

Report of the Performance and Compliance Co-ordinator

Subject: Performance Report for the Period Ending 31st March 2022

Introduction

The performance report follows the structure of the Corporate and Resources Plan for 2021/22.

The following report presents the performance for the full financial year - April to March 2021/22 and includes Q4 data (January – March) for the majority of data sets. Data will be reviewed prior to inclusion in our Annual Report on Meeting Well-being Objectives.

An explanation/guidance of RAG status has been included at the end of this introduction report.

Planning Service, Appeals and Enforcement

Planning performance hasn't yet recovered to pre pandemic performance levels. The % of all planning applications determined within time periods ytd is below target at 72.73%. However, it is showing improvement compared to 66.31% for the same period in 2020/21. The average time taken to determine all planning applications is showing a Red RAG rating at 117.25 days, this compares to 109.75 days in 2020/21. The Authority has had a substantive increase in the amount of casework through 2021 when compared to previous years. This is being monitored by DM, and the increase maybe a longer term trend or alternatively could be a temporary rebound from the Covid-19 pandemic. This increase in casework has been compounded by staff absences, new staff starting and Covid disruptions. While we consider the longer term situation, we have responded to the immediate issue by employing consultants to address casework and reduce staff workloads, which should address the increase in the time taken to determine applications.

Five appeals have been allowed and two applications for costs at section 78 appeal have been upheld, relating to planning application NP/19/0522/FUL in Q1 and NP/20/0279/FUL in Q2.

The % of enforcement cases investigated within 84 days ytd has decreased from 90.63% ytd in Q3 to 79.46% ytd in Q4, with the average time taken to investigate enforcement cases in days ytd increasing from 118.33 in Q3 to 124 in Q4. The average time taken to take enforcement action in days ytd has decreased from 104.33 days in Q3 to 96.75 days in Q4.

Work Programme, Countryside Management and Access

The work programme for PROW and conservation remained 'on track' in March.

During the year the Authority has had to respond to impact of Storms Arwen, Barra, Dudley and Eunice which caused widespread damage in terms of multiple fallen trees obstructing dozens of public rights of way. The Authority has seen an increase in concerns reported in relation to Coast Path and IROW when compared to 2020/21 and 2019/20. It is likely that the increased numbers of walkers on the Coast Path and on inland rights of way has resulted in the increased volume of concerns. Increased use has also resulted in greater wear and tear on the network and on path furniture / infrastructure. Some furniture had to be replaced / maintained during periods of higher use (instead of being able to wait until winter to maintain, when there would be less inconvenience to walkers). Some new users have different expectations about path condition which can result in additional concerns being raised. The inland network has seen a number of walkers venturing into their locality in the last 2 years and discovering routes which are currently inaccessible which then results in a report. In one case, a group complaint was filed; 7 concerns raised about the same vegetation growth issue. PCC remedied this very quickly once reported.

A number of measures relating to Countryside Management activities across work streams are in amber or red. This is the result of the need for the Authority to put these activities on hold due to the operations manager leaving their role and for future delivery to be considered in the context of wider organisation changes. The Direction Team are currently providing additional GIS support where needed.

Welsh Government Access Improvement Programme 2021-22 saw a range of capital funded improvements to public rights of way across the National Park. In 2021/22 public footpath was reinstated near Moylegrove (1.5km) and forms a significant link for the surrounding network of public rights of way. Public footpath has been reinstated near Pwll gwaelod to form circuit walk incorporating the Coast Path. Improvements has been completed to new permanent route of public footpath at Carew Quarry. A path suitable for wheelchairs between Newport Parrog and Iron Bridge has been resurfaced during March which has made a significant improvement to the existing walking surface to the path - approx 1.0km in length.

Conservation

The programme for cutting fire breaks came to an end in February with just under 15km being cut at 10 sites around Dinas, Carningli, Castlebythe, Preseli and Frenni Fawr.

Under the Traditional Boundaries pilot scheme a 300m new hedge has been planted at Castlebythe and a 200m new hedge has been planted at Moylegrove.

Volunteers contributed 978 conservation volunteer days in 2021/22, including sessions delivered with Duke of Edinburgh participants. 173 conservation social action days were carried out, including sessions with Pembrokeshire College students and Ysgol Preseli Agricultural Group. 193 volunteer days related to conservation wildlife survey or monitoring, with volunteers receiving training in Bumblebee identification, reptile transects, wetland birds and WWBIC recording training.

The Stitch in Time Project officer spent 3 days working with contractors in the Castlemartin Corse catchment extending areas where Himalayan balsam control can be undertaken this 2022 season. Project officer and Biodiversity officer discussed the possibility of handing over Cwm Gwaun and Porthgain to area warden managers and rangers. Due to capacity issues with the wardens and general complexity a formal complete handover is on hold. Site introductions to area managers are planned for April/May with project officer and rangers undertaking the 2022 season monitoring and maintenance in the two original stitch in time catchments for the time being. The Ecosulis report on project activity impacts has been received during end of March. Unfortunately, we were unsuccessful in the grant application to the Welsh Government's Landfill Disposal Tax Community Scheme.

Responding to Climate Change Emergency

The installation of Phase 2 network of Electric Vehicle Charging points is ongoing with delays experienced with WPD supplies and wayleave agreements. The first two electric vans were delivered in January and are now in use with charging points available both at Llanion and other Authority Car Parks. No further build updates have been provided for the outstanding orders for electric vans, which have been affected by the worldwide chip shortage.

Peatland restoration work has been undertaken with a grant from NRW. In February approximately 400 new native and pollinator friendly trees were planted on the Carew site, with the help of volunteers.

Areas with limited progress in 2021/22 such as procurement will be carried forward to 2022/23 and addressed through the development of decarbonisation delivery plan.

15 community decarbonisation projects have been awarded funding through SDF in 2021/22 and 8 community decarbonisation projects have been completed. Completed projects in Q4 included RSPB Renewables on Ramsey Island and Clynfyw CIC Vermicomposting project.

Covid 19 Recovery – Centres, Education and Health and Well-being

The centres responded to changing regulations during the year. Carew has seen a 6% increase in visitors compared to 2019/20. As restrictions have eased Castell Henllys and Oriel y Parc have seen an increase in visitors compared to 2020/21 however visitor number are not back to pre Covid 2019/20 levels yet. All have hosted community related activities. Oriel y Parc has hosted pop up and Christmas markets, St David's Day Dragon Parade, Eco Dewi Courtyard takeover and St David's Community Mapping event. Carew hosted the Sandy Bear Family Fun Day while Castell Henllys has been hosting Cymraeg i Blant Penfro in their tipi, Dished y Dysgwyr sessions and providing volunteering opportunities for Volunteers from Valued Independence to assist with vegetation clearance and habitat creation.

Although not back to pre Covid 2019/20 levels, the Authority has seen a strong recovery for its education provision with 8,143 participants in education programme sessions in 2021/22 compared to 2,234 in 2020/21.

In 2021/22 there were 1,020 participants in Walking for well-being project walks, which included Dementia Supportive Walks. With 558 participants in Walkability supported walks. Rangers delivered two walks for Pembrokeshire People First participants in February. A range of walks have also been delivered to Roots to Recovery participants as part of this project.

The Authority's First 1000 days project has now commenced, which included a morning session at Cylch Meithtrin Abergwaun in Fishguard.

Kickstart Scheme

2 Kickstart Scheme placements were successfully completed in 2021/22, Customer Experience & Site Warden placement at Carew and Archaeologist Support Assistant placement.

Equality Monitoring Information

% of workforce equality monitoring information has been affected by the move to new HR system and is showing red RAG.

Business Continuity Plan/ Approach

The Business Continuity Plan/ Approach was an area identified within the Audit Wales Resilience Report. A draft Business Continuity Plan has been drafted, work has paused to allow for introduction of Microsoft 365.

RIDDOR and Conflict Incident

The Authority had 1 RIDDOR incident in Q1 and a further RIDDOR incident in Q4.

Response time FOI, EIR, SAR

One FOI, one EIR and one SAR response were not provided within required time frames in Q1. All responses were provided in time in Q2, Q3 and Q4.

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

	<p>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.</p> <ul style="list-style-type: none"> • 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 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. • 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.

	<ul style="list-style-type: none">• Covid 19 response/ recovery: Service back to normal/ or operating successful adapted approach. Regulations implemented. Effective Health and Safety practices are in place.
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.	

RECOMMENDATION:

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

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

Performance Report – Corporate and Resources Plan 2021/22 (April – March)

Well-being Objective – Prosperity

Work Stream: Planning Policy and Service

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% of all planning applications determined within time periods required ytd	66.31	78.85	72.73	82%		Amber	↓	
Average time taken to determine all planning applicants in days ytd	109.75	114.67	117.25	<67 days		Red	↓	
% of Member made decisions against officer advice (recommendation) ytd	7.14	8.00	6.45	<5%		Amber	↑	2 (NP/21/0382/S73 and NP/21/0149/FUL) out of 31. Welsh Government Target, part of APR benchmarking.
% of appeals dismissed ytd	75.00	40.00	37.50	>66%		Red	↓	Three dismissed, five allowed.
Applications for costs at section 78 appeal upheld in the reporting period ytd	0	2	2	0		Red	→	Q1 NP/19/0522/FUL. Q2 NP/20/0279/FUL.
% of planning applications determined under delegated power ytd	92.45	93.13	94.13	BM				
# planning applications registered ytd	553	497	680	Trend				
% of planning applications approved ytd	92.45	88.74	85.23	Trend				

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
TIR = Trend - Impact of COVID 19 and Recovery of Services

Performance Report – Corporate and Resources Plan 2021/22 (April – March)

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Strategic: Adoption of Supplementary Planning Guidance	Amber	Amber	→	Progress Status: In Progress/ Behind. Adopted: 7. Consultation Underway:18 (includes 13 Conservation Area SPGs). Being drafted/redrafted: 4. Interim/rolled over in operation: 9. To be drafted later or stalled awaiting further evidence: 3. Some guidance will appear in more than one category. Report of Consultations to NPA June 2022 expected.
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 Hold. Still awaiting the planning application database migrating to a new hosted environment. This will require external IT support. Also awaiting further deployment of office 365, which is being implemented as part of a wider Authority project will allow for further efficiencies in administrative processes. Covid 19 restrictions remain in place which limit staffing levels in the office, staff have recently indicated their preferences for home working / return to office.
Governance/ Engagement: Review the Authority's Public Speaking Procedures	Green	Green	→	Progress Status: Complete/ Ahead. Completed and implemented.
Strategic: Prepare and engage with changes to regional planning processes, including the development of the SWW CJC and SD Plans.	Green	Green	→	Progress Status: In Progress/ On Track. PCNPA officers are fully engaged with regional groups working on the SDP preparation.

