

REPORT OF THE PERFORMANCE AND COMPLIANCE CO-ORDINATOR

Subject: Performance Report for the Period Ending 31st May 2021

Introduction

The performance report follows the structure of the Corporate and Resources Plan for 2021/22. This follows the approach of the Well-being of Future Generations Act with seven well-being objectives, with an additional section providing general governance information. Activities responding to Covid 19 recovery have been mainstreamed into work streams under each of the well-being Objectives.

The following report presents the performance to date up to 31st May 2021. Due to the reporting period, statistical data is only available for data inputted into the Performance Reporting System on a weekly and monthly basis. Quarter 1 statistics for data sets recorded quarterly on the system will be reported at the next Audit and Corporate Services Committee.

A number of actions are in amber and red. This relates to areas where work has not yet begun, further work is needed to progress the activities, activities are on hold due to officer leaving role or activities have faced continued delay due to the impact of Covid 19. These activities should move from red and amber to green as actions are initiated and progress is made as we go through the year.

An explanation of RAG status has been added to the end of this introduction report.

COVID 19 Recovery – Centres

Oriel y Parc re opened on the 26th April, with the NMW exhibition re-opening on 17th May, with limited capacity. Room hire has recommenced for the first time since March 2020, with one of the two meeting rooms open and available to hire with maximum capacity of 6. The Land/Sea exhibition is on track to open on 10th July. Carew opened in April, with only the outdoor areas of the Castle and its grounds open. During May in line with Welsh Government restrictions the indoor areas and the Tidal Mill reopened. Castell Henllys reopened on the 26th April.

Covid 19 Recovery – Workforce

A revised draft Flexible Working Policy has been discussed with Staff Reps Group, with the draft policy going out to wider consultation with all staff in June/July. Work and Well-being reviews have been rolled out, with deadline extended to mid June and a Resilience Coaching Programme is to be rolled out through Line Managers.

COVID 19 Recovery – Work Programme

The Warden teams' work to date has focussed primarily on matters relating to public safety (e.g. storm damage, cliff falls, ash dieback, etc.) as well as ensuring that key PROW in and around key settlements are open and accessible. The current focus is on the cutting of the Coast Path as visitor numbers rapidly increased throughout May alongside increased vegetation growth. Despite the above challenges conservation work has resumed in earnest and will continue to increase in the months ahead.

COVID 19 Recovery - Communications

The specially commissioned 'Tread Lightly' poem filmed with actor Charles Dale launched over Whitsun and has proved incredibly popular with visitors, the tourism trade and local communities, generating a reach of over 1.3 million in just two weeks, with 280,000 views and over 2,100 shares. Work also continues with partners to promote responsible visitor behaviour.

Funding Bids

The Authority has been successful in securing 3 years of funding from National Lottery People and Places for the Roots to Recovery project, totalling £339,891.00.

£900,000 has been awarded via Welsh Government Sustainable Landscapes, Sustainable Places Funding for the following projects:

- Greening Agriculture in the Park, supporting carbon - friendly practices (decarbonisation and sequestration) in agriculture and land management across the National Park, including nature recovery opportunities, biodiversity improvement and coastal resilience
- Expansion of SDF Scheme to enable not-for-profit organisations in Pembrokeshire to develop their own decarbonisation initiatives.
- Community Woodland – Land purchase to create community woodland and will help address carbon sequestration, biodiversity loss and provide nature experiences
- Sustainable Tourism – A programme of small-scale improvements that improve visitor infrastructure and facilities
- Greening the fleet (Replacement of 11 current fossil fuel vans with electric vans) and funding for additional number of electric vehicle charging points across Pembrokeshire as part of the second phase of the EV charging point network.

The National Designated Landscape Partnership has also secured funding for 3 collaboration projects - Y Geiriau Diflanedig / The Lost Words -Touring Exhibition, Designated Landscape Carbon Action Plans and Designated Landscapes carbon baseline study.

Welsh Government Public Sector net zero guidance/ methodology

The Welsh Government released its Public sector net zero reporting guide and associated spreadsheet in May 2021 (Officers had expected it to be released in March): <https://gov.wales/public-sector-net-zero-reporting-guide>. The scope is

broader in some areas compared to the Authority's current methodology e.g. it includes land use data. An initial meeting has been held with staff from relevant teams to look at how the Authority can trial this approach and co-ordinate the collection of data.

Explanation of RAG Status

RAG	What it means
Red	<p>Close monitoring and/or significant action required.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Not meeting the target or set to miss the target by a significant amount. • Projects/ Project Development: Significant issues with the project e.g. project hasn't started within expected timescales, delays against critical milestones, failure to achieve project outcomes, significant challenges to operational delivery, issues with budget profiling or future funding concerns. Or project is on hold/ no aspect of the project can be delivered due to COVID 19. Risk project associated with has increased as a result of inaction. • Ways of Working: Significant delays with progressing ways of working activities. Critical activities, milestones and outcomes not being achieved. Lack of progress raises compliance concerns. Current area of work is on hold due to reprioritisation of work due to COVID 19 or other priorities. • Strategic: Strategic partnership or engagement failing to achieve desired outcomes, lack of sustainability within partnership, funding concerns or capacity concerns in terms of Authority involvement. • Covid 19 response/ recovery: Service on hold or phase cannot progress due to current regulations. Progress concerns around recovery planning response in this area. Significant implementation concerns with phase. Significant limitations to service delivery. Major Health and Safety concerns or impacts on the workforce.
Amber	<p>Light touch monitoring required and/or some action should be carried out to prevent movement to Red status or to ensure progress to Green status.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Performance is currently not meeting the target or set to miss the target by a narrow margin. • Projects/ Project Development: Minor or initial concerns around project performance and delivery e.g. some slippage in terms of timescales, initial concerns around progress towards project milestones, outcomes, operational delivery and budget profiling. Some future funding concerns. Measures have been put in place to address any previous major concerns and are being acted upon. Only part of the project is being delivered due to COVID 19/ adapted approach in place. • Ways of Working: Minor delays with progressing ways of working

	<p>activities. Some activities, milestones and outcomes not being achieved. Measures have been put in place to address any previous major concerns and are being acted upon.</p> <ul style="list-style-type: none"> • Strategic: Initial concerns on strategic partnership or engagement achieving desired outcomes, sustainability of partnership, funding or capacity in terms of Authority involvement. • Covid 19 response/ recovery: Only part of service is being delivered. Recovery planning activities initiated or in place but service not back to normal. Concerns around progress/ delivery in terms of recovery planning or service provision. Minor Health and Safety Concerns or impacts on workforce.
Green	<p>No action required.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Performing is currently meeting the target. • Projects/ Project Development: Everything is functioning as expected, project performance is as planned with the project meeting milestones and outcomes. • Ways of Working: Progress is being made against areas for action within reasonable timescales. Milestones and Outcomes are being achieved. • Strategic: Healthy sustainable partnership in place, delivering against desired outcomes. • Covid 19 response/ recovery: Service back to normal/ or operating successful adapted approach. Regulations implemented. Effective Health and Safety practices are in place.
<p>Performance for some Measures are based on across year benchmarking and trend considerations, performance columns on previous year performance should be used to assess performance in these areas.</p>	

RECOMMENDATION:

Members are requested to RECEIVE and COMMENT on the Performance Report.

(For further information contact Mair Thomas, Performance and Compliance Co-ordinator)

Well-being Objective – Prosperity

Work Stream 1: Planning Policy and Service

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Strategic: Adoption of Supplementary Planning Guidance	Amber	Amber	→	Progress Status: In Progress/ Behind. Timetable delayed because of Covid. Some guidance rolled over. Report of Consultations on the first batch of guidance consulted upon considered at May 5th NPA. Further guidance for consultation to be prepared.
Ways of Working: Initiate a review of our processes and use of technology to support an efficient planning application administration process	Amber	Amber	→	Progress Status: In Progress/ On Track. Continuing discussions on reviewing DM administration processes and identifying where the processes can be made more efficient. There are continuing delays due to pressures on staff time and changes in DM staff. The progress is also dependent on support from internal IT and the planning database provider Agile Technology. Currently confirmation is awaited in relation to putting in place Office 365, moving to a new build of the planning database and implementing an improved workflow within the planning applications database. Progress is likely to be reliant on these wider projects outside of the development management teams direct control and has been marked as amber for this reason.
Governance/ Engagement: Review the Authority's Public Speaking Procedures	Green	Green	→	Progress Status: In Progress/ On Track. Paper to go to 16 th June NPA. The amendments to public participation at Development Management Committees was approved at the National Park Authority meeting on 16th June 2020. Amendments to the guidance will be referred to a subsequent meeting
Strategic: Prepare and engage with changes to regional planning processes,	Green	Green	→	Progress Status: In Progress/ On Track. Regular meetings are held with West Wales POSW group

