

The Authority has seen a slight increase in the % of applicants from non-white ethnic backgrounds, at 2% of applicants. The Authority has seen an increase in the number of job applicants not providing this information.

#### Job Applicants: Ethnicity

Ethnicity	2017/18	2018/19	2019/20
White	87% (270)	88% (520)	83% (530)
Other Ethnicity	* (*)	* (*)	2% (10)
Prefer not to answer	13% (40)	12% (70)	2% (10)
Not Disclosed			14% (90)

There has been a decrease in the proportion of employees providing this information. Where employees have provided data there has been no change across the three years in the % of employees identifying as coming from a non-White ethnic background.

#### Employees: Ethnicity

Ethnicity	2017/18	2018/19	2019/20
White	80% (120)	73% (110)	79% (110)
Other Ethnicity	* (*)	* (*)	* (*)
Prefer not to answer / Not Declared	26% (40)	20% (30)	21% (30)

Due to the small numbers relating to Other Ethnicity, this group has not been disaggregated in the two previous tables, however it is recognised that it is important to consider representation and experiences relating to different ethnicities within the Other ethnicity category.

#### Religion or Belief

The Authority has seen an increase in the number of people identifying as Other Religion/Belief and Christianity and a fall in the number of people identifying as having no religion or belief. There was an increase in the number of job applicants not providing this information.

**Job Applicants: Religion or Belief**

Religion or Belief	2018/19	2019/20
No Religion/ Belief	51% (300)	42% (270)
Christianity	27% (160)	31% (200)
Other Religion/ Belief	3% (20)	5% (30)
Prefer not to answer	19% (110)	8% (50)
Not Disclosed		14% (90)

There has been an increase in the number of employees providing this information. The majority of staff either have no religion or are of the Christian faith. It is important to note that 5% of job applicants identify as having Other Religion/ Belief.

**Employees: Religion**

Religion	2017/18	2018/19	2019/20
No Religion/ Belief	33%(50)	33% (50)	36% (50)
Christianity	27% (40)	33% (50)	28% (40)
Other Religion/ Belief	* (*)	* (*)	* (*)
Prefer not to answer / Not Declared	40% (60)	33% (50)	36% (50)

**Sex**

There has been an increase in the number of job applicants not providing this information compared to previous years, as

a result it is showing a decrease in % of both male and female applicants in 2019/20.

**Job Applicants: Sex**

Sex	2017/18	2018/19	2019/20
Female	35% (110)	47% (280)	42% (270)
Male	61% (190)	51% (300)	43% (280)
Other Term			* (*)
Prefer not to answer	* (*)	2% (10)	* (*)
Not Declared			13%(80)

The rounded data shows an equal split between Females and Males, with an increase in Female staff compared to 2018/19.

**Employees: Sex**

Sex	2017/18	2018/19	2019/20
Female	47% (70)	47% (70)	50% (70)
Male	53% (80)	53% (80)	50% (70)
Prefer not to answer / Not Declared	* (*)	* (*)	* (*)

**Sexual Orientation**

The Authority saw a slight decrease in the number of job applicants identifying as LGB or Other in 2019/20. There was a decrease in the number of job applicants providing this information in 2019/20.

**Job Applicants: Sexual Orientation**

Sexual Orientation	2018/19	2019/20
Heterosexual	81% (480)	80% (510)
Lesbian, Gay Man/Woman, Bisexual or Other	5% (30)	3% (20)
Prefer not to answer	14% (80)	3% (20)
Not Declared		14% (90)

The number of employees identifying as LGB or other has remained consistent from 2017/18 to 2019/20. We have seen an increase in the number of employees not providing this information.

**Employees: Sexual Orientation**

Sexual Orientation	2017/18	2018/19	2019/20
Heterosexual	60% (90)	67% (100)	64%(90)
Lesbian, Gay Man / Woman, Bisexual or Other	7% (10)	7% (10)	7% (10)
Prefer not to answer	40% (60)	33% (50)	7% (10)
Not Declared			34% (40)

**Employees who left our employment during the year**

The number of employees who have left the Authority has remained consistent at 10 since 2017/18. This data has been analysed internally by personnel to identify if any further

actions are needed. The data set is too small for further meaningful reporting across any of the protected characteristics.

