



Parc Cenedlaethol
Arfordir Penfro
Pembrokeshire Coast
National Park

Pembrokeshire Coast National Park Authority

Annual Report on Meeting Well-being Objectives 2021/22

Steps to Recovery



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Introduction

This report sets out Pembrokeshire Coast National Park Authority's (PCNPA) performance in 2021/22 and contribution to its Well-being Objectives. It also shows how we have applied the 5 ways of working under the Well-being of Future Generations (Wales) Act in our work.

In 2021/22 PCNPA was still responding to impact of Covid 19 on its services, staff and having to respond to changes in regulations. However, PCNPA did see clear steps being made to recovery across different areas of work. It was recognised in the Corporate and Resources Plan 2021/22 that a flexible approach was needed and that some additional activities and projects may have limited progress during the year.

PCNPA reviewed its Well-being Objectives and high-level priorities in 2021/22. This is the final annual report reporting against the Authority's previous Well-being Objectives set out in the Corporate and Resources Plan 2021/22. As a result, progress against some activities planned for 2021/22 were impacted by the newly identified priorities and future activities relating to organisational change.

We would like to thank staff, Members, volunteers, partners and communities within and beyond the Park for helping us deliver activities highlighted in this document and supporting our steps to recovery. We would also like to thank PCNPA Youth Committee members Demi-Lee Cole and Seb Landais for contributing to this report (page 58).

Note on Section 6 Biodiversity and Resilience of Ecosystems Duty

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

Note on Annual Equality Report

To ensure strategic equality actions are delivered they are mainstreamed within our corporate plan framework and this report also acts as our annual equality report. Relevant activities have [Equality Duty] against them in the report and recruitment and workforce equality monitoring data is set out in Appendix 1.

Pembrokeshire Coast National Park

Pembrokeshire Coast National Park was designated in 1952 under the National Park and Access to the Countryside Act 1949. The National Park covers an area of 612km², with approximately 23,000 people living in some 50 community council areas. Most of the National Park is in private ownership with the Authority owning only about 1%.

Pembrokeshire Coast National Park's "special qualities" are:

- | | |
|-----------------------------|--|
| ✓ Accessibility | ✓ Richness of habitats and biodiversity |
| ✓ Coastal Splendour | ✓ Remoteness, tranquillity and wildness |
| ✓ Diverse Geology | ✓ Distinctive Settlement Character |
| ✓ Diversity of Landscape | ✓ The diversity of experiences and combination of individual qualities |
| ✓ Cultural Heritage | |
| ✓ Islands | |
| ✓ Rich historic environment | |
| ✓ Space to breathe | |

Pembrokeshire Coast National Park Authority

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

Park Purposes and the National Park Management Plan

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

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

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

Every five years the Authority is required to produce a National Park Management Plan which sets out how it would like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park.

The [National Park Management Plan 2020-2024](#) was approved in December 2019. The Management Plan pursues National Park purposes through partnership action across five complementary themes.

- ✓ A national asset - A landscape for life and livelihoods
- ✓ Landscapes for everyone - Well-being, enjoyment and discovery
- ✓ A resilient Park - Protecting and restoring biodiversity
- ✓ A place of culture - Celebrating heritage
- ✓ Global responsibility - Managing natural resources sustainably

Local Development Plan

The Authority is the statutory planning authority for the National Park and is responsible for the preparation of the Local Development Plan. The Authority's [Local Development Plan 2](#) was approved in September 2020, and will be monitored through its Annual Monitoring Report.

The Authority continues to engage with regional planning processes, including the South West Wales Corporate Joint Committee and Strategic Development Plans.

In February 2021 Members gave approval to the Authority to sign the [Placemaking Charter](#). In signing the Placemaking Charter the Authority agrees to support placemaking in all relevant areas of our work and promote the six placemaking principles in the planning, design and management of new and existing place places.

Funding

The Authority's net expenditure is predominately determined by the Welsh Government, in the form of the annual National Park Grant (N.P.G.) and associated levy received from Pembrokeshire County Council. In 2021/22 the N.P.G. was £3,559k versus £3,419k in 2020/21 and the Levy £1,083k in 2021/22 versus a levy of £985k in 2020/21. The N.P.G. for 2021/22 was increased from its base of £3,449k by additional in year grants of £265k which did not attract a Levy augmentation. However, the Authority's core funding has reduced over the last decade or so and when the consumer prices index is applied the overall core funding reduction in real terms equates to over 25% since 2010/11. Operational savings and increased income from merchandise sales at the centres, car park income and other charges and grant income has compensated for the reduction in core funding.

Wider Policy Context and Developments

The work of PCNPA towards achieving its Well-being Objectives sits within a wider policy context which influences our work, opportunities and approach.