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including the development of the SWW CJC and SD Plans.				and a programme of meetings in respect of CJCs is being planned by relevant officers.
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Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
% of all planning applications determined within time periods required ytd	82%
Average time taken to determine all planning applicants in days ytd	<67 days
% of Member made decisions against officer advice (recommendation) ytd	<5%
% of appeals dismissed ytd	>66%
Applications for costs at section 78 appeal upheld in the reporting period ytd	0
% of planning applications determined under delegated power ytd	BM
# planning applications registered ytd	Trend
% of planning applications approved ytd	Trend

Work Stream 2: Maintaining Public Rights of Way a Key Tourism Asset

Data Available Monthly								
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May					Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	
Pembrokeshire Coast Path – Trip Advisor Overall Rating 1-5	5	5	5	5		Green	→	

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Work Programme: Delivery of Authority's operational work programme for the PROW for 2021/22 (including seasonal cuttings and maintenance activities)	Amber	Amber	→	Progress Status: In Progress/ Behind. The Warden teams' work to date has focussed primarily on matters relating to public safety (e.g. storm damage, cliff falls, ash dieback, etc.) as well as ensuring that key

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				PROW in and around key settlements are open and accessible. It has been a matter of 'all hands on deck' with regards to the cutting of the Coast Path as visitor numbers rapidly increased throughout May and with vegetation growth accelerating 'like never before'. Despite the above challenges the feedback on the standard of the Coast Path (in terms of general maintenance and accessibility) has been very positive so far.
Work Programme: Activities to respond and increase resilience to the impact of coastal erosion and poor weather cycles on path (Reactive and planned work)	Green	Green	→	Progress Status: In Progress/ On Track. Coast Path realignment to avoid unstable cliff edge completed at Westmoor, Manorbier and Angle. Public Path Creation Agreements in place to formalise changes. Currently due to commence work on major Coast Path realignment at Sandy Haven.
Ways of Working: Digital Park Project	Green	Green	→	Progress Status: In Progress/ On Track. Incident reporting app and live dashboard launched - allowing Rangers and Area Managers to record incidents related to visitor pressures.
Ways of Working: Initiate work to agree standard specifications for signs	Amber	Amber	→	Progress Status: In Progress/ Behind. A standard template for wooden signs has been agreed for the National Trail (Coast Path) which will then be produced on the new electronic Gravograph machine at Cilrhedyn. Progress has been slower than anticipated due to issues with the electronic Gravograph machine at Cilrhedyn. However, the speed and volume of producing timber route signs consistently will increase over the coming months as staff become more familiar with the new machinery.
Projects: Development of new footpath links and circular walks	Green	Green	→	Progress Status: In Progress/ On Track. Pwll Cornel: one Management Agreement completed the other awaiting signature. Work progressing well and nearing completion for a soft opening this summer and launch in autumn. Moylegrove: majority of work

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				completed, small engineering works on stream bank will be completed in September.
Strategic: Collaborate with PCC on delivery of RWIP and facilitation of Local Access Forum	Green	Green	→	Progress Status: In Progress/ On Track. Local Access Forum took place on the 9th April. Next Local Access Forum meeting to take place on 9th July.
Strategic: Participation in the Welsh Government's Access Legislation Forum.	Green	Green	→	Progress Status: In Progress/ On Track. NRW have submitted Final Report to Welsh Minister for May deadline. A published version of the report is expected to be issued by July 2021.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
% of PROW open and accessible and meeting the quality standard ytd	85%
# of people using footpath (from fixed counters) ytd	Trend
# concerns reported for Coast Path and IROW ytd	BM

Work Stream 3: Sustainable Tourism and Recreation – Management, Promotion and Engagement

Data Available Monthly								
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May					Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	
# visitors to Oriel Y Parc ytd	0	906	9,172	TIR				2020/21 data impacted by COVID 19 closures. Centre re opened 26 April in 2021/22.
Oriel Y Parc Trip Advisor rating 1-5	4.5	4.5	4.5	4.5	→	Green		
# Main website users ytd	16,648	20,932	48,416	BM				2020/21 ytd figures affected by complete Google Analytics data for May not being
# Main website page views ytd	58,367	74,890	180,063	BM				

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								available due to issue caused by transfer to new website.
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Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Engagement: Rangers Team (including summer rangers) visitor, community and landowner liaison activities during summer season 2021/22	Green	Green	→	Progress Status: In Progress/ On Track. Recruitment of seasonal rangers completed, posts will commence on 14 June.
Ways of Working: Development and Implementation of incident reporting system for sites, coast path, IROW for Rangers and Wardens.	Green	Green	→	Progress Status: In Progress/ On Track. The 'incident app' has been developed and is currently in-use (via 'Incident Reporter') which has a dashboard to collate all incidents for reporting via associated multi-agency meetings.
Engagement: Delivery of Communicating out of Covid Strategy and associated messaging and digital campaigns (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. The specially commissioned 'Tread Lightly' poem filmed with actor Charles Dale launched over Whitsun and has proved incredibly popular with visitors, the tourism trade and local communities, generating a reach of over 1.3million in just two weeks, with 280,000 views and over 2,100 shares. Work also continues with partners to promote responsible visitor behaviour.
Ways of Working: External Sustainable Events Research (including responding to recommendations) (S6)	Red	Red	→	Progress Status: In Progress/ Behind. Challenges relating to Covid for delivery partner have significantly impacted this project.
Project: Sustainability Support Activities for World Rowing and Beach Sprint Event (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Sustainability KPI's now drafted.
Recovery Activity: Re opening of Oriol y Parc centre to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: In Progress/ On Track. Oriol y Parc is open with limited capacity. NMW exhibition re-opened on 17th May. Room hire has

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				recommenced for the first time since March 2020, with one of the two meeting rooms open and available to hire with maximum capacity of 6.
Project: Re-positioning Oriel y Parc as Discovery Centre and implementing its interpretation plan	Amber	Amber	→	Progress Status: In Progress/ Behind. Centre reopened in late April. Manager is working to progress plans ASAP. No further progress in May.
Project: Development of Discovery points across the park (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. An additional £10,000 has been raised to roll-out the Discovery Points to additional sites. Interpretation Officer is contacting 40 premises to ask them if they would like to install a Discovery Point panel.
Strategic Partnership: Collaboration with Visit Pembrokeshire on destination management and promotion	Green	Green	→	Progress Status: In Progress/ On Track. Regular engagement with local partners on matters relating to the visitor economy. Member sits on the Board of Visit Pembrokeshire and Chief Executive attends Board meetings. Engagement with other elements of organisation is ongoing.
Partnership Project: Celtic Routes	Green	Green	→	Progress Status: In Progress/ Behind. A number of upgrades have been made to the Celtic Routes website adding lots of new content, with plenty more to come. There is now a dedicated newsletter section which outlines the new Celtic Pledge as well as a new image and video library on the exclusive 'Business Links' trade page. We've also added a new 'People & Places' page which features six ancient Celtic Stories – The Hunt for the Twrch Trwyth, The Lost Kingdom of Cantre'r Gwaelod, St David, The Dearg Due, St Colman and his Ducks and St Kevin and Glendalough. And we've also added six professionally shot county specific promotional videos for Ceredigion, Carmarthenshire, Pembrokeshire, Wexford, Wicklow and Waterford.
Partnership Project: Ancient Connections	Amber	Amber	→	Progress Status: In Progress/ Behind. The Little Things community opera has made great progress in the last few months. A cross-border meeting with the Ferns Choir, Wexford Opera House, the Arts

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				Office in Wexford and Village Voices defined dates for performances in Wexford and St Davids in July 2022. Additional funding has been secured by Village Voices to deliver Phase 1 (online digital assets) and most of the costs for Phase 2 (performances). The Arts Office in Wexford has agreed to put €5000 towards the project costs on the Wexford side. 'Non's Song' has been recorded and will become the first of the online digital releases in late May 2021. The second release will be Aidan and Davids duet (Sept 2021) and the final release will be a chorus number (Spring 2022.)
Strategic Partnership: Co-ordination of Managing Visitor Pressures and Visitor Experiences Document with partners (S6)	Green	Green	→	Progress Status: In Progress / On Track. Document drafted for 2021.
Strategic Partnership: Pembrokeshire Water Safety Forum and mapping of coastal and foreshore incidents. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Ranger Service Manager attended interim Wales Beach Managers Meeting and took part in planning meetings with partners around management of Wally the Walrus.
Strategic Engagement: Liaison with Recreation Groups and Pembrokeshire Coastal Forum. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. In April the first PCF and PCNPA partnership meeting was held to discuss shared current and future work programmes.
Strategic: Development of Sustainable Tourism Indicators in partnership with other NP Authorities	Green	Green	→	Progress Status: In Progress/ On Track. Work with WNP and UKNPA sustainable tourism group on going.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# attending pop up events across the Park	TIR
# people engaged with through Summer Rangers business, tourist information and general public networking activities	TIR