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

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

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Performance Report – Corporate and Resources Plan 2021/22 (April – March)

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% of PROW open and accessible and meeting the quality standard ytd	86.87	86.74	86.87	85%		Green	↑	
# of people using footpath (from fixed counters) ytd	160,039	246,708	-	Trend				Figures for Q4 not available from external company yet, expected May. Q3 ytd for 2020/21 - 145,511.
# concerns reported for Coast Path and IROW ytd	200	249	313	BM				2019/20 - 224. Impact of COVID 19 on Q1 2020/21 data in terms of restrictions, closures and recording impacts.

Action	2021/22 February	2021/22 Current Period – March			
	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)	Green	Green	→	Progress Status: In Progress/ On Track. Between February 21st 2022 and March 21st 2022 91 jobs completed on inland maintenance, 37 jobs completed for coast path maintenance, 4 jobs completed for inland path cutting, 1 job completed for coast path cutting (combining JMS and Coast path cutting workforce counts). Completed jobs such as gate and drainage checks are currently recorded separately. A path between Newport Parrog and Iron Bridge has been resurfaced during March which has made a significant improvement to the existing walking surface to the path - approx 1.0km in length.	
Work Programme: Activities to respond and increase resilience to the impact of	Green	Green	→	Progress Status: In Progress/ On Track.	

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coastal erosion and poor weather cycles on path (Reactive and planned work)				Consultant engineers have undertaken initial surveys to design improvements scheme for Coast Path at the Gann estuary Dale. Traethllyfyn beach access repairs and Angle byway gabion wall repairs out to tender. Four footbridges due for replacement have been replaced with more durable structures with steel bearers and plastic decking.
Ways of Working: Digital Park Project	Amber	Amber	→	Progress Status: In Progress/ On Hold. Further developments in terms of digital park project are on hold. The departure of the Operations Manager has meant that the Authority has had to look at alternative ways of providing GIS support to the team. Direction’s Research & Sustainability Appraisal Officer has been providing additional GIS support in the meantime. This has included: performing ArcGIS workforce version migration, to ensure Warden’s were provided with a new version of ArcGIS Workforce. This was a substantial piece of work that required careful timing in order to minimise disruption to the work programme. Creation of Job Reporter app, which has also been updated in line with new version of ArcGIS workforce. Improving data visualisation using Esri’s Arcade expression language to apply dynamic symbology to data collection and monitoring apps so that Warden’s can see, for example a footpath that needs to be surveyed again. Creation of ArcGIS Pro processing models that extract, transform and load the various work streams in ArcGIS workforce into excel spreadsheets and creation of conservation and rights of way dashboard. Creation of a range of web maps and web mapping applications including SDF map, car parks, Stitch in time. Future developments will be tied to a wider corporate GIS strategy/ approach. Leadership Team agreed ArcGIS contract renewal in 2021/22.
Ways of Working: Initiate work to agree standard specifications for signs to enable	Green	Green	→	Progress Status: Complete/ On Track.

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a more standardised and consistent approach to replacement				The standardised signage guide is now being used to create coast path signage, logos etc. using Cilirhedyn's digital router.
Projects: Development of new footpath links and circular walks	Green	Green	→	Progress Status: In Progress/ On Track. Improvements completed to new permanent route of public footpath at Carew Quarry. Welsh Government Access Improvement Programme 2021-22 saw a range of capital funded improvements to public rights of way across the National Park. In 2021/22 Public footpath reinstated near Moylegrove (1.5km) forms a significant link in surrounding network of public rights of way. Public footpath reinstated near Pwll gwaelod to form circuit walk incorporating the Coast Path.
Strategic: Collaborate with PCC on delivery of RWIP and facilitation of Local Access Forum	Green	Green	→	Progress Status: Annual Action/ On Track. Meeting held 1/4/22. Next meeting (June) is proposed to be a site meeting at Solva and will commemorate the 20th anniversary of the Forum.
Strategic: Participation in the Welsh Government's Access Legislation Reform	Green	Green	→	Progress Status: In Progress/ On Track. Three stakeholder groups established by Welsh Government to look at the role of Local Access Forums, keeping dogs on leads in vicinity of livestock and decadal review of CROW Access Maps. Final advice expected to be submitted to WG in April.

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

Measure – Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
# visitors to Oriol Y Parc ytd	27,208	73,517	77,193	TIR				Centre re opened 26 April in 2021/22. Limitations in place on visitor numbers at centre due to COVID safety measures. 2019/20 – 113,394

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Oriel Y Parc Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	Google Review Rating: 4.4
# Main website users ytd	217,710	275,696	295,656	BM				2020/21 ytd figures affected by complete Google Analytics data for May not being available due to issue caused by transfer to new website.
# Main website page views ytd	810,199	1,027,707	1,096,366	BM				

Measure – Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# attending pop up events/ engagement activities across the Park ytd	888	4,644	4,644	TIR		
# people engaged with through Summer Rangers business, tourist information and general public networking activities ytd	1,282	4,488	4,488	TIR		

Action	2021/22 February	2021/22 Current Period – March		
	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: Complete/ On Track. Action Complete - Summer season has ended. Final Summer Ranger activities carried out in October.
Ways of Working: Development and Implementation of incident reporting system for sites, coast path, IROW for Rangers and Wardens.	Amber	Amber	→	Progress Status: In Progress/ On Hold. Incident reporter app has been created and is being trialled, and further development will be linked to wider corporate GIS strategy/ approach.
Engagement: Delivery of Communicating out of Covid Strategy and associated messaging and digital campaigns (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. Coast to Coast has been published and is now out for delivery. A Cardiff-based agency (Equinox) has been

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				appointed (following a procurement process led by Snowdonia NPA) to deliver the joint NPW summer campaign and work is underway to develop the project scope and deliverables.
Ways of Working: External Sustainable Events Research (including responding to recommendations) (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind. Due to pandemic and subsequent restrictions and lockdowns research has been slow to progress. University has plans going forward to engage with communities. One specific coast path running event has been a useful case study to highlight the issues and has been shared with the researchers.
Project: Sustainability Support Activities for World Rowing and Beach Sprint Event (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Work to ensure all the requirement needed to demonstrate the event can be ISO certified in progress.
COVID 19 Recovery Activity: Re opening of Oriel y Parc centre to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: In Progress/ On Track. OyP is open with restrictions on room hire numbers. Face masks are no longer mandatory but are advised.
Project: Re-positioning Oriel y Parc as Discovery Centre and implementing its interpretation plan	Green	Green	→	Progress Status: In Progress/ On Track. A visioning day took place at the Centre on 28th March with key stakeholders. A report is being drawn up on next steps. VSM is attending CEIC (Circular Economy Innovative Communities) training sessions which will help to ensure these practices are embedded within OyP operational matters and ensure that future plans for the site align with Circular Economy values.
Project: Development of Discovery points across the park (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. 60 panels installed in 2021/22.
Strategic Partnership: Collaboration with Visit Pembrokeshire on destination management and promotion	Green	Green	→	Progress Status: Complete/ On Track. Work completed although engagement with Visit Pembrokeshire and others continues
Partnership Project: Celtic Routes	Green	Green	→	Progress Status: In Progress/ On Track. Celtic Routes to deliver 5 of the 6 planned UK & Ireland phase 2 press trips by summer 2022. The remaining UK &

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				Ireland phase press trip will be delivered later in 2022/early 2023. We currently have two confirmed trips for phase 2 with the British Travel Journal and Bloom magazine, these are in the process of being organised for July/summer period. The 4 international press trips (US, Germany, France, Netherlands) will be delivered in summer/autumn 2022. Covid restrictions permitting. One international media trip has been provisionally confirmed with US title, travel + leisure.
Partnership Project: Ancient Connections	Green	Green	→	Progress Status: In Progress/ On Track. A group of artists and pilgrims from Wales and Ireland will set off, walking from Ferns in Co Wexford to St Davids in Pembrokeshire from the 1st-8th May; trialling the new, trans-national 130Km pilgrimage route being developed by the British Pilgrimage Trust and Pilgrim Paths Ireland as a result of the Ancient Connections project.
Strategic Partnership: Co-ordination of Managing Visitor Pressures and Visitor Experiences Document with partners (S6)	Green	Green	→	Progress Status: In Progress / On Track. Document for 2022 in draft, and ready for final review with the pre-season recreation planning meeting in April.
Strategic Partnership: Pembrokeshire Water Safety Forum and mapping of coastal and foreshore incidents. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. The Ranger Team attended the March meeting of the Pembrokeshire Water Safety Forum, the Wales Beach Managers Meeting and chaired the Pembrokeshire Beach Liaison Group. A key action of PCNPA for the coming season is the planned closure of FWE slipway on public safety grounds and implementing a key holder scheme to allow controlled access.
Strategic Engagement: Liaison with Recreation Groups and Pembrokeshire Coastal Forum. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Pre-season meetings with the Milford Haven Waterway Recreation Management Group and the Pembrokeshire Outdoor Charter Group have taken place. Rangers delivered 2 training events to Outdoor Charter members on wading and shoreline birds and the importance of estuarine habitats.