- [South West Wales Area Statement](#) and [Marine Area Statement](#)
- [State of Natural Resources Report \(SoNaRR\) for Wales 2020](#)
- UK administration's commitment to supporting 30 by 30 target of protecting 30% of our land and seas for nature by 2030
- Development relating to Sustainable Farming Scheme, [National Forest for Wales](#) and [National Peatland Action programme](#)

- [Routemap for decarbonisation across the Welsh Public Sector by 2030](#), [Net Zero Wales Carbon Budget 2 \(2021 – 2025\)](#), [Beyond Recycling – a strategy to make the circular economy in Wales a reality](#)
- [Climate Change Risk Assessment for UK](#)
- [Llwybr Newydd: the Wales Transport Strategy 2021](#)
- [Welcome to Wales: Priorities for the Visitor Economy 2020-25](#)
- [Cymraeg 2050, A million Welsh speakers strategy](#) and [work programme 2021 to 2026](#)
- [Planning Policy Wales](#) and [Placemaking Principles](#)
- [Welsh Government Strategic Equality Plan](#)
- [Pembrokeshire Well-being Assessment](#) and Plan

Measuring Performance – Well-being Objectives

The Well-being of Future Generations (Wales) Act 2015 requires public bodies to act in accordance with the sustainable development principles of: Long Term, Prevention, Integration, Collaboration and Involvement. Throughout the document we have indicated activities that demonstrate these principles being applied in practice. We have also looked to assess our progress towards our well-being objectives through considering:

- Well-being of Future Generations Commissioner's Future Generations Report 2020 and Journey Checker tools
- Audit Wales Reports in terms of 5 ways of working
- Well-being Indicators and National Milestones for Wales
- Benchmarking data where available.

PCNPA's performance measures, trend data and actions are set out in its Corporate and Resources Plan. For 2021/22 data collected was used to assess trends relating to recovery of services following impact of Covid 19. The Authority monitors its progress against its well-being objectives during the year, through performance reports provided to Members through relevant Committees. Some statistics are captured on an annual basis.

During 2021/22 the Welsh Government released its net zero carbon reporting methodology for public bodies for carbon emissions with an [updated version](#) provided for 2021/22. This is the methodology that the Authority has adopted for calculating and reporting its carbon emissions.

National Park Authorities in Wales will work going forwards with Welsh Government on developing a set of indicators to measure performance in key areas.

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

Below we set out how our well-being objectives in the Corporate and Resources Plan 2021/22 contributed to the Well-being Goals for Wales. Measures were also established for governance and financial sustainability to support PCNPA in effectively achieving its well-being objectives. PCNPA reviewed its well-being objectives in 2021/22, further information on the review process and new Authority well-being objectives is set out in the [Governance and Financial Sustainability – Work Stream: Long Term Planning](#) section of this report.

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

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

Performance against Well-being Objectives

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

Work streams that supported delivery of this objective in 2021/22:

- Planning Policy and Service
- Maintaining Public Rights of Way a Key Tourism Asset
- Sustainable Tourism and Recreation – Management, Promotion and Engagement
- Supporting Local Businesses and Sustainable Procurement
- Employment Transformation and Skills Development in Pembrokeshire

Journey Checker Summary Highlights 2016-2022:

- ✓ Approval of Local Development Plan 2 in 2020/21.
- ✓ Digitising work management processes for Warden Team through Digital Park project.
- ✓ Completion and opening of new Llwybr Pwll Cornel path.
- ✓ 86.87% of public rights of way in the Park are open and meeting quality standard.
- ✓ Summer rangers have been used to change our approach to visitor engagement, with outreach activities held across beaches in the Park helping PCNPA to reach new audiences.
- ✓ PCNPA's Communicating out of COVID strategy and initiatives provided a clear focus and strategic vision to shape PCNPA's external communications in response to Covid 19.
- ✓ Ongoing positive collaboration with partners to support sustainable recreation management, including facilitating recreation group, participating in Water Safety Partnership and working with MOD through Castlemartin Ranger.
- ✓ Supporting destination promotion through working with others via the Celtic Routes and Ancient Connections INTERREG funded partnership projects and working with Pembrokeshire County Council to support establishment of Visit Pembrokeshire Destination Management Organisation.
- ✓ Oriel y Parc pop up markets have provided stall holder opportunities for local business while the centre has also provided opportunities for local artists and craft makers to sell their work.
- ✓ 2 Kickstart Scheme placements successfully completed.
- ✓ 948 attendees at training sessions arranged by PCNPA aimed at enhancing and developing volunteers skills since 2017/18.
- ✓ Provision of opportunities for young people through Duke of Edinburgh, Youth Rangers or as part of Pembrokeshire College course to develop practical skills through access and conservation activities facilitated by PCNPA rangers.

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

- Percentage of people in employment

- Percentage of people in education, employment or training, measured for different age groups
- Percentage of adults with two or more healthy lifestyle behaviours
- Percentage of people who volunteer
- Emissions of greenhouse gases attributed to consumption of global goods and services in Wales

Key Activities and Performance in 2021/22 against work streams contributing to our Prosperity Well-being Objective:

Work Stream: Planning Policy and Service

1. Supplementary Planning Guidance

[Long Term, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

Officers continued with Supplementary Planning Guidance preparation and consultation activities during 2021/22. 7 Supplementary Planning Guidance have been adopted:

- ✓ Archaeology (Joint with Pembrokeshire County Council)
- ✓ Biodiversity (Joint with Pembrokeshire County Council)
- ✓ Caravan, Camping and Chalet Development
- ✓ Parking Standards
- ✓ Community Land Trusts and Affordable Housing
- ✓ Renewable Energy
- ✓ Sustainable Design and Development

2. Development Management Speaking Procedures

[Involvement]

Following the move to virtual meetings during 2021/22 a review was completed on Authority's Development Management speaking procedures. Amendments to the public participation at Development Management Committees were approved at the National Park Authority meeting on 16th June 2021.