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Work Stream 4: Supporting Local Businesses and Sustainable Procurement

Data Available Monthly								
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
% Authority spend locally (S6)	42.79	30.35	27.44	BM				£281,427 spent in SA postcode
% Invoices paid on time (Average) (S6)	95.46	92.42	94.30	97		Amber	↑	

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Ways of Working: Commission external review of Authority Procurement activities (re sustainability, decarbonisation, supporting local supply chains and community benefits) (S6)	Red	Amber	↑	Progress Status: No Started/ On Track. Proposal to develop a three Welsh NPA approach to this. Eryri developing first draft of proposal.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# of stall holders participating in fairs and events at Oriol Y Parc and Carew	TIR
# of artists and craft makers supported at Oriol Y Parc	TIR

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Work Stream 5: Employment Transformation and Skills Development in Pembrokeshire

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Ways of Working: Develop a wider range of volunteering opportunities, with step up and training opportunities.	Green	Green	→	Progress Status: In Progress/ Behind. New role for beach wheelchair volunteers advertised and 2 people recruited. Visitor Welcome volunteers recruited and being trained. Unable to progress with Llanion based roles due to covid restrictions.
Project: Delivery of job placements under Kickstart Scheme [placements for 16 to 24 year olds on Universal Credit]	Amber	Amber	→	Progress Status: In Progress/ Behind. To date the Authority have had no interest in the Scheme, with the exception of candidates who have not provided a Universal Credit reference, who are not eligible. The Scheme will remain open until December so it is hoped that progress will be made as we come out of lock down.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# Work experience placements provided ytd	TIR
# attending volunteer training sessions ytd	TIR
# volunteer days – new volunteer opportunities (volunteer roles) ytd	BD
# Kickstart Scheme placements initiated ytd	BD
# Kickstart Scheme placements completed ytd	BD

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Well-being Objective - Resilience

Work Stream 1: Conservation Land Management – Managing Land for Nature

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Work Programme: Delivery of Authority's operational work programme for conservation (with focus on priority activities) (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind. Some conservation work was put on-hold due to the impact of COVID-19 on Warden operations. The Warden teams' work to date has focussed primarily on matters relating to public safety (e.g. storm damage, cliff falls, ash dieback, etc) as well as ensuring that key PROW in and around key settlements are open and accessible. It has been a matter of 'all hands on deck' with regards to the cutting of the Coast Path as visitor numbers rapidly increased throughout May and with vegetation growth accelerating 'like never before'. Despite the above challenges conservation work has resumed in earnest and will continue to increase in the months ahead.
Work Programme: Delivery of annual cutting of the fire break network (S6)	Green	Green	→	Progress Status: In Progress/ On Track. No updates for May. Bird nesting season in April.
Engagement: Engagement Activities with Dairy Industry/ Farmers (S6)	Amber	Green	↑	Progress Status: In Progress/ On Track. Meeting Held with First Milk Representatives with a view to highlighting dairy suppliers within the Authority. Greening agriculture Pilot will work with a selection of these farms throughout the Next Year to highlight and enhance Carbon sequestration and reducing carbon emissions.
Project: Greening Agriculture SLSP project (S6)	Green	Green	→	Progress Status: In Progress/ On Track.

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				The farm Conservation Officer is making initial contacts with organisations within the dairy sector in Pembrokeshire.
Strategic Partnership: Participation with Pembrokeshire Nature Partnership and delivery of Pembrokeshire Nature Recovery Plan (S6)	Green	Green	→	Progress Status: In Progress/ On Track. The partnership has just allocated its biodiversity project grants as well as employing a new co-ordinator to assist the biodiversity partnership with delivery of the local places for nature grant.
Strategic Partnership: Participation with Pembrokeshire Grazing Network and Pembrokeshire Wildfire Group. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Some new sites have already come into the Pembrokeshire Grazing Network and visits have been made to other potential new sites that need fencing first.
Strategic Engagement: Participate in opportunities to influence and support the design and delivery of the new Sustainable Land Management Scheme for Wales as it is developed. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Little action recently as the Senedd elections have meant that no action has been undertaken by the Welsh Government.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
Conservation Sites - % in line with their formal management plan	100%

Work Stream 2: Biodiversity and Connectivity Projects

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Scheme: Traditional Boundary Grant Scheme (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Now looking at a second tranche of applicants for the traditional boundaries scheme. A hedgebank has been restored in April (in the north of the county.)
Project: People, Paths and Pollinator Pilot Project (S6)	Green	Green	→	Progress Status: In Progress/ On Track.

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				We have been providing guidance to the Coast Path Officer for Ceredigion County Council - they are looking to make changes to some of their management of the coast path to support pollinators. We are also in the process of implementing pollinator-friendly management plans at Oriol y Parc, Porthgain village, St Davids Airfield and Broad Haven carpark has been seeded with native wildflower seeds and will be managed to encourage plant diversity and pollinator-friendly habitat.
Project: Implementation of Dawnsio ar y Diben SMS Coastal project work programme (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Project Officer Post has now been advertised. Project inception meeting with partners has taken place.
Project: Habitat use of Coastal Belt by Adders. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Two months of fieldwork will draw to a close next week as the adders shed their tags along with their skins. The fieldwork has been a huge success with adders tracked every two days through a combination of staff and volunteers. The data will then be analysed.
Project: Development of long term management plan for Southern Damselfly and Marsh Fritillary (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Funding has been secured from the biodiversity partnership and a contract now let to survey the Puncteston and Ambleston meta population of Marsh Fritillaries. Volunteers are being engaged to help with monitoring both Southern Damselflies and Marsh Fritillaries. Dates for two training days have been set.
Project: Long Term monitoring projects Chough, Barn Owl, Carew Castle bats and Skylarks and further analysis of Chough Monitoring Data Set (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Chough surveys underway with the territory and chicks in nest rounds complete. Just the fledging round to go. Early signs are that adverse weather may have had an impact on some birds possibly through impacting foraging and through the wash out of nests in sea-caves during stormy seas. Carew Castle second data arranged.

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Work Stream 3: Engagement and Volunteering in looking after the Park's Ecosystem

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Stitch in Time	Green	Green	→	Progress Status: In Progress/ On Track. Attending CLEAN steering group In Partnership with Cwm Arian, Growing Better Connections, Officer and PCNPA Officer have agreed to include 6 acres of land at the water shed of the Afon Nyfer and Dulais. A contractor has set to work preparing the site for a Community best practice event on July 21st. Provided Advice to NRW officer on Himalayan balsam project at Crymlyn bog, visited south catchments sites with him. Engagement with Llwyngwair manor managing director regarding new footpath and invasive species- balsam and Knotweed. Newport paths group first balsam bash of the year cancelled due to weather. Pathways group volunteered removing Himalayan balsam at Chapel Hill woods. First Volunteer group session at Penrallt Garden centre Molygrove, 14 volunteers and 1 member of Garden centre staff took part pulling balsam between 1300 and 1500.
Project: Enhancement of picnic area and woodland area at Oriel y Parc (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Grounds maintenance continues in this area with a cutting plan in place. OyP has become part of a local meadows campaign where participants display a blue heart to show their support for 'mini-meadows'. A compost heap has been created. Progress on improving interpretation of this work continues with a poster now on view explaining why certain areas are being cut and others are left.

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Project: Recruit and train specialist volunteers to carry out reptile, Marsh Fritillary and Southern Damselfly monitoring (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Volunteers have been successfully engaged in the adder radiotracking which is now coming to a close. Feedback from vols has been excellent. Two training days have been set up to train vols in monitoring marsh fritillaries and Southern Damselflies.
Partnership: Participate with Pembrokeshire Light Pollution Partnership, including carrying out community engagement activities where appropriate (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Engagement with the representatives from industry via the MHWESG and now look to draft up tailored info linked to costs and benefits of improved lighting.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
Hectares - Invasive species removed at source/ injected	Trend
# Volunteer days – Invasive species work	TIR
# volunteer days – conservation	TIR
# volunteer days – social action	TIR

Work Stream 4: Looking after Trees in the Landscapes

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Work Programme: Delivery of 2021/22 work programme to manage ash die back on our estate	Green	Green	→	Progress Status: In Progress/ On Track. During the summer of 2021 the team plans to re-commence the survey of the rest of the authority's estate (i.e. Zone 2 and 3 sites - see previous committee reports), whilst the trees are in leaf and the disease more visible. Due to the nature of these sites, it is anticipated that the proportion of trees to be felled will be smaller, with a greater proportion entering the system for onward monitoring.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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See Responding to Climate Change Emergency Work Stream Section for information on Community Woodland SPSL Project

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021

Measure	Target
# of applications for works to protected trees determined	Trend
# of new tree preservation orders made	Trend
# volunteer and social action days – tree planting	TIR

Work Stream 5: Marine and Foreshore Environment

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Initiate development of sustainable seaweed collection policy. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Report on sustainable collection has been received. Final changes being made to the report.
Collaboration: Explore opportunities through partnerships to develop projects that can support/ enhance carbon sequestration in the marine environment. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. A seagrass report by marine ecology researcher for the Pembrokeshire Marine Special Area of Conservation Relevant Authorities group was received in May. This was enabled by the European Marine Officer's joint working with Project Seagrass, and it provides a useful progression from the Milford Haven Waterway Environmental Surveillance Group's seagrass report in 2017. Of particular note is the finding that although there is a continued increase in seagrass meadow extent at Littlewick, there have been density declines and wasting disease is present; the former, at least, may be attributable to phosphate and nitrate loading.
Collaboration: Involvement with Foreshore Management Plan and collaborate on marine pollution prevention, contingency	Green	Green	→	Progress Status: In Progress/ On Track. No further update for May - work planned for July.