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Strategic: Development of Sustainable Tourism Indicators in partnership with other NP Authorities	Green	Green	→	Progress Status: In Progress/ On Track. UKNPA Sustainable Tourism officer group met to discuss - indicators have been identified for potential inclusion to gather data - awaiting notes on meeting 31.03.22.
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Work Stream: Supporting Local Businesses and Sustainable Procurement

Measure – Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	% Authority spend locally (S6)	39.14	48.26	51.13	BM			
% Invoices paid on time (Average) (S6)	95.65	97.30	97.43	97		Green	↑	

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# of stall holders participating in fairs and events at Oriel Y Parc and Carew ytd	38	41	41	TIR		
# of artists and craft makers supported at Oriel Y Parc ytd	13	29	38	TIR		

Action	2021/22 February	2021/22 Current Period – March		
	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)	Green	Red	↓	Progress Status: No Started/ On Hold. Work to be undertaken next year. A meeting was held with WRAP Cymru in February.

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Work Stream: Employment Transformation and Skills Development in Pembrokeshire

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# Work experience placements provided ytd	2	0	0	TIR		Authority Officer participated in virtual You Tube event in November discussing careers in heritage with 84 views.
# attending volunteer training sessions ytd	297	230	290	TIR		2019/20 - 217
# volunteer days – new volunteer opportunities (volunteer roles) ytd	N/A	272	344	BD		
# Kickstart Scheme placements initiated ytd	N/A	2	2	BD		2 Kickstart Scheme placements completed in 2021/22: Customer Experience & Site Warden placement at Carew. Archaeologist Support Assistant placement.
# Kickstart Scheme placements completed ytd	N/A	0	2	BD		

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Ways of Working: Develop a wider range of volunteering opportunities, with step up and training opportunities.	Amber	Amber	→	Progress Status: In Progress/ Behind. Currently no new roles on offer in March, but a range of training opportunities, including autism awareness and mental health awareness - however very low take up from volunteers. Also training held for volunteers on Welsh in the Landscape and Wildlife recording. During 2021/22 following new roles developed including

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				Volunteer Welcome volunteers, Volunteer Mentors via Roots to Recovery project, Beach Wheelchair Volunteers. Further development of roles will be linked to implementation of recommendations from volunteer review. Development of office/admin based roles were impacted by home working restrictions during 2021/22.
Project: Delivery of job placements under Kickstart Scheme [placements for 16 to 24 year olds on Universal Credit]	Green	Green	→	Progress Status: Complete / On Track. Two candidates were engaged by PCNPA for the Government's Kickstart Scheme. The first candidate successfully completed their contract with Carew as a Customer Experience and Assistant Warden in February. The second candidate successfully completed their contract as Assistant Archaeologist in March. Feedback was very positive and due credit needs to be given to PCNPA's Community Archaeologist for structuring the assignment so well, to achieve maximum growth and development for the individual.

Well-being Objective - Resilience

Work Stream: Conservation Land Management – Managing Land for Nature

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1- Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
Conservation Sites - % in line with their formal management plan	100	100	100	100%		Green	→	

Action	2021/22 February	2021/22 Current Period – March
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↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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	RAG	RAG	Trend	Comments
Work Programme: Delivery of Authority's operational work programme for conservation (with focus on priority activities) (S6)	Green	Green	→	Progress Status: Complete /On Track Operational Work Programme on Track – 132 jobs completed between 1 April to 31st March 22. Jobs included contributions from wardens, volunteers, Friends of the National Park, Rangers and the National Trust.
Work Programme: Delivery of annual cutting of the fire break network (S6)	Green	Green	→	Progress Status: In Progress/ On Track. The programme for cutting fire breaks came to an end in February with just under 15km being cut at 10 sites around Dinas, Carningli, Castlebythe, Preseli and Frenni Fawr. No cutting occurred in March as birds nesting.
Engagement: Engagement Activities with Dairy Industry/ Farmers / Project: Greening Agriculture SLSP project (S6)	Green	Green	→	Progress Status: In Progress/ Behind. All farms in the Greening Agriculture Pilot have returned quotes with two Solar Photovoltaic and battery system and one water harvesting system. Two projects have been authorized and have received the funding. A process report has been written with the Grants lined up ready to be authorised.
Strategic Partnership: Participation with Pembrokeshire Nature Partnership and delivery of Pembrokeshire Nature Recovery Plan (S6)	Green	Green	→	Progress Status: Annual Action / On Track. Action complete for year. Sufficient funds have been identified to keep the partnership supported for another year although there is insufficient funding to enable it to offer its usual grant pot.
Strategic Partnership: Participation with Pembrokeshire Grazing Network and Pembrokeshire Wildfire Group. (S6)	Green	Green	→	Progress Status: Annual Action/ On Track. Pembs Grazing Network - New sites continue to come forward requiring the Network's services. Network therefore still growing and just able to meet demand. The Wildfire Group met in January with representatives from the Fire Service, NRW, PCNPA and Local Graziers. Positive discussions were held, re aligning objectives and it was a good platform for discussion between all parties. Problems with regards to pre-notifications were raised along with better public awareness of controlled burns.
Strategic Engagement: Participate in opportunities to influence and support the	Green	Green	→	Progress Status: In Progress/ On Track.

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design and delivery of the new Sustainable Land Management Scheme for Wales as it is developed. (S6)				Officers engage with Welsh Government on this issue. Further consultation is expected next year.
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Work Stream: Biodiversity and Connectivity Projects

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Scheme: Traditional Boundary Grant Scheme (S6)	Green	Green	→	Progress Status: In Progress/ On Track. A 300m new hedge has been planted at Castleblythe and a 200m new hedge has been planted at Moylegrove.
Project: People, Paths and Pollinator Pilot Project (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Pollinator project workforce migrated over to the new app. Advice given to OYP for woodland planting and species diversity and at Graply End fields for management over the next year. Oil beetle have been put up along the coast path between Strumble and Broad Haven again asking people to be aware of them, not stand on them and record any sightings.
Project: Implementation of Dawnsio ar y Diben SMS Coastal project work programme (S6)	Green	Green	→	Progress Status: In Progress/ On Track. This year's actions are complete. This project continues next financial year.
Project: Habitat use of Coastal Belt by Adders. (S6)	Green	Green	→	Progress Status: Complete/ On Track. Project complete. Final report has been received and online feedback event held attended by 40 people
Project: Development of long term management plan for Southern Damselfly and Marsh Fritillary (S6)	Green	Green	→	Progress Status: Complete/ On Track. The additional report on habitat quality for Marsh Fritillary around Puncheston has been received and a meeting held to discuss the findings. NRW has submitted a Nature Networks fund EOI aimed at taking the recommendations forward. Twice yearly meetings will now be held with relevant partners to discuss

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				coordinating monitoring and management for Marsh Fritillary across Pembrokeshire.
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: Complete/ On Track. All monitoring projects complete and reports received. Preseason meetings arranged for next year’s projects.

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

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
Hectares - Invasive species removed at source/ injected ytd	54.15	88.99	90.24	Trend		Measure being reviewed with officer.
# Volunteer days – Invasive species work ytd	18.5	142.5	149.0	TIR		2019/20 – 112.5
# volunteer days – conservation ytd	279.0	688.5	978.0	TIR		2019/20 – 1,149
# social action days – conservation ytd	58	113	173	TIR		Includes sessions with Pembrokeshire College and Ysgol Preseli Agricultural Group

Action	2021/22 February	2021/22 Current Period – March			
	RAG	RAG	Trend	Comments	
Project: Stitch in Time	Amber	Amber	→	Progress Status: In Progress/ On Track. Project officer spent 3 days working with contractors in the Castlemartin Corse catchment extending areas where Himalayan balsam control can be undertaken this 2022 season. Project officer and Biodiversity officer discussed the possibility of handing over Cwm Gwaun and Porthgain to area warden managers and rangers.	

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				Due to capacity issues with the wardens and general complexity a formal complete handover is on hold following site introductions to area managers during end of April/May with project officer and rangers undertaking the 2022 season monitoring and maintenance in the two original stitch in time catchments for the time being. The Welsh translation of the project toolkit has been completed during end of March. The Ecosulis report on project activity impacts has been received during end of March. Unfortunately, we were unsuccessful in the grant application to the Welsh Government's Landfill Disposal Tax Community Scheme.
Project: Enhancement of picnic area and woodland area at Oriel y Parc (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Patches for wild flowers were cleared and seeds were sewn in the woodland area and along some of the verges to improve summer flowering.
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. Marsh Frit and Chough volunteers have been recruited for the 2022 monitoring season.
Partnership: Participate with Pembrokeshire Light Pollution Partnership, including carrying out community engagement activities where appropriate (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Events offered in Feb for Welsh Dark Sky Week, further opportunities to be developed once outcome of light survey complete. Specialists leading the joint PCNPA/PCC work on the lighting survey and feasibility study.

Work Stream: Looking after Trees in the Landscapes

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/23 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised	Comments

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# of applications for works to protected trees determined ytd	37	18	26	Trend		
# of new tree preservation orders made ytd	0	0	0	Trend		
# volunteer and social action days – tree planting ytd	131.0	121.5	215.5	TIR		Including Tree Matt fitting.