**Employees who left our employment during the year**

2017/18	2018/19	2019/20
10	10	10

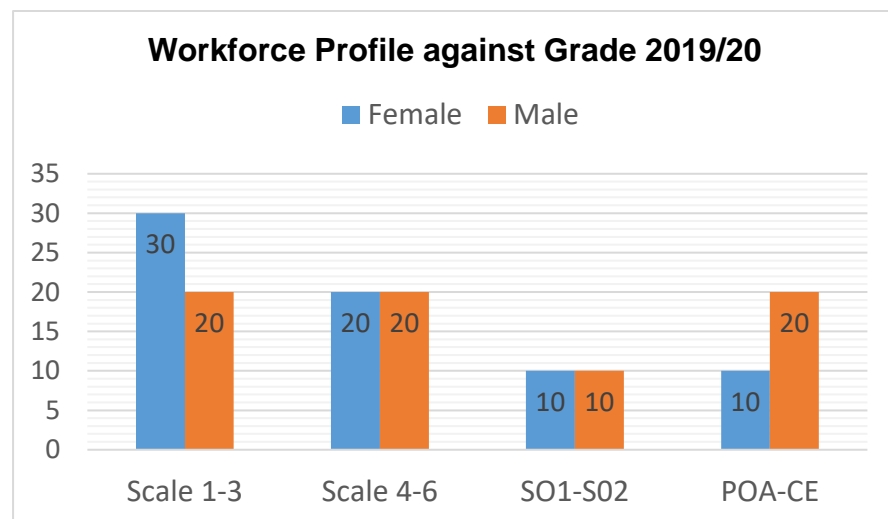
**Workforce Profile against Contract Type/ Work Pattern - Sex**

The Authority supports flexible working and has employees working a large range of work patterns in terms of number of hours over varying days. Many staff work a flexitime scheme and all staff can request flexible working arrangements such as 9 day fortnights; requests are generally approved. Staff move in and out of arrangements as circumstances change. The Authority has seen a decrease in both female and male staff working part time and on temporary contracts compared to 2018/19.

Contract Type/ Work Pattern	Female		Male		Totals	
	18/19	19/20	18/19	19/20	19/18	19/20
Full Time	30	30	60	60	90	90
Part Time	50	40	20	10	70	50
Permanent	60	60	60	60	120	120
Temporary	20	10	20	10	40	20

## Workforce Profile against Grade - Sex

The Authority employs people in a large range of jobs, many of which have single post-holders and therefore monitoring by 'job' is not undertaken. We have amalgamated Grades to prevent identification of individuals. There are no other significant pay elements payable on top of the salary attached to grade. Figure excludes seasonal staff paid by timesheet and not salaried. The main change has been a decrease in the number of Males at Scale 1-3 from 30 in 2018/19 and an increase in Males at POA-CE. Rounding of data has caused some distortion, non-rounded data shows greater prevalence of men than females at Scale 4-6, with fewer males than females at SO1-SO2.



## Training and Pay Analysis

To enable further analysis against training opportunities work is needed to improve training recording methods within the Authority. Gender Pay Gap analysis work was carried out as part of review of Equality Plan and identifying whether a specific equality objective was needed.

### Addressing Workforce diversity and inclusive work place through our equality plan.

We have identified a long term aim within our Equality Plan 2020-24 under Our Workforce – Diverse, Supportive and Inclusive:

**Long Term Aim 3:** Our workforce is diverse, we are an employer of choice and staff feel supported within an inclusive and fair work environment.

Sitting underneath this aim are the following equality objectives

- By 2024, we will have increased potential routes into employment for underrepresented groups in our workforce.
- By 2024, we will through well-being initiatives, training and associated policies provide a supportive and inclusive workplace.
- By 2024, we will reduce the Authority's gender pay gap, with a particular focus on the experiences of staff in our Lowest Quartile (Lowest Paid.)



The following Priority Areas and Actions have been identified in order to deliver against these objectives and progress monitored against them:

- Carry out a comprehensive review of the Authority's recruitment and selection process to ensure fairness within recruitment processes, including looking at potential barriers for younger applicants.
- Participate in the Pembrokeshire College (PSB) Work Placement Scheme and develop or participate in other related schemes (e.g. developing a replacement Skills in Action training scheme or developing apprenticeship opportunities.)
- Explore with other National Parks, conservation and heritage providers opportunities to develop a scheme to promote job opportunities within the sector to underrepresented groups.
- Become a disability confident organisation (at least level 1, working towards level 2.)
- Undertake a review of all our well-being activities and support for staff and work with staff reps to develop a well-being offer for staff that reflects current best practice.
- Review relevant HR policies to ensure they reflect current best practice in terms of promoting an inclusive workplace.
- Source and develop a suite of training for line managers to equip them to manage diverse teams and promote an inclusive culture.
- Engage with staff in our Lower Quartile (Lowest Paid) to examine and review the fairness of our employment offer to them including pay, working hours, flexible working, progression and training. (Gender Pay Gap)
- Carry out further analysis to see the role that current post grading has on our gender pay gap. (Gender Pay Gap)
- Improve the monitoring of training and annual performance review process. (Gender Pay Gap)
- Sign up to the EHRC pledge '[Working Forward](#)' and implement its recommendations (Gender Pay Gap)
- Continue to carry out workplace equality monitoring, contributing to Welsh Government Open Data project and improving analysis of our data.