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planning and response and support others in managing commercial gathering activity. (S6)				
Collaboration: Explore opportunities for joint working to improve water quality information and land management and to expand water quality work from the Waterway to the open coast. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. PCNPA received funding from Welsh Government in December to support a further phase of the citizen science based SWEPT project and to support a similar initiative in the Nevern catchment (the CLEAN project). The former is in write-up phase. The claim for the latter has been received and processed.
Strategic Partnerships: Participate in Relevant Authority Groups for SAC areas and Marine protected areas management at a Wales/ Welsh Government level. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Ongoing action. The Authority continues to be represented on and contribute to funding Relevant Authority Groups for Pembrokeshire Marine SAC, Cardigan Bay SAC and Carmarthen Bay and Estuaries European Marine Sites. The Authority also represents Pembrokeshire Coast and Snowdonia National Parks on the Welsh Government Marine Protected Area (MPA) Management Steering Group, contributing to appraisal of funding bids to implement the Welsh MPA action plan. The NPA is also represented on the Wales Marine Action and Advisory Group (which brings together a range of interested parties to engage on the delivery of marine and fisheries divisional priorities and wider marine and fisheries work) and on the Marine Planning Decision Makers Group (which helps public authorities understand and implement the Welsh National Marine Plan, adopted in 2019).

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# volunteer and social action days – beach, foreshore and river cleaning activities	TIR

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Work Stream 6: Planning - Sustainable Management of Natural Resources (SMNR) and Responding to Biodiversity Loss

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Collaboration: Work with regional partners to develop a South West regional approach to specialist advice on one planet developments and biodiversity enhancements conditions under Environment Section 6 biodiversity duty (including exploring opportunities for biodiversity enhancements to have a positive socio economic duty impact.) (S6)	Green	Green	→	Progress Status: In Progress/ On Track. PCNPA already have use of one consultant in respect of OPD for the interim period. A tender process has recent concluded in respect of the joint working approach to OPD advice.

Well-being Objective – Health & Well-being

Work Stream 1: Supported Walking Opportunities

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: West Wales Walking for Well-being partnership project.	Green	Green	→	Progress Status: In Progress/ On Track. West Wales Walking for Wellbeing was able to resume a programme of walking activity across the three counties for the first time since March 2020 as walks are now able to take place in Ceredigion. The partnership meeting, held in May, discussed project evaluation, additional funding for a fourth year of the project and the use of mobility aids to enable some individuals to take part in our walking programme. Full details of walks are

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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			available on the West Wales Walking for Wellbeing website.
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Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# participants in Walkability supported walks	TIR
# Pembrokeshire participants in Walking for Well-being project walks	TIR

Work Stream 2: Promoting Health Benefits of the Park - Partnerships, Initiatives and Projects

Data Available Monthly						
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# of online walk maps downloaded from PCNPA website	473	2,768	6,284	TIR		2020/21 data affected by no data in May due to analytics issues with transfer to new website

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Pathways Project	Green	Green	→	Progress Status: In Progress/ On Track. In May group volunteering for Pathways resumed, although the numbers attending were limited to 10 individuals per session as part of 'COVID safe' risk assessments. Work is being undertaken to resume use of PCNPA minibuses, allowing us to support individuals who struggle to access the opportunities we are providing through Pathways.
Project: Roots to Recovery Project Bid (and project delivery if Successful)	Green	Green	→	Progress Status: In Progress/ On Track. We have been successful in securing 3 years of funding for the Roots to Recovery project, totalling £339,891.00.

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				We hope to launch the project in late summer, early autumn 2021.
Ways of Working: Commission review of volunteer offer, to guide our long term approach	Green	Green	→	Progress Status: In Progress/ On Track. The team undertaking the review are now in place and following a second meeting in May, there is now a revised delivery plan for the review of volunteering. A desktop study of existing data and reports was undertaken in the 2nd half of May. For June, a series of meetings with volunteers and staff is planned.
Strategic: Development of a National Park Management Action Plan for our Health and Well-being activities	Green	Green	→	Progress Status: In Progress/ On Track. Currently out for comment with key external stakeholders.
Partnership: Co-ordinate the West Wales Nature Based Health Service Network	Green	Green	→	Progress Status: In Progress/ On Track. First face to face meeting held with small group of members in May.
Collaboration: Support Public Health Wales with its strategic activities on social and Green solutions for health	Amber	Amber	→	Progress Status: In Progress/ On Hold. Basecamp group still being engaged with but direct development work on hold.
Collaboration: Work with partners to develop and promote active travel and every day walking and cycling opportunities in the Park	Green	Amber	↓	Progress Status: In Progress/ Behind. New opportunity with Ramblers underway for walks by train stations being followed up.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# volunteer days	TIR
# participants in volunteering and social action sessions involving physical activity	TIR
# participants in PCNPA led walks	TIR

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Work Stream 3: Outdoor School and Play

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Pembrokeshire Outdoor Schools	Green	Green	→	Progress Status: In Progress/ On Track. Pembrokeshire Outdoor Schools partners met with colleagues from Carmarthenshire to discuss and plan a more 'joined up' approach to promoting outdoor learning across the two counties. The discussions are part of series of actions included in the partnership Action Plan to look at the future of PODS, identify funding sources and sustain the partnership in the medium to long-term.
Project: Roots/ Gwreiddiau Project	Amber	Green	↑	Progress Status: In Progress/ On Track. School grounds materials and installation - focus on growing spaces
Project: First 1000 days	Green	Amber	↓	Progress Status: In Progress/ Behind. The post of Outdoor Play Worker has yet to be filled. Although we were able to shortlist candidates for interview, no appointment had been made by the end of May. With interviews planned for June, a project start is envisaged in July.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# participants in PCNPA outdoor learning sessions	TIR
% schools in National Park engaged with PCNPA outdoor learning sessions/ activities	TIR
% schools in Pembrokeshire engaged with PCNPA outdoor learning sessions/ activities	TIR

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Work Stream 4: Planning Affordable Housing

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	
% of housing units approved that are affordable	
# affordable housing units approved	

Work Stream 5: Workforce Well-being, Resilience and Development

Data Available Monthly						
Measure	2020/21	2021/22	2021/22 Current Period – May			
	May	April	Actual	Original Target	Revised Target	Comments
	Actual	Actual				
# Days Lost through Sickness Absence excluding Long Term Sickness	N/A	13	16	BD		YTD 2021/22: 29. April figure lower than expected.
# Days Lost through Sickness Absence including Long Term Sickness	N/A	38	82	BD		YTD 2021/22: 120.
% of hours lost as a result of Sickness absences per employee excluding Long Term Sickness	N/A	0.41	1.02	BD		Average YTD: 0.72 April figure lower than expected.
% of hours lost as a result of Sickness absences per employee including Long Term Sickness	N/A	1.37	3.32	BD		Average YTD: 2.35

Actions					
Action	2021/22	2021/22 Current Period – May			
	April	RAG	RAG	Trend	Comments
Covid 19 Recovery: Pro-actively manage and support our workforce in response to	Green	Green	→		Progress Status: In Progress/ On Track.

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COVID 19 related developments during the year.				Resilience Coaching Programme rolled out through Line Managers. Places allocated and awaiting start date from PCC.
Covid 19 Recovery: Planning and managing phased opportunities, for staff across different teams to return to their normal place of work or duties (or long term home working arrangements)	Green	Green	→	Progress Status: In Progress/ On Track. Flexible Working Policy (draft) discussed with Staff Reps Group. V.2 of draft policy will go out to consultation with all staff and agreed by LT in June/July. Work & Wellbeing Reviews rolled out. Deadline extended to mid June.
Ways of Working: Activities to support PCNPA achieving Bronze level under Corporate Health Standard	Amber	Amber	→	Progress Status: In Progress/ On Behind. Draft started but paused due to Covid-19 and limited HR resource. A temporary HR resource starting in June will enable progress again.
Ways of Working: Creation of Training and Development Plan to support workforce resilience	Green	Green	→	Progress Status: In Progress/ On Track. Training and Development will form part of the HR Strategy. The Operational Training Plan will be completed once all staff have completed and returned their Work and Well-being Reviews which will inform training needs and requirements.
Ways of Working: Implementation of PCNPA People Plan	Green	Green	→	Progress Status: In Progress/ On Track. HR Strategy completed - to be discussed with Leadership Team in June and Personnel Committee to be consulted.