Action	2021/22 February	2021/22 Current Period – March			
	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/ Ahead. Work continuing in-line with plan.	
See Responding to Climate Change Emergency Work Stream Section for information on Community Woodland SPSL Project					

Work Stream: Marine and Foreshore Environment

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2020/21 Q1 – Q3 (April - Dec)	2021/21 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# volunteer and social action days – beach, foreshore and river cleaning activities ytd	17	80	117	TIR		2019/20 - 249

Action	2021/22 February	2021/22 Current Period – March			
	RAG	RAG	Trend	Comments	
Project: Initiate development of sustainable seaweed collection policy.(S6)	Green	Green	→	Progress Status: Complete/ On Track. Seaweed report received. We are now in the process of reviewing our licences in line with recommendations.	

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<p>Collaboration: Explore opportunities through partnerships to develop projects that can support/ enhance carbon sequestration in the marine environment. (S6)</p>	<p>Green</p>	<p>Green</p>	<p>→</p>	<p>Progress Status: In Progress/ On Track. Meetings of the Dale Seagrass Stakeholder Group were held on 15th December and 9th March. These have been really good positive meetings. Plan is to have new signage in place, amend visitor buoys to aid users, put in additional marker buoys and have a live donation page (daleseagrass.org) for use of visitor moorings by Easter. A monitoring report on the status of the seagrass by Swansea Uni / Project Seagrass will be available soon. Unfortunately, a local (Milford) fisher trawled through the seagrass restoration site in Dale on 11th February. A lot of people were upset by this. Welsh Government local fisheries office were immediately contacted but as this was a legal activity there is not much that can be done. It was a risk that the seagrass project knew they had to take when siting the seagrass where it ended up; there was no other option. Swansea Uni have surveyed the area with side scan sonar and found no traces of trawl tracks, but as this was after the storms, this is perhaps not surprising. The Dale Group are writing to WG / NRW about the incident with a view to seeking better future policy support for species restoration.</p>
<p>Collaboration: Involvement with Foreshore Management Plan and collaborate on marine pollution prevention, contingency planning and response and support others in managing commercial gathering activity. (S6)</p>	<p>Green</p>	<p>Green</p>	<p>→</p>	<p>Progress Status: In Progress/ On Track. Meeting with NT and consultants to review management of Freshwater West and consider options for future management. Final foreshore plan received in February.</p>
<p>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)</p>	<p>Green</p>	<p>Green</p>	<p>→</p>	<p>Progress Status: In Progress/ On Track. Draft report of "SWEPT 2" (Surveying the Welsh Environment for Pollution Threats Pembrokeshire Open Coast Project 2020) received from the SAC Officer. This was funded by Addressing Key Pressures on Biodiversity WG funding 20/21, administered by PCNPA. Surveys (and water sample testing) were conducted in October</p>

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				2020 by PCNPA Rangers, the Pembrokeshire Marine SAC Officer, and some volunteers. This work followed on from the SWEPT (Surveying the Waterway Environment for Pollution Threats) volunteer project 2018-19 which won the Park Protector Award 2019 for its contribution to national parks and its use of citizen science and successful awareness raising to link land and sea use. Survey results showed that polluting levels of nitrate were found at 51 (63%) of the 81 locations visited and tested, and polluting levels of phosphate were found at 8 locations (10%). From local knowledge and observations, agricultural run-off was considered to be the likely primary cause of the pollution recorded during the survey.
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. Pembrokeshire Marine Special Area of Conservation (SAC) Relevant Authorities Group and Carmarthen Bay European Marine Sites (EMS) Relevant Authorities Group both met in March. PCNPA has supported a new website for the Pembrokeshire Marine SAC, to be launched later in the Spring.

Work Stream: Planning - Sustainable Management of Natural Resources (SMNR) and Responding to Biodiversity Loss

Action	2021/22 February	2021/22 Current Period – March		
	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	Red	Red	→	Progress Status: Not Started/ On Hold. Work has stalled due to changes in management at other Local Planning Authority - the matter will be raised at the next regional POSW meeting

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biodiversity enhancements to have a positive socio economic duty impact.) (S6)				
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Well-being Objective – Health & Well-being

Work Stream: Supported Walking Opportunities

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in Walkability supported walks ytd	107	345	558	TIR		Includes Wild wellbeing wanderers sessions.
# Pembrokeshire participants in Walking for Well-being project walks ytd	201	662	1,020	TIR		Including Dementia Supportive Well-being Walks.

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Project: West Wales Walking for Well-being partnership project.	Green	Green	→	Progress Status: In Progress/ On Track. In March both the number of walks that the project was able to provide and the number of walkers increased on previous months. Unfortunately, the partnership steering group were told of the intention of Carmarthenshire 50+ Forum to step back from the project as a delivery partner as of the end of March. This unexpected decision has meant that the remaining partners have spent time seeking a new delivery partner locally with the support of the Healthy and Active Fund. We are at present talking to Carmarthenshire County Council's Exercise Referral Team about options to join the Walking for Wellbeing partnership, with a decision expected at the end of April.

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			Walking activity continues to be supported by the remaining partnership in Carmarthenshire.
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Work Stream: Promoting Health Benefits of the Park - Partnerships, Initiatives and Projects

Measure – Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# of online walk maps downloaded from PCNPA website ytd	12,938	26,342	27,721	TIR		2020/21 data affected by no data in May due to analytics issues with transfer to new website

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# volunteer days ytd	820	1,685	2,217	TIR		2019/20 – 2,592
# participants in volunteering and social action sessions involving physical activity ytd	819	1,912	2,615	TIR		2019/20 – 3,195
# participants in PCNPA led walks ytd	593	1,789	2,472	TIR		2019/20 - 2,824

Action	2021/22 February	2021/22 Current Period – March			
	RAG	RAG	Trend	Comments	
Project: Pathways Project	Green	Green	→	Progress Status: In Progress/ On Track. Pathways continued to deliver regular sessions throughout March. Following a period of transition, with new project officer seconded from Warden team new volunteers have been recruited to join the existing Pathways team. Pathways continues to support volunteers in their volunteering, providing transport, covering any relevant expenses and providing refreshments/lunch for all those	

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				taking part. We are also able to offer training and mentoring support to all volunteers.
Project: Roots to Recovery Project Bid (and project delivery if Successful)	Green	Green	→	Progress Status: In Progress/ On Track. In March the Roots to Recovery team delivered a total of 9 sessions with a total of 66 attendees. Activities included tree planting, work on the community garden and conservation management work including scrub clearance on Freshwater East LNR. There were also a series of walks for Roots to Recovery participants, with the highlight being a 'Marloes Coastal walk'. The project now has 6 trained mentors, who as project volunteers, are able to support the activity of other participants.
Ways of Working: Commission review of volunteer offer, to guide our long term approach	Green	Green	→	Progress Status: In Progress/ On Track. In March the Volunteering Development Officer took the Strategic Review of Volunteering to meetings with volunteers and volunteer managers to get their feedback on the recommendations. The next step (April/May) will be to prepare an Action Plan to take forward the review's recommendations. The plan will include a series of prioritised actions for the short, medium and long-term in relation to the Authority's volunteering work.
Strategic: Development of a National Park Management Action Plan for our Health and Well-being activities	Green	Green	→	Progress Status: Complete/ On Track. Action Completed July 2021. Action Plan approved by Members at July NPA.
Partnership: Co-ordinate the West Wales Nature Based Health Service Network	Green	Green	→	Progress Status: In Progress/ On Track. The Network is to be reviewed to refocus priorities following both the pandemic and the emergence of new networks since the WWNBHS was established in 2015.
Collaboration: Support Public Health Wales with its strategic activities on social and Green solutions for health	Green	Green	→	Progress Status: In Progress/ On Track. Attended meeting with PHW to discuss the roll out of the consultation on the social prescribing framework.
Collaboration: Work with partners to develop and promote active travel and every day walking and cycling opportunities in the Park	Green	Green	→	Progress Status: In Progress/ On Track. Out and About Network will support this. Brilliant Basics Fund applied for by OYP for electric charging bikes if successful will also support this objective.

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Work Stream: Outdoor School and Play

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/21 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in PCNPA outdoor learning sessions ytd	1,904	5,395	6,846	TIR		2019/20 – 8,682
% schools in National Park engaged with PCNPA outdoor learning sessions/ activities ytd	30.77	61.54	69.23	TIR		2019/20 – 69.23
% schools in Pembrokeshire engaged with PCNPA outdoor learning sessions/ activities ytd	20.97	50.00	59.68	TIR		2019/20 – 69.35

Action	2021/22 February	2021/22 Current Period – March			
	RAG	RAG	Trend	Comments	
Project: Pembrokeshire Outdoor Schools	Green	Green	→	Progress Status: In Progress/ On Track. Wales Outdoor Learning week took place at the end of March. The Outdoor Schools partners supported many activities taking part across the week from beach cleans and beach art to adventurous activity and nature trails. At least half of the schools in the County took part and PODs filmed selected activity across the County for a short video promoting outdoor activity. The partnership's Facebook Page included coverage of activities across the County (https://www.facebook.com/PembrokeshireOutdoorSchools). The planned Outdoor Schools celebration event (26th May) will take place at Scolton Manor Country Park.	
Project: Roots/ Gwreiddiau Project	Green	Green	→	Progress Status: In Progress/ On Track. Weekly delivery of sessions in Johnston and Gelliswick. Liaison with funder and trust re project publicity/press	

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				release/photo. Planning work with Milford Haven Secondary.
Project: First 1000 days	Green	Green	→	Progress Status: In Progress/ On Track. In March, we delivered the first 1,000 days activities including a morning session at Cylch Meithrin Abergwaun in Fishguard. A programme of 18 activities at nurseries across the County is being delivered from March through until May.

Work Stream: Planning Affordable Housing

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
% of housing units approved that are affordable ytd	102	0	0	See APR and Annual Local Development Plan monitoring report for context		
# affordable housing units approved ytd	0	0	0			

Work Stream: Workforce Well-being, Resilience and Development

Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# Days Lost through Sickness Absence excluding Long Term Sickness	N/A	37.00 (Feb)	104.83 (March)	BD		Average YTD: 40.2
# Days Lost through Sickness Absence including Long Term Sickness	N/A	77.00 (Feb)	127.83 (March)	BD		Average YTD: 65.1

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% of hours lost as a result of Sickness absences per employee excluding Long Term Sickness	N/A	1.5 (Feb)	3.6 (March)	BD		Average YTD: 1.5
% of hours lost as a result of Sickness absences per employee including Long Term Sickness	N/A	3.1 (Feb)	4.4 (March)	BD		Average YTD: 2.4

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Covid 19 Recovery: Pro-actively manage and support our workforce in response to COVID 19 related developments during the year.	Green	Green	→	Progress Status: In Progress/ On Track. No substantive updates although Risk Assessments will need reviewed again now that restrictions have been lifted by Welsh Government.
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. The majority of staff are back at their normal place of work with the exception of Llanion based staff. Flexible Working Requests have been submitted by many staff and will be reviewed across the whole to ensure customer service and legislative and mandatory requirements of the Authority are not compromised.
Ways of Working: Activities to support PCNPA achieving Bronze level under Corporate Health Standard	Green	Amber	↓	Progress Status: In Progress/ Behind. Work has been paused until a dedicated HR Officer is appointed. This post is being presented as a new post in the proposed new structure.
Ways of Working: Creation of Training and Development Plan to support workforce resilience	Green	Green	→	Progress Status: In Progress/ On Track. No further developments.
Ways of Working: Implementation of PCNPA People Plan	Green	Green	→	Progress Status: In Progress/ On Track. People Plan being implemented. Values and Behavioural framework will be developed in participation with staff once the restructure is due to be implemented.

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Well-being Objective – Equality

Work Stream: Strategic Equality - Our Workforce and Services

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# Integrated Assessments for Strategic Plans and Decisions completed ytd (Equality Impact Assessments form part of the integrated assessment)	N/A	2	3	Trend				Integrated Assessment Completed on High Level Strategy on a Page, review of Well-being Objectives and Corporate and Resources Plan.
% workforce equality monitoring information completed on people management system	78.6	55.7	36.0	70		Red	↓	From Q2 this data is being obtained from the new HR system. For confidential reasons this data could not be upload from the previous HR system, instead we have asked staff to input this data to familiarise themselves with the new system. To ensure that data is captured for all new starters we intend to ask all new starters to complete their data as

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							part of the induction process (confidentially).
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Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Ways of Working: Embed the Socio Economic Duty in our decision making processes	Amber	Amber	→	Progress Status: In Progress/ Behind. Draft Integrated assessment overview, trigger template and assessment template went to Leadership Team for comment in October. Further amendments to be applied, this will be progressed in 2022/23. Template has been tested on three assessments during 2021/22.
Ways of Working: Ways of Working: Activities to address and further analyse Gender Pay Gap in the Authority.	Green	Green	→	Progress Status: Not Started/ On Track. Whilst the project has not yet started it remains on track against the project plan. Work will not commence until the restructure has been completed and work is started on the pay and grading review.
Ways of Working: Develop corporate approach to Web Accessibility Regulation compliance.	Amber	Amber	→	Progress Status: In Progress/ On Track. Accessible Communication meeting held including discussions on reducing use of PDF and more use of HTML for reports where possible.
Ways of Working: Integrate equality training and awareness into the Training and Development Plan for the Authority.	Amber	Amber	→	Progress Status: In Progress/ Behind. Project on pause to allow sufficient time for delivery of the organisational restructure
Ways of Working: Initiate activities to support us achieving Level 1 under the UK Governments Disability Confidence Scheme .	Green	Green	→	Progress Status: Complete/ On Track. Scheme in place. Action can be considered as having been completed, with the need for regular marketing of the scheme.
Ways of Working: Sign up to the EHRC 'Working Forward' pledge .	Green	Green	→	Progress Status: In Progress/ On Track. PCNPA have signed up to the pledge. Work will be done to communicate our pledge publicly through the recruitment pages of the PCNPA website.

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

Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	# of web wheelchair walks maps downloaded	528	885	919	TIR	

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# people engaged with through social inclusion activities	750	2,034	3,058	TIR		
# participants engaged with through social inclusion work with young people	188	452	584	TIR		
# of active Youth Rangers	5 (Q4)	20 (Q3)	17 (Q4)	TIR		

Action	2021/22 February	2021/22 Current Period – March		
	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. Brilliant Basics Fund (WG) applied for to develop project with additional equipment - awaiting second stage outcome.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Project: Experience for All Project (including responding to recommendations.)	Green	Green	→	Progress Status: In Progress/ On Track. A table of recommendations has been drafted for further input from key NPA officers.
Ways of Working: Develop project checklist that can be shared with partners to ensure projects developed to address NPMP impacts are inclusive.	Green	Green	→	Progress Status: In Progress/ Behind. Check list included in Experiences for All report that can be further developed by PCPA to use at project level. Meeting on Experience for All report for staff held on 15/2/22. A table of recommendations has been drafted in terms of the report for further input from key NPA officers. This will impact on further development and use of the checklist within the report.
Project: Creation of more accessible circuit walk at reed bed, Freshwater East	Amber	Amber	→	Progress Status: Not Started/ Behind. Awaiting relevant permissions from NRW before we can proceed with works on-site.
Project: Physical Access Improvements at St Non's	Green	Green	→	Progress Status: In Progress/ On Track. The St Non's Sound Walk has been launched and is available to stream and/or download on the National Park website: https://www.pembrokeshirecoast.wales/about-the-national-park/culture-and-heritage/st-nons-sound-walk/ . Feedback received so far has been positive.
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. A brief has been written, an architect has been engaged and is drawing up plans. We had a site meeting with Cadw in April. They will then be submitted for the relevant consents. We hope to commence some of the work in autumn 2022.
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: Complete/ On Track All new beach signage had been received and erection of signs on site has commenced. Signage will be in place ready for the main visitor season. Beach access improvements at Manorbier completed before Christmas. Scoping study and survey of Poppit Sands has been received.

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Project: SLSP All terrain electric scooters at Castell Henllys Iron Age Village	Green	Green	→	Progress Status: Complete/ On Track. Action completed in October. All terrain mobility scooters were delivered in October and are now in use on site.
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 currently put on hold following departure of Operations Manager. This activity is unlikely to progress further in 2021/22 and further progression will need to be discussed tied to wider development of relevant delivery plans as they are developed in 2022/23. This was identified as an additional project in the Corporate and Resources Plan for 2021/22.
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	Green	→	Progress Status: Complete/ On Track. Statement has gone to all NPA committees and been approved/ noted.

Work Stream: Engagement

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Engagement: Facilitation of Youth Committee	Green	Green	→	Progress Status: In Progress/ On Track. There were two weekend meetings for Pembrokeshire Coast - Next Generation members in March, at the first Youth Rangers planted more than 1,000 trees at Bridge Meadows in Haverfordwest as part of the County's Green Infrastructure/Nature Recovery work. At the end of the month Youth Committee and Youth Rangers came together at Oriel y Parc to work with local artist 'Lloyd the Graffiti' to create a set of 3 murals illustrating our amazing National Park. The murals will form part of a project, with which we hope to involve young people from across Pembrokeshire later in the year. Funded by Pembrokeshire Youth Bank.

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Engagement: Facilitation of Volunteer Forum	Amber	Amber	→	<p>Progress Status: In Progress/ Behind. Recommendation in volunteer review document to review the form and function of the forum. Consultation meetings took place in person and online with volunteers to collect feedback. Most would prefer an informal mechanism, with opportunities for feedback, and for the forum element to be included in other volunteer events.</p>
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	Green	Green	→	<p>Progress Status: In Progress/ On Track. Meeting held in February. The issue of engagement and Community, Town and City councils have previously come up during discussions of the Engagement Action Plan group and was an area highlighted by Members when the engagement action plan report was presented to Audit and Corporate Services Committee in 2021. As a result the Engagement Action Plan Group spent part of its 14/2/22 meeting discussing the issue of improving engagement with Community, Town and City council's and wider community in the Park. The discussion focused on a) Learning from current/ past activities, what works well, b) Challenges, c) Future opportunities/ Improving our approach. A report on this key points was put together and was considered by Leadership Team on 8/4/22 to seek their view on the points within the report and how/ if they would like the Engagement Action Plan group/ wider Authority to take forward any activity in this area.</p>
Engagement: Involvement of Members, Staff, stakeholders and the public in the review of the Authority's priorities and Well-being Objectives	Green	Green	→	<p>Progress Status: Complete/ On Track. New priorities and Well-being Objectives agreed</p>

Well-being Objective – Communities

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

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Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# community project/ engagement activities ytd	521	685	946	TIR		
# social action participant days ytd	58	169	267	TIR		Includes sessions with Pembrokeshire College Students and Ysgol Y Preseli Agricultural Group
# community events held at centres ytd	6	34	49	TIR		