Well-being Objective – Equality

Work Stream 1: Strategic Equality - Our Workforce and Services

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Ways of Working: Embed the Socio Economic Duty in our decision making processes	Amber	Amber	→	Progress Status: In Progress/ On Track. Integrated assessment taking account of socio economic duty to be carried out on high level strategy re priorities

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				prior to it going for final approval at July NPA, taking on board learning from trialling approach on Corporate and Resources Plan. Welsh Government are developing a maturity matrix /progress tracker which when finalised will help support the Authority to ensure socio economic duty is embedded in its strategic decisions and to assess its progress in relation to embedding the duty.
Ways of Working: Ways of Working: Activities to address and further analyse Gender Pay Gap in the Authority.	Green	Green	→	Progress Status: In Progress/ On Track. New Pay and Grading Project due to commence mid 2021 and in tandem with new Corporate Strategy and associated structure. Scoping document drawn up. No further work can be done until new structure agreed.
Ways of Working: Develop corporate approach to Web Accessibility Regulation compliance.	Green	Green	→	Progress Status: In Progress/ On Track. Silktide training continuing. Small issues identified by monitoring platform continuing to be addressed in the meantime with support from website developers. PDF accessibility raised with key teams.
Ways of Working: Integrate equality training and awareness into the Training and Development Plan for the Authority.	Green	Green	→	Progress Status: In Progress/ On Track. Employee data submitted to Learning pool to enable the e-learning portal to give live in June. Equality training will be delivered initially through an e-learning package.
Ways of Working: Initiate activities to support us achieving Level 1 under the UK Governments Disability Confidence Scheme .	Amber	Green	↑	Progress Status: In Progress/ On Track. PCNPA have signed up and shown commitment to the Scheme. Actions to maintain membership of the Scheme will form part of the HR Strategy.
Ways of Working: Sign up to the EHRC 'Working Forward' pledge .	Green	Green	→	Progress Status: In Progress/ On Track. HR have pledged its support to the Working Forward initiative to show PCNPAs commitment to diversity and inclusion and help remove barriers to career progression and pay equality for women, ethnic minorities and disabled people. Currently waiting to hear back regarding acceptance of membership.
Collaboration: Explore with other National Parks, conservation and heritage providers opportunities to develop a	Green	Green	→	Progress Status: In Progress/ On Track. The Authority is currently assessing the impact of the Government's Kick start Scheme. Further work on this

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scheme or initiatives to promote job opportunities within the sector to underrepresented groups.				will be explored following a review of the Kick Start Scheme.
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Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# Integrated Assessments for Strategic Plans and Decisions completed (Equality Impact Assessments form part of the integrated assessment)	Trend
% workforce equality monitoring information completed on people management system	70

Work Stream 2: Landscapes for Everyone - Inclusive Experiences and Social Inclusion

Data Available Monthly						
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# of web wheelchair walks downloaded	64	111	245	TIR		2020/21 data affected by no data May due to analytics issues with transfer to new website.

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Review of Beach Wheelchair Initiative and look at opportunities to further develop our offer	Green	Green	→	Progress Status: In Progress/ On Track. Coordinator now in post - 5 beach wheelchairs now operational, booking system in development. 2 new chairs donated by Tenby TC.
Project: Experience for All Project (including responding to recommendations)	Green	Green	→	Progress Status: In Progress/ On Track. Project now drawing to a close with final reports in hand.
Ways of Working: Develop project checklist that can be shared with	Amber	Amber	→	Progress Status: In Progress/ Behind. Awaiting Experience for All research to complete to enable recommendations to feed into to the development

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partners to ensure projects developed to address NPMP impacts are inclusive.				of project checklist. Have been looking at NRW's "By all reasonable means- Least restrictive access to the outdoors" and its indicators of good practice and how these could feed into the checklist.
Project: Creation of more accessible circuit walk at reed bed, Freshwater East and access work at Carew Castle	Amber	Amber	→	Progress Status: In Progress/ Behind. This work is due to be completed in the Autumn. It was put on-hold due to COVID but work will resume once the main cutting season is over.
Project: Physical Access Improvements at St Non;s	Green	Green	→	Progress Status: In Progress/ On Track. Contractor appointed - Start date 7th June.
Project: Carew Castle Access Project	Green	Green	→	Progress Status: In Progress/ Behind. This project has been delayed and is still in the initial stages of planning.
Project: Upgrading beach access for wheelchair accessibility - make good the 'all ability' access path / boardwalk at Manorbier beach and Poppit Sands (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. Work Planning in progress.
Project: SLSP All terrain electric scooters at Castell Henllys Iron Age Village	Green	Amber	↓	Progress Status: In Progress/ On Hold. Incident with current mobility scooter- need to re-assess what type to get.
Ways of Working: Initiate a process to explore the potential for developing an enhanced specification and inspection regime for easy access routes	Red	Red	→	Progress Status: Not Started/ On Hold. Work put 'on hold' following the departure of the Operations Manager.
Collaboration: Review with the other 2 Welsh NPA the joint position statement 'Landscapes for Everyone' to ensure socio economic considerations are embedded within it	Green	Amber	↓	Progress Status: In Progress/ On Track. Work underway but may be delayed due to breadth and complexity.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# people engaged with through social inclusion activities	TIR

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# participants engaged with through social inclusion work with young people	TIR
# of active Youth Rangers (Average for all quarters)	TIR

Work Stream 3: Engagement

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Engagement: Facilitation of Youth Committee	Green	Green	→	Progress Status: In Progress/ On Track. The committee was joined by new members for its two May meetings. Amongst agenda items discussed by the group were: Consultation with Planed relating to a new Youth Project, Youth Committee – ways of working, PCNPA website - National Park Next Generation/Youth Committee pages, Youth Manifesto / National Park Priorities, Consultation with the National Trust regarding their Southwood Farm estate. Sarah Hoss is the link Member for the National Park Authority at Youth Committee meetings.
Engagement: Facilitation of Volunteer Forum	Green	Green	→	Progress Status: In Progress/ On Track. No progress to report. Next meeting due in June to co-inside with volunteering review.
Engagement: Engagement Action Plan group - engagement with Members, staff and Leadership Team to progress priorities within the plan/ identification of future priorities for the action plan	Amber	Green	↑	Progress Status: In Progress/ On Track. Action plan re formatted to align with format of NPMP action plans, to assist corporate consistency. Draft report on the engagement action plan, the supporting group, achievements to date and self assessment work re Audit Wales created to go to Leadership Team and then hopefully to Members via relevant committee for them to comment on. Information has been collated on shared learning from digital and virtual engagement carried out as a result of adapting approaches due to COVID 19 during 2020/21 with the information captured via an Engagement Action Plan Group shared learning report. Next meeting to be scheduled. Looking to invite Experiences for All researcher to meeting to

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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				provide feedback on findings of the research and areas that need to be considered/ taken on board in relation to engagement.
Engagement: Involvement of Members, Staff, stakeholders and the public in the review of the Authority's priorities and Well-being Objectives	Green	Green	→	Progress Status: In Progress/ On Track. Members agreed draft high level strategy for consultation. Consultation launched during the month.

Well-being Objective – Communities

Work Stream 1: Community Activities and Projects benefiting the Park and People

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Engagement: Rangers community liaison work and participation in local Community Safety Partnership and Rural Crime Partnership	Green	Green	→	Progress Status: In Progress/ On Track. Ranger Service Manager attended Community Safety Partnership meeting and contributes to new weekly Cohesion meeting.
Project: Stitch in Time project engagement with Communities	Green	Green	→	Progress Status: In Progress/ On Track. Attending CLEAN steering group In Partnership with Cwm Arian, Growing Better Connections, Officer and PCNPA officer has agreed to include 6 acres of land at the water shed of the Afon Nyfer and Dulais. A contractor has set to work preparing the site for a Community best practice event on July 21st. Provided advice to NRW officer on Himalayan balsam project at Crymlyn bog, visited south catchments sites with him. Engagement with Llwyngwair manor managing director regarding new footpath and invasive species- balsam and Knotweed. Newport paths group first balsam bash of the year cancelled due to weather. Pathways group volunteered removing Himalayan balsam at Chapel Hill woods. First

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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				Volunteer group session at Penrallt Garden centre Molygrove, 14 volunteers and 1 member of Garden centre staff took part pulling balsam between 1300 and 1500.
Ways of Working: Centres engagement activity with local communities. (Individual one for each centre)	Green	Green	→	<p>CH: Progress Status: In Progress/ On Track. Local cylch meithrin will use the outside tipi for their Chware and Can session (play and song session) every Tuesday afternoon after half term. Working with PLANED to set up a networking event in September for local attractions, businesses and accommodation providers in the North.</p> <p>OYP: Progress Status: In Progress/ On Track. All local artist exhibitions have now reopened. OyP Manager has met with a new local community group 'EcoDewi' to see how OyP can support them in their work to combat climate change. Their aims are very much aligned with the NP and may help OyP to become more relevant within the community by working with them. Pembrokeshire Inspired group continues, with OyP manager taking part in an evaluation session. OyP manager supported the tender process for a new Sound Walk at St Nons. The centre hosted an Ancient Connections exhibition aimed at consulting the local community on a new piece of community artwork in St Davids linking with Wexford in Ireland. Plans are forming to host the popular pop-up markets in the Summer as well as children's craft activities.</p> <p>Carew: Progress Status: Not Started/ Behind. We continue to engage with our local community through the Community Council. Engagement with local schools etc. has been put on hold due to Covid.</p>

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# community project/ engagement activities	TIR
# social action participant days	TIR
# community events held at centres	TIR

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Work Stream 2: Sustainable Development Fund – Supporting Community Decarbonisation Projects

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# SDF community projects approved - Installing renewable energy generation facilities to a community building	Trend
# SDF community projects completed - Installing renewable energy generation facilities to a community building	Trend
# SDF community projects approved - An initiative to promote reduction in carbon emissions in transport	Trend
# SDF community projects completed - An initiative to promote reduction in carbon emissions in transport	Trend
# SDF community projects approved - Install a community facilities that minimises waste	Trend
# SDF community projects completed - Install a community facilities that minimises waste	Trend
# SDF community projects approved - Other community based carbon reduction initiatives	Trend
# SDF community projects completed - Other community based carbon reduction initiatives	Trend
% of Sustainable Development Fund allocated	100%

Work Stream 3: Planning Service – Enforcement, Placemaking and Community Engagement

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Engagement: Planning Service engagement with Community Councils	Green	Green	→	Progress Status: In Progress/ On Track. Ongoing positive engagement with community councils including officers attending meetings where requested.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
% of enforcement cases investigated (within 84 days)	BM
Average time taken to investigate enforcement cases in days	BM
Average time taken to take enforcement action in days	BM

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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# retrospective planning applications registered	Trend
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Well-being Objective – Culture

Work Stream 1: Historic Inspiration and Experiences

Data Available Monthly								
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May					Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	
# Visitors to Carew Castle ytd	0	1,990	7,025	TIR				2020/21 data impacted by COVID 19 closures.
Carew Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	
# Visitors to Castell Henllys	0	215	1,706	TIR				2020/21 data impacted by COVID 19 closures.
Castell Henllys Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Recovery Activity: Re opening of Castell Henllys to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: In Progress/ On Track. Site opened on 26 th April. Risk assessments and the site itself and demonstrations and activities offered have been updated with easing of restrictions to allow indoor areas to be open. Community groups as well as groups from further afield have enquired into the use of the outdoor tipi as a venue to deliver projects/ activities.
Recovery Activity: Re opening of Carew Castle and Mill to visitors	Green	Green	→	Progress Status: Complete/ On Track.

↑ Improving Trend → Static Trend ↓ Worsening Trend
 BM= Benchmarked against previous year
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(informed by risk assessment and adapted approaches.)				This action is now complete. The Castle and Mill are open to the public. A few small areas remain closed off due to Covid 19 safety.
Project: Development of Interpretation in the exhibition room at Carew Castle	Green	Green	→	Progress Status: In Progress/ Behind. This project was delayed due to Covid 19, however much of the work has been started. We aim to have this completed in 2021 to open in the 2022 season.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# participants in historical activities and events	TIR
# people engaged with through education programme at Castell Henllys	TIR
# people engaged with through education programme at Carew	TIR

Work Stream 2: Art Inspiration and Engagement

Data Available Monthly						
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	# visitors to gallery at Oriel y Parc ytd	0	0	903	TIR	

Actions					
Action	2021/22 April	2021/22 Current Period – May			
	RAG	RAG	Trend	Comments	
Recovery Activity: Re opening of the gallery at Oriel y Parc to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: Complete/ On Track. Gallery re-opened on 17th May following a lifting of restrictions. There is still limited capacity and no 'hands-on' activities, following Covid-19 guidance.	

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Project: School Holiday art workshops at Oriel y Parc	Green	Green	→	Progress Status: In Progress/ On Track. We are currently researching guidelines and hope to have workshops in place for the summer holidays.
Strategic Partnership: Joint curation of Exhibitions with Amgueddfa Cymru/ National Museum Wales	Green	Green	→	Progress Status: In Progress/ On Track. Land/Sea exhibition on track to open on 10th July. With previews being booked by stakeholders and VIPs. SLSP funding has been granted for a Lost Words exhibition in 2022. VSM is working with NMW to ensure a plan is in place to ensure the project runs to time and budget. NMW are currently awaiting confirmation from the publishers regarding licensing for the exhibition.
Project: Develop a range of digital and supplementary online materials for exhibitions at OYP, to help more people to engage with art works on display	Green	Green	→	Progress Status: In Progress/ On Track. NMW and PCNPA Comms team continue to work together to create online material for upcoming exhibition Land/Sea.
Strategic Partnership: Participation in Inspire Pembrokeshire	Green	Green	→	Progress Status: In Progress/ On Track. VSM continues to represent PCNPA on this group. Manager has taken part in various meetings to help inform the creation of new Pembrokeshire Arts and Events website / portal. VSM has also taken part in an evaluation session to help inform the project leaders how the project has delivered upon its objectives.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# participants school holiday art workshops for children	TIR

Work Stream 3: Historic Environment - Historic Buildings and Community Archaeology

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Scheme: Delivery of Safeguarding Ancient Monuments Scheme	Green	Green	→	Progress Status: In Progress/ On Track

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				During May, four visits to scheduled monuments were submitted by volunteers. A number of the submission that have been received since the scheme commenced in 2020 have been assessed. Some sites have no issues, but others require further attention and remedial action. Also, one2one training took place with a heritage volunteer to assess a scheduled monument in St Davids.
Scheme: Heritage Guardians activities with schools and colleges	Green	Green	→	Progress Status: In Progress/ On Track. During May, a meeting took place regarding evaluating the Heritage Guardians Pilot project and an evaluation consultant was appointed to carry out the evaluation. The evaluation will involve interviewing educational institutions that took part and also developing the direction of the scheme for the future.
Event: Annual Archaeology Day	Green	Green	→	Progress Status: In Progress/ On Track. During May, a planning meeting took place with PLANED and colleagues from the Authority to discuss plans for the event. In addition, the Authority attended a meeting with the Pembrokeshire College to discuss the venue and also capability to live stream the event to an audience dialling in virtually.
Project: Activities to support digital community archaeology interpretation offer	Green	Green	→	Progress Status: In Progress/ On Track. During May, an interpretation panel was installed near the site of St Patrick's Chapel, Whitesands. This included the digital reconstruction image of the site as the chapel would have looking in the past. Also, work on the Oriely Parc artefacts digital scanning work and Castle Point Old Fort, Fishguard digital reconstruction are ongoing.
Project: Delivery of Community Archaeology excavations and projects (focus on opportunities linked to Castell Nevern and Ancient Connections project)	Green	Green	→	Progress Status: In Progress/ On Track. During May, a planning meeting took place in relation to the St Patrick's Chapel excavation due to commence in June 2021 with the Dyfed Archaeological Trust and the Project Manager for the Ancient Connections project. Also, a planning meeting took place with the CHERISH project team to discuss the planned excavation at

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				Caerfai, St Davids in autumn 2021. The National Trust and Cadw were also present for this meeting. In addition, a Preseli Heartlands project steering group meeting took place.
Project: LIDAR survey and associated activities	Green	Green	→	Progress Status: In Progress/ On Track During May, the Authority has been working with the appointed consultant to draft the tender brief in preparation for procurement of contractor to capture LiDAR data in winter 2021/22.
Strategic Partnership: Collaboration and activities with partners via Heritage Watch Scheme	Green	Green	→	Progress Status: In Progress/ On Track. During May, a site visit took place to Craig Rhosyfelin to meet with the landowner and those living near site to discuss issues that have arisen since the release of the BBC2 documentary. Specifically, visitor pressure, accessibility, parking issues and potential damage at the site. Advice was given and some issues have been referred to colleagues to explore. In addition, the local neighbourhood policing team have been made aware of the issue and have agreed to visit the site more regularly to keep an eye on the site. Also, a monthly heritage watch catch up meeting took place with Cadw and the Authority visited a damaged scheduled monument that is adjacent to the National Park area on behalf of Cadw.
Strategic: Review of Conservation Areas within the Park	Amber	Amber		Progress Status: In Progress/ On Track. Review progressing, some delay due to restrictions on site visits during the Covid-19 lockdown but in progress and on track for completion.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
% Buildings at Risk	<6
# listed building applications determined under CADW delegated scheme	BD
# of archaeological sites where conditions have improved	Trend
# of archaeological sites where conditions have improved with the help of volunteers and social action participants	TIR
# participants in heritage guardian sessions	TIR