Action	2021/22 February	2021/22 Current Period – March			
	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 participated in quarterly Pembrokeshire Community Safety Partnership meeting	
Project: Stitch in Time project engagement with Communities	Amber	Amber	→	Progress Status: Complete/ On Track. Six volunteers from Brynberian Environment group contributed ca. 24 hours with project officer and North Ranger in winter work/ preparation of two sites for this season’s balsam control in which the group and individuals will take part in the monthly control visits required during 2022 and also assist in future monitoring of the site which fall within the area of a ramblers Cymru project in the same area of Brynberian. Project Officer spoke with the lead from the Ramblers and it is hoped the Ramblers project will provide tools to the group. Stitch in time paid for 4 members of the Friends of the National Park to attend a 2 day real first aid course in Stackpole. The friends paid for an additional 2 spaces meaning that 6 Friends of the	

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				<p>National Park are trained in remote first aid. Feedback from the event was excellent and highly recommended, project officer attended the course also paid by HR.</p>
<p>Ways of Working: Centres engagement activity with local communities. (Individual one for each centre)</p>	<p>Green</p>	<p>Green</p>	<p>→</p>	<p>CH: Progress Status: In Progress/ On Track. Value Independent continue to bring their members to volunteer on a bi-weekly basis continuing with vegetation clearance and habitat creation. Cymraeg i Blant Penfro continue to use the Tipi on a weekly basis. OYP: Progress Status: In Progress/ On Track. Oriol y Parc hosted the annual Dragon Parade in early March. The event was well attended and included 4 schools/ community groups, 7 volunteers. Several hundred members of the public lined the streets and followed the parade. 2 schools were given paid for artist sessions to help create their dragons. The event received positive feedback via social media and email. The VSM assisted a local community group in presenting the results of a tourism survey to businesses and community leaders at an evening event in March. Staff members from the OyP team attended Ancient Connections Tourism Ambassador Training sessions. Preparation is underway for Easter craft workshops. Carew: Progress Status: In Progress/ Behind. We continue to engage with our local community through communication with the Community Council. Engagement with local schools etc. has been restricted due to Covid, but we have recently hosted several school visits and now have many booked in for the coming weeks. We are seeing many local people frequenting Nest Tearoom in the Walled Garden on a regular basis and using it as a safe, outdoor meeting place. We have a group of 'regulars' who we see weekly, many of whom enjoy the accessibility of the walk at Carew and the tearoom for refreshment.</p>

Work Stream: Sustainable Development Fund – Supporting Community Decarbonisation Projects

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/21 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# SDF community decarbonisation projects approved ytd	12	9	15	Trend		January/ March SDF Committees – 3 Renewable Energy: Hubberston and Hakin Community Centre – Installation of battery for renewable energy storage. Lawrenny Community Shop CIC – Solar PV panels. St Ishmaels Sport and Social Club – Solar PV panels. 1 Minimise Waste: Pembrokeshire Frame – Refillery Pembroke Dock: Creation of a plastic-free zero waste store in Pembroke Dock. The shop will be a reuse community hub, encouraging people to embrace plastic free lifestyles. 2 Other: Ffynonne Community resilience in North East Pembrokeshire growing and education project. Llanteg Village Hall - car park solar lighting project.
# SDF Community Decarbonisation Projects Completed ytd	0	6	8	Trend		Completed Q4 – 1 Renewable Energy: RSPB Renewables on Ramsey Island. 1 Waste/Other – Clynyfw CIC Vermicomposting project
% of Sustainable Development Fund allocated ytd	77.87	47.29	82.15	100% (Annual)		January 2022 4 applications considered, 3 approved to the value of £42,690. March 2022 3 applications considered, 3 approved to the value of £23,560. Total grants awarded this quarter £66,250.

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

Measure - Data Available Quarterly	2020/21 Q1 – Q4	2021/22 Q1 – Q3	2021/22 Current Period: Q1 – Q4 (April – March)
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	(April - March)	(April - Dec)				
	Actual	Actual	Actual	Target	Revised Target	Comments
% of enforcement cases investigated (within 84 days) ytd	78.15	80.63	79.46	BM		
Average time taken to investigate enforcement cases in days ytd	71.75	118.33	124.00	BM		
Average time taken to take enforcement action in days ytd	103.00	104.33	96.75	BM		
# retrospective planning applications registered ytd	8	17	25	Trend		

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

Well-being Objective – Culture

Work Stream: Historic Inspiration and Experiences

Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
# Visitors to Carew Castle ytd	11,189	44,991	46,329	TIR				2020/21 data impacted by COVID 19 closures. 2019/20 – 43,353
Carew Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	Google Review Rating: 4.6

↑ Improving Trend → Static Trend ↓ Worsening Trend
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# Visitors to Castell Henllys ytd	4,931	12,738	13,022	TIR				2020/21 data impacted by COVID 19 closures. 2019/20 – 17,260
Castell Henllys Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	Google Review Rating: 4.6

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - March)	2021/22 Current Period: Q1- Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in historical activities and events ytd	588	11,851	12,476	TIR		2019/20 – 15,572
# people engaged with through education programme at Castell Henllys ytd	192	1,367	1,950	TIR		57 sessions in 2021/22. 2019/20 – 4,257.
# people engaged with through education programme at Carew ytd	48	381	595	TIR		16 sessions in 2021/22. 2019/20 – 1,622.

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
COVID 19 Recovery Activity: Re opening of Castell Henllys to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: In Progress/ On Track. Risk assessments updated on 28th of March when WG guidelines changed. We continue to use the booking system to control the flow of visitors, the wearing of masks is recommended but not enforced, the use of hand sanitisers continues.
COVID 19 Recovery Activity: Re opening of Carew Castle and Mill to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: Complete/ On Track. This action is now complete. The Castle and Mill reopened fully to the public earlier in 2021 and follow all risk assessments and safety precautions in line with government restrictions.
Project: Development of Interpretation in the exhibition room at Carew Castle	Green	Green	→	Progress Status: In Progress/ Behind.

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				This project was delayed due to Covid 19, however the work on this project is well underway. We aim to have this completed to open in the 2022 season.
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Work Stream: Art Inspiration and Engagement

Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# visitors to gallery at Oriel y Parc ytd	997	13,470	13,550	TIR		Gallery re-opened on 17th May following lifting of restrictions. Gallery closed for refit for three weeks in March.

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - Dec)	2020/21 Q1 – Q3 (April - Dec)	2021/21 Current Period: Q1- Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants school holiday art workshops for children	N/A	139	163	TIR		104 Children. 59 Adults.

Action	2021/22 February	2021/22 Current Period – March			
	RAG	RAG	Trend	Comments	
COVID 19 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 is now fully open, following Covid-19 government guidance.	
Project: School Holiday art workshops at Oriel y Parc	Green	Green	→	Progress Status: In Progress/ On Track. February half term art & craft workshops took place to encourage children to create flags and banners to bring along to the March Dragon Parade. A dark skies trail was also held over half term to promote the Welsh National Parks Dark Skies Week. Workshops	

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				are planned for the Easter break, as well as a children's Easter trail.
Strategic Partnership: Joint curation of Exhibitions with Amgueddfa Cymru/ National Museum Wales	Green	Green	→	Progress Status: In Progress/ On Track. After a successful installation, the new exhibition 'On Your Doorstep' opened for VIP previews from Tuesday 29th March. These were well attended with tours taking place delivered by NMW curators. Positive feedback was received. The exhibition opened to the public on Friday 1st April.
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. The new website for the new exhibition 'On Your Doorstep' is now live. Additional materials will continue to be added as the exhibition continues.
Strategic Partnership: Participation in Inspire Pembrokeshire	Green	Green	→	Progress Status: In Progress/ On Track. Oriel y Parc March & Easter events & exhibitions were added to the platform. The VSM will continue to ensure the centre's data is uploaded and will help to promote the platform when possible.

Work Stream: Historic Environment - Historic Buildings and Community Archaeology

Measure - Data Available Quarterly	2020/21 Q1- Q4 (April – March)	2021/22 Q1 – Q3 (April – Dec)	2021/22 Current Period: Q1- Q4 (April – March)					Comments
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	
% Buildings at Risk	5	5	5	<6		Green	→	
# listed building applications determined under CADW delegated scheme	N/A	19	30	BD				
# of archaeological sites where conditions have improved	170	170	253	Trend				Measures being reviewed.
# of archaeological sites where conditions have improved with the help of	142	131	161	TIR				

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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volunteers and social action participants								
# participants in heritage guardian sessions	N/A	221	221	TIR				In addition, an evaluation event was held with various schools on 5/10/21 for the Heritage Guardian Project.
# of heritage guardian sessions	N/A	5	5	TIR				

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Scheme: Delivery of Safeguarding Ancient Monuments Scheme	Green	Green	→	Progress Status: In Progress/ On Track. During March, eight visits to scheduled monuments took place and information was submitted relating to the condition of those sites. The Community Archaeologist undertook joint visits with two heritage volunteers to a number of sites in the North so that they had a better understanding of how to assess larger and more complex scheduled monuments. The visits revealed incidents of heritage crime at some of the sites. The issues have been reported to the police/Cadw and also actions will be put in place where possible to address the issues. In addition to the visits, a thank you event was held in Castell Henllys to thank the heritage volunteers and also to provide them with an update on progress regarding visits, assessment of submitted forms and action taken where issues have been identified. In total six heritage volunteers were able to attend.
Scheme: Heritage Guardians activities with schools and colleges	Green	Green	→	Progress Status: In Progress/ On Track. No action or activity took place in March relating to Heritage Guardians. The evaluation report will be reviewed in spring 2022 and recommendation considered and appropriate aspects of the project will be implemented in conjunction with the wider education offering by the Authority.

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Event: Annual Archaeology Day	Green	Amber	↓	Progress Status: In Progress/ Behind. During March, the first planning meeting was held to discuss plans for delivery of Archaeology Day 2022. During the meeting, the feedback from the 2021 event was reviewed. The feedback was very positive and some useful comments were provided by the attendees that will help inform the 2022 event. Unfortunately, due to technical and capacity issues the talks from the 2021 event have still not been uploaded to the YouTube channel. This matter will be discussed at the next meeting in April.
Project: Activities to support digital community archaeology interpretation offer	Green	Green	→	Progress Status: In Progress/ On Track. During March, an updated version of the augmented reality of the fort at Fishguard was provided by the contractor. This was under review with relevant specialists to provide comments on the accuracy of the reconstruction. Discussions and drafts of the interpretation content associated with the 3D models of artefacts is ongoing. Planning work has commenced on the archaeology interpretation project partly funded by the National Lottery Heritage Fund and the Sackler Trust.
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 March, work planning the delivery of the archaeology interpretation project commenced. This project will deliver interpretation content for three scheduled monuments and includes funding from the National Lottery Heritage Fund and the Sackler Trust. The development of content will involve engagement with the community. Also, the Kickstarter Archaeological Assistant had surveyed 39 scheduled monuments positioned on the National Park coastline to assess their potential suitability in the Changing Coast project. Of those surveyed to date, 13 are potential candidates.
Project: LIDAR survey and associated activities	Green	Amber	↓	Progress Status: In Progress/ Behind

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				During March, the commissioned contractor to capture the aerial survey requested an extension beyond the deadline of 01 April 2022. This was due to issues getting necessary consents from the Civil Aviation Authority and the Home Office to carry out the survey. Request to extend, granted until 15 April 2022.
Strategic Partnership: Collaboration and activities with partners via Heritage Watch Scheme	Green	Green	→	Progress Status: In Progress/ On Track. During March, a virtual talk was delivered on the heritage watch scheme as part of the Clwyd-Powys Winter Lecture Series. The talk is now available on YouTube - https://www.youtube.com/watch?v=T-B6VfClew . There were over 54 viewers, including some watching from Canada and the United States. Also, a heritage watch catch up meeting took place with partners including Cadw, Dyfed-Powys Police and the Dyfed Archaeological Trust. Cases were discussed, along with training needs and further development of the scheme. Finally, heritage crime was identified at three scheduled monuments during the month, Tenby Town Walls, Carn Ingli Camp and Carn Alw Hillfort.
Strategic: Review of Conservation Areas within the Park	Green	Green	→	Progress Status: In Progress/ On Track. Review of conservation areas progressing

Work Stream: Promoting the Welsh Language - Skills, opportunities and inspiration

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
% of staff with Welsh Language skills at Work Welsh Level 1 or above	N/A	42	71	BD		
# of staff who have completed Work Welsh online course ytd	19	3	-	Trend		Verbal update to be provided at Committee re Q4.

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# events and activities delivered in Welsh ytd	10	27	37	TIR		Includes Dished y Dysgwyr sessions at Castell Henllys – number of attendees for Q2 Sessions and 1 Q3 session not known. 2019/20 events – 32. 2019/20 participants – 262.
# participants in events and activities delivered in Welsh ytd	59	310	414	TIR		
# education programme sessions delivered in Welsh ytd	5	36	43	TIR		2019/20 – 76
# participants in education programme sessions delivered in Welsh ytd	184	1,047	1,231	TIR		2019/20 – 2,290

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Project: Developing Castell Henllys as a Welsh Language Hub	Green	Green	→	Progress Status: In Progress/ On Track. Castell Henllys continues to offer Dished y Dysgwyr on Friday afternoon between 2-4pm. Cymraeg i Blant Penfro continue to use the tipi for their Stori a Chan session. They have at least 8 participants every week. The shop has increased the number of Welsh learner books on offer as well as Welsh Learner chocolate (extra incentive!). They have a number of Welsh language events planned for the season including Mari Mathias and Lowri Evans.

Well-being Objective – Global

Work Stream: Responding to Climate Change Emergency

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Project: Network of Electric Vehicle Charging Points. (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind

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				Installation of EV Charging network ongoing, some delays experienced with WPD, wayleave agreements, etc.
Ways of Working: Continuation of Centres achieving Green Key Awards and biodiversity and carbon and waste reduction is promoted on their sites. (S6)	Green	Green	→	<p>CH: Progress Status: In Progress/ On Track A further 40 willow trees have been planted and incorporated into domes. The shop continues to find new products that are sustainable in packaging and as local possible to reduce carbon emissions of transporting products. All of the events for Easter are zero waste, using only natural products for craft sessions and sessions such as Ancient Skills, Ancient Textiles, Foraging and Join the Tribe inspire people to transition to low carbon lifestyles. We conducted an interview with Coast and Country regarding the work of Castell Henllys in utilising the past to teach lessons about sustainability and green lifestyles.</p> <p>OYP: Progress Status: In Progress/ On Track. Application submitted in June, awaiting feedback from green key representative.</p> <p>Carew: Progress Status: In Progress/ On Track Carew currently holds the Green Key Award. The biodiversity of the site and standards of eco-tourism are always at the forefront of our work. In February Carew planted approximately 400 new native and pollinator friendly trees on the Carew site, with the help of volunteers.</p>
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.	Green	Green	→	<p>Progress Status: In Progress/ On Track The Welsh Government held an online workshop for all public bodies on 16 March to provide an overview of the results of the data analysis from data submitted by public bodies to WG in October. The draft report was also provided. A further workshop has been arranged for 12 April in relation to the updated guidance. Confirmation has been received from Welsh Government that the reporting deadline for 2021/20 data has been extended to September for 2022/23, it will revert back in future years to the June deadline.</p>

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Ways of Working: Create Environmental Management Recording System aligned to Welsh Government Methodology. (S6)	Green	Green	→	Progress Status: In Progress/ On Track Stage 2 Workshops completed, together with an information sharing session with other national parks and authorities.
Ways of Working: Greening our Fleet. (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind. The first two electric vans are now in use with charging points available both at Llanion and other Authority Car Parks. No further build updates have been provided for the outstanding orders for electric vans.
Ways of Working: Greening our Equipment (S6)	Green	Green	→	Progress Status: In Progress/ On Track. The demonstration event of electric powered tools and machinery at Castell Henllys in January was very well received by the team. Unfortunately, not all of the equipment available was durable enough for some of PCNPA's use. However, we invested in a new battery powered mower for Castell Henllys as the existing John Deere ride-on mower is over 8 years old. The replacement battery powered mower proved cheaper to purchase than an equivalent John Deere, makes quite a positive difference in terms of environmental footprint and reduces noise pollution on the site whilst cutting too.
Project: Greening our Buildings (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Greening of Buildings is included with the Authority's ongoing decarbonisation plans. Small scale measures on going as part of the Building Maintenance programme.
Project: Installation of Photovoltaic PV Generation at Cilrhedyn Workshop (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Consultants appointed, tender documents being prepared, work scheduled for Summer / Autumn 2022/23.
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. Actions complete for this year. Site works are completed. Further site monitoring will take place next year.
Project: SPSL Community Woodland (S6)	Green	Green	→	Progress Status: In Progress/ On Track.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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				Purchase was agreed by Members at NPA and the sale is progressing
Project: Commons Resilience Project (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Peatland restoration work has been undertaken with a grant from NRW. At Cwm Dewi, 1.12 Ha Rhododendron has been treated with herbicide; at Rhos Hescwm, 0.48 Ha scrub, rank Molinia and regenerating trees have been cleared; and at Rhydiau, 1165m of scrub has been cleared and fencing put up so that grazing can be introduced.
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: Complete/ On Track. Freshwater East report is being used as an educational tool by universities to teach coastal change.
Strategic Partnership: Participation in Pembrokeshire Energy Forum	Green	Green	→	Progress Status: In Progress/ On Hold. Meetings to recommence when appropriate and as workload allows (PCC lead).
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. Group met on 6th December. The project application submitted to the UK Community Renewal Fund has been successful. The project will develop a Pembrokeshire Climate Adaptation Strategy - a strategic and co-ordinated approach to climate risk and climate adaptation for Pembrokeshire's communities.
Strategic Engagement: Participation in Local Government Decarbonisation Panel, and decarbonisation related activities of NDLS and PSB.	Green	Green	→	Progress Status: In Progress/ On Track. Draft Decarbonisation reports expected in early April which will inform future work.
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	Green	Green	→	Progress Status: In Progress/ On Track. PCNPA remain a key partner on the Greenways Partnership.