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# of heritage guardian sessions	TIR
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Work Stream 4: Promoting the Welsh Language - Skills, opportunities and inspiration

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Developing Castell Henllys as a Welsh Language Hub	Green	Green	→	Progress Status: In Progress/ On Track. Local Menter Iaith group will be using the open sided tipi to hold Welsh play sessions for young parents and toddlers in the near future. We continue to stock and sell Welsh learner books in the shop which is proving popular with visitors and people who have recently moved to the area. It is the intention that by July we will have restarted our Dished i'r Dysgwyr mornings to help learners practise their Welsh in an informal and fun setting. It is also intended to offer the session to other teams within the Authority for them to come and learn/ practise their Welsh.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
% of staff with Welsh Language skills at Work Welsh Level 1 or above	BD
# of staff who have completed Work Welsh online course	Trend
# events and activities delivered in Welsh ytd	TIR
# participants in events and activities delivered in Welsh ytd	TIR
# education programme sessions delivered in Welsh ytd	TIR
# participants in education programme sessions delivered in Welsh ytd	TIR

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Well-being Objective – Global

Work Stream 1: Responding to Climate Change Emergency

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: Network of Electric Vehicle Charging Points. (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind Installation of Phase 2 network commenced with WPD supplies, major planning of installations underway but some delays expected due to high visitor usage of sites. The first 4 EV charging posts (Phase 1) in April were operational and are located at: Brewery Meadow Car Park, Oriel Y Parc Car Park, Porthgain Hoppers parking area, Broad Haven Car Park.
Ways of Working: Continuation of Centres achieving Green Key Awards and biodiversity and carbon and waste reduction is promoted on their sites. (S6)	Amber	Amber	→	CH: Progress Status: In Progress/ Behind. Due to time and resources being spent on adjusting risk assessments and opening indoor areas of the site as well as half term the Green Key award application has not yet been completed. OYP: Progress Status: In Progress/ On Track. Login details have been sent to the centre. Application in progress Carew: Progress Status: In Progress/ On Track The application for the Green Key award has been completed. We are waiting to hear if we have been successful.
Strategic: Monitoring progress against NPMP Responding to Climate Change Emergency Action Plan and realign our carbon methodology to the Welsh Government Methodology for public bodies.	Amber	Amber	→	Progress Status: In Progress/ Behind. Welsh Government released its Public sector net zero reporting guide and associated spreadsheet in May (https://gov.wales/public-sector-net-zero-reporting-guide .) Scope broader in some areas to Authority's current methodology e.g. includes land use data. Meeting has been

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				arranged for June with staff from relevant teams to discuss co-ordination of the collection of the data and to discuss the methodology. Staff will trial approach during 2021/22, but will also produce calculation on previous methodology for 2020/21. Authority will provide feedback on the methodology through CEO via the LG decarbonisation panel.
Ways of Working: Create Environmental Management Recording System aligned to Welsh Government Methodology. (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind. The Welsh Government Reporting Tool has now been made available, the annual mileage report is being collated ready to feed into the tool however a lack of resource time is delaying this effort.
Ways of Working: Greening our Fleet. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Further funding has been granted from the 2021-22 SLSP fund of £167K. This will provide funding to replace the balance of 6 diesel fuelled vans within the fleet. Orders are on holding pending the manufacturer announcement of pricing for the required smaller electric vans (expected Q4 2021). Existing orders for electric replacements for 7 diesel fuelled vans were due Summer 2021 but may be delayed due to a world wide chip shortage. Market monitoring continues however, there has been no further news on plans to replace diesel 4x4's with electric models from any major manufacturers as yet.
Ways of Working: Greening our Equipment (S6)	Amber	Red	↓	Progress Status: In Progress/ On Hold. Work put 'on hold' following the departure of the Operations Manager.
Project: Greening our Buildings (S6)	Red	Amber	↑	Progress Status: In Progress/ Behind. Greening of Buildings included within Carbon reduction measures, plan to deliver this progressing. Small scale measures on going as part of the Building Maintenance programme. Introductory session with WG to discuss Re:Fit scheme completed in April, scheme found to be unsuitable due to scale of project. Alternatives being explored.

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Project: Installation of Photovoltaic PV Generation at Cilrhedyn Workshop (S6)	Red	Red	→	Progress Status: In Progress/ Behind. Consultant report received, review and paper to Leadership Team being prepared.
Project: Creation of exemplar Integrated site Plan and Monitoring/ data regime for Trefin site acquired through SLSP for carbon sequestration (in partnership with local community and with cross team involvement) (S6)	Green	Green	→	Progress Status: In Progress/ On Track. A cross team meeting has been set up to discuss the plan. A draft nature conservation plan and work programme has been drawn up which has been shared with the local community at a recent public walk event. Reports of good initial feedback on the plans.
Project: SPSL Community Woodland (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Initial discussions are taking place with the relevant land owner.
Project: Commons Resilience Project (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Nofence collars for two herds of cattle and two flocks of goats have been ordered from Norway using the Greening Agriculture grant.
Project: Review the UKCP18 Climate Change predictions and implications for future management and adaptation at our Freshwater East site and implement the recommendations from the review at our Carew site. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Carew is complete and Freshwater East is yet to be commissioned.
Strategic Partnership: Participation in Pembrokeshire Energy Forum	Green	Green	→	Progress Status: In Progress/ On Track. Meetings to recommence Summer 2021.
Strategic Engagement: Engagement with the Pembrokeshire Public Services Board's Environmental and Climate Change Risk Assessment for Pembrokeshire	Green	Green	→	Progress Status: In Progress/ On Track. The PSB Climate Change Task and Finish Group is preparing a bid to ensure a co-ordinated multi-agency approach to working with communities needing to adapt and to build resilience to the effects of climate change. The bid is being made to the UK Community Renewal Fund administered by PCC.
Strategic Engagement: Participation in Local Government Decarbonisation Panel,	Green	Green	→	Progress Status: In Progress/ On Track. Green Panel has met on a monthly basis and undertaken "deep dives" into procurement, buildings, transport and land

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and decarbonisation related activities of NDLS and PSB.				use. Information will be used to influence the next version of the Welsh Government Decarbonisation Route Map. NDLS secured funding for two pieces of decarbonisation work as part of SLSP
Strategic: Continue to provide financial support for the Coastal Bus Service (via Greenways Partnership) (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Budget currently remains in place.
Strategic: Engagement with relevant partners to explore opportunities to improve public transport and affordable sustainable transport opportunities in the Park.	Green	Green	→	Progress Status: In Progress/ On Track. Joint working on this being explored via Greenways partnership

Work Stream 2: Special Qualities - Inspiration and Education

Data Available Monthly						
Measure	2020/21	2021/22	2021/22 Current Period – May			
	May	April	Actual	Original Target	Revised Target	Comments
	Actual	Actual				
# Changing Coast photo submissions	4	64	125	TIR		

Actions					
Action	2021/22	2021/22 Current Period – May			
	April	RAG	Trend	Comments	
Ways of Working: Activities to realign our education offer with the New Curriculum, focusing on 'Cynefin'	Green	Green	→	Progress Status: In Progress/ On Track. New webpage https://www.pembrokeshirecoast.wales/for-schools-and-educators/cynefin-resources/ to present PCNPA resources and links for schools to use in relation to developing new humanities curriculum.	