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sustainable transport opportunities in the Park.				
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Work Stream: Special Qualities - Inspiration and Education

Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	# Changing Coast photo submissions ytd	367	451	483	TIR	

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April – December)	2021/22 Current Period: Q1- Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in Cynefin related education sessions delivered ytd	N/A	103	137	BD		
# of Cynefin related education sessions delivered ytd	N/A	5,065	5,848	BD		
# participants in PCNPA's education programme ytd	2,234	6,591	8,143	TIR		2019/20 – 10,293
# participants in public events and activities programme ytd	2,350	20,789	22,080	TIR		2019/20 – 34,443
# volunteer days – conservation wildlife survey or monitoring ytd	88.5	181	193	TIR		2019/20 – 229.5
# volunteer days – heritage sites monitoring ytd	62	29.5	45	TIR		2019/20 – 2.5

Action	2021/22 February	2021/22 Current Period – March			
	RAG	RAG	Trend	Comments	

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Ways of Working: Activities to realign our education offer with the New Curriculum, focusing on 'Cynefin'	Green	Green	→	Progress Status: In Progress/ On Track Educators Workshop held at Castell Henllys. Focus on introducing PCNPA, using technology, Climate Change. Redevelopment of online Schools Programme feedback form using MS Forms. Adjusted for new curriculum and NP strategy.
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Governance, Financial Sustainability, Workforce Development and Resilience

Work Stream: Long Term Planning

Action	2021/22 February	2021/22 Current Period – March		
	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. Priorities and Well-being Objectives agreed. Consultation on restructuring to commence on 4th April.
Strategic: Carew Causeway 5 year plan. (Year 3 activities)	Green	Green	→	Progress Status: In Progress/ Behind. Works carried out and completed March - May 2021 (Years 1 & 2), next phase (Year 3) was planned for March 2022. The next phase of work may be funded by NRW and we are currently trying to facilitate this, in light of this the works have been postponed until September 2022.
Project Development: Engagement with WG Sustainable Landscapes, Sustainable Places Scheme (Project bid development and delivery)	Green	Amber	↓	Progress Status: In Progress/ Behind. Final claim for all SLSP projects submitted. SDF project completed. Access to the National Park completed. EV charging and greening the fleet near completion. Greening agriculture near completion. Community woodland purchase delayed, update provided to WG officer. 2 collaboration projects near completion.
Ways of Working: Develop business continuity approach informed by our COVID 19 response experience	Green	Green	→	Progress Status: In Progress/ Behind Draft BCP drafted, however, work paused to allow for introduction of 365.

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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. Issue kept under review, however, as time moves on it is difficult to identify changes that are occurring purely as a result of withdrawing from the EU.
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Work Stream: Fundraising and Income Generation

Measure – Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
£ from sponser a gate scheme ytd	5,400	15,600	16,200	TIR		27 gates/benches sponsored in 2021/22.
£ from cashless donation pilot Oriel Y Parc ytd	208.5	768	783	TIR		5 donations of £3 (totalling £15) received in March.
£ Centres Merchandise ytd	74,566.73	230,246.1	238,425.38	TIR		2019/20 – £226,469.10
£ Admissions Carew & Castell Henllys ytd	68,242.48	267,153.34	274,189.12	TIR		2019/20 – £216,156.21
£ Centres Other Income ytd	9,415.47	52,664.51	56,987.15	TIR		2019/20 - £77,487.93
£ Cafe Rental Income – Castell Henllys and Oriel Y Parc ytd	9,749.87	25,467.00	25,467.00	TIR		
£ Carew Cafe Sales Income ytd	31,297.30	111,755.97	116,654.49	TIR		2019/20 - £72,112.57

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Strategic Partnership: Providing continued support to Pembrokeshire Coast National Park Trust.	Green	Green	→	Progress Status: In Progress/ On Track. During March the Trust met its target of raising £100,000. The fundraising assistant has started to support the work of the external funding manager and Trust Director. The UK Big Give application has been approved which means all donations to the Make More Meadows

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				Campaign during the last week in April will be doubled. £8,000 for access work at Traeth Llyfryn has been secured. Communication's, newsletter and promotion for legacy giving has been prioritised this month along with further grant applications and funders reports.
Ways of Working: Funding Progress for Prioritised Projects	Green	Amber	↓	Progress Status: Not Started/ Behind. No prioritisation of projects round this quarter. Planning a round for Q1 2022/23. Ideas and projects submitted which have been incorporated into WG Brilliant Basics funding bid March 22 and WG Resilience funding March 2022.

Work Stream: Health and Safety

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# RIDDOR (Reportable Incidents) ytd	2	1	2	0		Red	↓	
# accidents (Injury) over 3 days/ up to 7 days absence ytd	0	0	0	0		Green	→	
# accidents (Injury) Minor incidents ytd	3	8	13	Trend				2019/20 – 21.
# vehicle damage incidents ytd	6	4	5	Trend				
# conflict incidents ytd	0	2	2	Trend				
# safeguarding incidents ytd	0	0	0	Trend				

Action	2021/22 February	2021/22 Current Period – March
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	RAG	RAG	Trend	Comments
Ways of Working: Delivery of Health and Safety Training Programme 2021/22	Green	Green	→	Progress Status: In Progress/ On Track. Whilst mandatory H&S training continues, work has been temporarily paused to deliver general health and safety training to all staff as a result of the work volume as a result of the organisational restructure. Mandatory and essential work related training continue to be delivered.
Ways of Working: Develop a Digitised Health and Safety Reporting process	Green	Green	→	Progress Status: In Progress/ On Track. This project remains in development through the IT team, utilising Microsoft 365.
Ways of Working: Develop a digitised site inspection process	Green	Green	→	Progress Status: In Progress/ Behind. Work continues due to the temporary GIS support from the Park Direction Team. Further progress will very much depend on formalising GIS support in the longer-term.

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

Actions	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Project: IT back up infrastructure project	Green	Green	→	Progress Status: Complete/ On Track. Action completed in November. Final servers switched off in November - Project is complete.
Ways of Working: Digital Transformation activities, focusing on developing a strategic digitalisation plan.	Green	Green	→	Progress Status: In Progress/ On Track. Office 365 and OneDrive. together with integration with 3CX (telephony) has been deployed to the Authority. In addition, 3CX telephony has been deployed to the three visitor centres. Planning and design discussions continue with departments for Phase 3 (Teams) and Phase 4 (SharePoint).
Project: Implement and train staff in new HR system	Green	Green	→	Progress Status: Complete/ On Track. Project completed in August.

Work Stream: Members Development and Governance

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Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Committee Webcasts ytd	30	27	33	Trend			
# People viewing online webcasts for Committees ytd	342	429	509	BM				
% Member Attendance at Committee ytd	91.08	87.47	87.24	75		Green	↓	
% Member attendance at training ytd	77.27	62.35	62.22	65		Amber	↓	

Action	2021/22 February	2021/22 Current Period – March		
	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. Members agreed at NPA on 30 March 2022 that all meetings, with the exception of NPA and Development Management Committee (DMC), should be held remotely while the "new Green Room" was being redeveloped. Risk assessments are being undertaken on venue options for hosting NPA and DMC meetings.
Governance: Relevant Delegations are in Place	Green	Green	→	Progress Status: In Progress/ On Track. Extended delegation powers working well. An extension of delegated powers has been agreed by the Authority until 31 December 2022.
Governance: Support to the Member Support and Development Committee and achieving the Wales Advanced Charter for Member Support and Development	Green	Green	→	Progress Status: Complete/ On Track. Although the Advanced Charter submission process has been completed, and the Advanced Charter awarded to the Authority, work continues on ensuring that Members are supported in their roles going forward. A programme of

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			induction is being drafted for new Members joining the Authority following the local government elections in May.
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Work Stream: Corporate Compliance and Standards

Measure - Data Available Monthly	2020/21 March	2021/22 February	2021/22 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	% Positive/ neutral media coverage ytd	99.18	100	100	Trend	
# formal complaints received ytd	15	9	10	BM		

Measure - Data Available Quarterly	2020/21 Q1 – Q4 (April - March)	2021/22 Q1 – Q3 (April - Dec)	2021/22 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# complaints concerning the Welsh Language made to the Authority ytd	0	0	0	BM				
# complaints to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards ytd	0	0	0	0		Green	→	
% of new and vacant posts advertised Welsh Language essential ytd	31.82	21.74	20.63	BM				
# Welsh Language Impact Assessments completed ytd (Completed as part of integrated assessments)	1	2	3	Trend				Completed as part of integrated assessment on Corporate and Resources Plan
# Data Protection Impact Assessments completed ytd	1	3	3	Trend				

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# Data Protection Breaches reported to ICO ytd	0	0	0	0				
# of Freedom of Information requests	16	10	14	Trend				
# of Environmental Information Requests responses ytd	24	11	16	Trend				
# of Subject Access Requests	1	2	2	Trend				A SAR was received in Q4 however it was then withdrawn.
% of Freedom of Information responses within required timeframe ytd	93.75	90.00	92.86	100%		Amber	↑	1 response outside 20 working days in Q1.
% of Environmental Information Regulations responses within required timeframe ytd	95.83	90.91	93.75	100%		Amber	↑	1 response outside 20 working days in Q1.
% of Subject Access Requests responses within required time frame ytd	100	50	50	100%		Red	→	1 response outside calendar month timescale in Q1.

Action	2021/22 February	2021/22 Current Period – March		
	RAG	RAG	Trend	Comments
Ways of Working: Respond to Audit Wales recommendations – 5 Ways of Working.	Green	Green	→	Progress Status: In Progress/ On Track. Draft PCNPA Sustainable Tourism report from Audit Wales received. Final report expected in April.
Accountability Respond to Internal Audit Recommendations.	Green	Green	→	Progress Status: In Progress/ On Track. Audit recommendations are being implemented
Accountability: Further develop corporate approach to data protection compliance.	Green	Green	→	Progress Status: In Progress/ On Track. Review of CCTV practices/ policy ongoing. Ongoing liaison with Data2Action around arrangements for online data protection training for staff.

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Accountability: Communication of corporate policies and standards.	Amber	Amber	→	<p>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. Initial discussions had with IT around policy section on sharepoint. Corporate Document monitoring spreadsheet in process of being updated.</p>
Accountability: Annual performance report on Welsh Language Standards	Green	Green	→	<p>Progress Status: Annual Action - Complete/ On Track Action completed June. Annual report on Welsh Language Standards agreed at NPA on the 16 June 2021. Report submitted to the Welsh Language Commissioner.</p>
Accountability: Annual Equality report	Green	Green	→	<p>Progress Status: Annual Action - Complete/ On Track. Action Completed in September. Annual Equality Performance Report 2020/21 incorporated into the Annual Report on Well-being Objectives/ Improvement Plan approved at NPA held on the 28th July and published on website in September.</p>