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Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# participants in Cynefin related education sessions delivered	BD
# of Cynefin related education sessions delivered	BD
# participants in PCNPA's education programme	TIR
# participants in public events and activities programme	TIR
# participants at PCNPA Dark Sky Events	TIR
# volunteer days – conservation wildlife survey or monitoring	TIR
# volunteer days – heritage sites monitoring	TIR

Governance, Financial Sustainability, Workforce Development and Resilience

Work Stream 1: Long Term Planning

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Strategic: Review of the Authority's priorities, well-being objectives and associated resources	Green	Green	→	Progress Status: In Progress/ On Track. Members agreed draft high level strategy for consultation.
Strategic: Carew Causeway 5 year plan.(Year 3 activities)	Amber	Amber	→	Progress Status: In Progress/ Behind. Works completed following delays, sign off inspection scheduled for early June.
Project Development: Engagement with WG Sustainable Landscapes, Sustainable Places Scheme (Project bid development and delivery)	Green	Green	→	Progress Status: In Progress/ On Track. Proposals approved for 2021/22 SLSP funding. Total amount awarded £1,187,000. Proposals approved for delivery Pembrokeshire Coast National Park: 1. Greening Agriculture in the Park 2. SDF focused on climate change 3. Community woodland 4. Access to the National Park 5. Greening the fleet and electric vehicle charging phase 2 Total £900,000 Plus 3 collaboration projects 1.The Lost

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				words touring exhibition 2.Designated Landscapes carbon action plans 3.Designated Landscapes carbon baseline study Total £287,000
Ways of Working: Develop business continuity approach informed by our COVID 19 response experience	Amber	Amber	→	Progress Status: Not Started/ On Hold. As an area identified within the Audit Wales Resilience Report, business continuity activities will be programmed into this year's work activities.
Strategic Engagement: Monitor and respond to legislative, policy and operational impacts and opportunities as a result of UK withdrawal from EU.	Green	Green	→	Progress Status: In Progress/ On Track. Little specific activity due to Senedd elections.

Work Stream 2: Fundraising and Income Generation

Data Available Monthly						
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
£ from sponser a gate scheme ytd	600	0	3,000	TIR		We had 5 sponsored gates/benches in the May, our busiest month since the scheme launched.
£ from cashless donation pilot Oriel Y Parc ytd	0	9	63	TIR		There were 15 donations made in May, totalling £54.00, using the cashless donations machine at Oriel-y-Parc.
£ Centres Merchandise ytd	0	3,600.84	20,700.67	TIR		2019/20 ytd – 41,955.31.
£ Admissions Carew & Castell Henllys ytd	0	3,767.19	13,479.03			2019/20 ytd – 50,806.41
£ Centres Other Income ytd	12,653.80	171.68	2874.62	TIR		
£ Cafe Rental Income – Castell Henllys and Oriel Y Parc ytd	0	10,000	10,000	TIR		

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£ Carew Cafe Sales Income ytd	0	3,286.22	10,942.48	TIR		
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Actions					
Action	2021/22 April	2021/22 Current Period – May			
	RAG	RAG	Trend	Comments	
Strategic Partnership: Providing continued support to Pembrokeshire Coast National Park Trust.	Green	Green	→	Progress Status: In Progress/ Ahead. The Trust has had a very successful start to the new financial year having secured over £40,000 in grant funding in the first two months. Funding has been secured against the following prioritised projects: People Paths and Pollinators, Wild About Woodlands, Make More Meadows, Outdoor Schools. In addition to this the Trust has also launched two new partnerships with Corgi Socks and Big Retreat.	
Ways of Working: Funding Progress for Prioritised Projects	Green	Green	→	Progress Status: In Progress/ On Track. The latest round of prioritisation of projects is currently open, to date we have received no new projects to be reviewed and scored.	

Work Stream 3: Health and Safety

Actions					
Action	2021/22 April	2021/22 Current Period – May			
	RAG	RAG	Trend	Comments	
Ways of Working: Delivery of Health and Safety Training Programme 2021/22	Green	Green	→	Progress Status: In Progress/ On Track. Progress is being made in delivering some Health and Safety content via the e-learning portal to be delivered in June. Statutory Health and Safety Training continues to be delivered virtually and via class room training.	

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Ways of Working: Develop a Digitised Health and Safety Reporting process	Red	Red	→	Progress Status: Not Started/ Behind. Project not started due to ongoing work getting HR system in place with existing resource being pulled into developing and delivery Cezanne HR.
Ways of Working: Develop a digitised site inspection process	Red	Red	→	Progress Status: Not Started/ On Hold. Work put 'on hold' following the departure of the Operations Manager.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# RIDDOR (Reportable Incidents) ytd	0
# accidents (Injury) over 3 days/ up to 7 days absence ytd	0
# accidents (Injury) Minor incidents ytd	Trend
# vehicle damage incidents ytd	Trend
# conflict incidents ytd	Trend
# safeguarding incidents ytd	Trend

Work Stream 4: Improving how we work: Digital Approaches and Infrastructure

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Project: IT back up infrastructure project	Green	Green	→	Progress Status: In Progress/ On Track. The infrastructure refresh programme continues, VM hosts have been replaced and applications transferred. Replacement Disaster Recovery has been installed, pending configuration.
Ways of Working: Digital Transformation activities, focusing on developing a strategic digitalisation plan.	Green	Green	→	Progress Status: In Progress/ On Track. Business Case for The Digital Workplace submitted to Leadership Team for review. Mapping continues with the Countryside, Community and Visitor Services Organisation.

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Project: Implement and train staff in new HR system	Green	Green	→	Progress Status: In Progress/ On Track. Training content being developed and testing with IT being planned for June. Data Protection Impact Assessment in draft form for discussion with Data Protection Officer in June.
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Work Stream 5: Members Development and Governance

Data Available Monthly								
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Committee Webcasts	2	2	4	Trend			
# People viewing online webcasts for Committees	13	54	69	BM				
% Member Attendance at Committee	91.11	75.86	84.21	75		Green	↑	
% Member attendance at training	77.78	55.56	66.67	65		Green	↑	

Actions				
Action	2021/22 April	2021/22 Current Period – May		
	RAG	RAG	Trend	Comments
Governance: Support Members with virtual Committee Meetings and carry out activities to support move to potential hybrid or face to face meetings.	Green	Green	→	Progress Status: In Progress/ On Track. All public Authority/Committee meetings continue to be held virtually. An options report on the means of holding hybrid/multi-locational meetings in the future will be presented to the June NPA meeting.
Governance: Relevant Delegations are in Place	Green	Green	→	Progress Status: In Progress/ On Track. Extended delegated powers working well. Due to ongoing COVID-19 restrictions, a further report to extend delegated

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				powers until 30th March 2022 will be presented to the June NPA meeting.
Governance: Support to the Member Support and Development Committee and achieving the Wales Advanced Charter for Member Support and Development	Amber	Amber	→	Progress Status: In Progress/ Behind. Advanced Charter submission in the process of being finalised and will be submitted by the end of June 2021.

Work Stream 5: Corporate Compliance and Standards

Data Available Monthly						
Measure	2020/21 May	2021/22 April	2021/22 Current Period – May			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
% Positive/ neutral media coverage ytd	93.87	100	100	Trend		

Actions					
Action	2021/22 April	2021/22 Current Period – May			
	RAG	RAG	Trend	Comments	
Ways of Working: Respond to Audit Wales recommendations – 5 Ways of Working.	Green	Green	→	Progress Status: In Progress/ On Track. Audit Wales presented findings of Resilience Review to NPA in May. Action plan has been created to respond to the proposals for improvement within the document.	
Accountability Respond to Internal Audit Recommendations.	Green	Green	→	Progress Status: In Progress/ On Track. All agreed recommendations being actioned.	
Accountability: Further develop corporate approach to data protection compliance.	Green	Green	→	Progress Status: In Progress/ On Track. DPO attended Audit and Corporate Services Committee, Leadership Team and Team Leaders meetings in May. Evaluation meeting held in May between PCNPA and Data2Action to look at current practices, policies, gaps and to inform development of action plan, feedback meeting arranged for June. This will guide priority	

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				activities in terms of Authority developing corporate data protection approach.
Accountability: Communication of corporate policies and standards.	Amber	Amber	→	Progress Status: In Progress/ On Track. Senior Management and HR issuing guidance to staff in relation to COVID 19 situation and impact on Authority work and work place. Awaiting new share point system to be in place to re look at how policies displayed on system to staff. Corporate Document monitoring spreadsheet in process of being updated.
Accountability: Annual performance report on Welsh Language Standards	Green	Green	→	Progress Status: In Progress/ On Track. Annual report drafted. To be presented for adoption to June NPA prior to being submitted to the Welsh Language Commissioner.
Accountability: Annual Equality report	Amber	Amber	→	Progress Status: In Progress/ On Track. Equality Performance Report 2020/21 will be incorporated into the draft Annual Report on Well-being Objectives/ Improvement Plan 2. Request made to HR for 2020/201 employment data for the report.

Data Available Quarterly – First set of data for 2021/22 (April – June) for the following will be available July / August 2021	
Measure	Target
# formal complaints received ytd	BM
# complaints concerning the Welsh Language made to the Authority ytd	BM
# complaints to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards ytd	0
% of new and vacant posts advertised Welsh Language essential ytd	BM
# Welsh Language Impact Assessments completed ytd	Trend
# Data Protection Impact Assessments completed ytd	Trend
# Data Protection Breaches reported to ICO ytd	0
# of Freedom of Information requests	Trend
# of Environmental Information Requests responses ytd	Trend
# of Subject Access Requests	Trend
% of Freedom of Information responses within required timeframe ytd	100

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% of Environmental Information Regulations responses within required timeframe ytd	100
% of Subject Access Requests responses within required time frame ytd	100

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