3. Regional Planning

[Integration, Collaboration]

PCNPA continued to engage with opportunities to influence regional planning. Officers attended West Wales POSW group meetings, CJsCs related meetings and regional planning group meetings for Strategic Development Plan preparation.

4. Improving administrative processes

[Long Term, Collaboration, Integration]

Initial discussions were undertaken on reviewing Development Management administration processes and identifying where the processes can be made more efficient. Progress on this activity was affected in 2021/22 due to pressures on staff time and changes in staff within the Development Management Team. Liaison activities with IT team and external planning database provider Agile Technology continued during 2021/22 to support this work. Deployment of Office 365 also provides further opportunities for efficiencies in administrative processes.

5. Planning Performance

Planning performance hasn't yet recovered to pre pandemic performance levels in terms of time take to determine planning applications. The Authority has had a substantive increase in the amount of casework through 2021 when compared to previous years. This is being monitored 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 PCNPA considers the longer-term situation, it responded to the immediate issue by employing consultants to address casework and reduce staff workloads.

Measures	2019/20	2020/21	2021/22	Target 2021/22	Benchmarked
% of all planning applications determined within time periods required	92.64 (Green)	66.31 (Amber)	72.73 (Amber)	82 (Welsh Gov: 80)	SNPA: 47%
Average time taken to determine all planning applications in days	88.25 (Amber)	109.75 (Amber)	117.25 (Red)	<67 days (Welsh Gov)	SNPA: 99 days
% of Member made decisions against officer advice (recommendation)	9.09 (Red) (3 out of 33)	7.14 (Amber) (2 out of 28)	6.45 (Amber) (2 out of 31)	<5% (Welsh Gov)	SNPA: 16%
% of appeals dismissed	71.43 (Green)	75.00 (Green)	37.50 (Red)	>66% (Welsh Gov)	SNPA: 60%
Applications for costs at section 78 appeal upheld in the reporting period	0 (Green)	0 (Green)	2 (Red)	0 (Welsh Gov)	SNPA: 0
% of planning applications	93.25	92.45	94.13	BM	SNPA: 95%

determined under delegated power					
# planning applications registered	601	553	680	Trend	
% of planning applications approved	79.75	92.45	85.23	Trend	SNPA: 82%

6. Staff Resilience

[Prevention]

To support staff resilience within the Development Management Team, members of the team received resilience training during 2021/22.

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

1. Path Creation and Improvement Work

[Long Term, Collaboration, Integration, Involvement]

PCNPA continued to support delivery of the Pembrokeshire Rights of Way Improvement Plan through completion of access improvements funded via Welsh Government Access Improvement Grant.

New footpath links and circular walks help promote active travel and walking routes. In 2021/22 the Authority:

- ✓ Completed the creation of a new 1.75km footpath at Llwybr Pwll Cornel, Newport that is connected to the surrounding network of public rights of way and Coast Path. Delivering a new walking route along the riverside following growing local demand for an off-road walking route to connect Nevern and Newport via the riverside. This project started in 2017 with sustainability appraisal and the new footpath opened in July 2021, during which time two S39 Management Agreements were negotiated, funding secured and route constructed. Local contractors and suppliers were used to support delivery of the footpath and two landowners permitted access over their land holdings. 8 volunteer and student groups contributed 36 volunteer/ social action days led by North Area Ranger. It was funded via the Welsh Government Access Improvement Grant Funding. The user counter for this new route recorded 3,521 users between October 2021 – April 2022 inclusive.
- ✓ A public footpath of 1.5km was reinstated near Moylegrove, forming significant link for surrounding network of public rights of way.
- ✓ A public footpath was reinstated near Pwll Gwaelod to form circuit walk incorporating the Wales Coast Path.

- ✓ Improvement work was also completed for a new permanent route of public footpath at Carew Quarry.



New footpath at Llwybr Pwll Cornel

2. Digital Park

[Collaboration, Integration]

Over the last few years, PCNPA has carried out work via its digital park project to digitise workforce management of Warden work programme tasks. Further development of the digital park project was put on hold during 2021/22 following the departure of PCNPA's Operations Manager. Future developments will be linked to development of wider corporate GIS approach linked to wider organisational changes and the development of delivery plans.

However, GIS support was maintained during 2021/22 through cross team working with Direction's Research & Sustainability Appraisal Officer assisting the Warden teams. Support and developments during the year included:

- ✓ ArcGIS workforce version migration, to ensure Wardens' 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 been updated in line with new version of ArcGIS workforce.

- ✓ Improving data visualisation so that Wardens 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 and Stitch in Time.
- ✓ Leadership Team agreed to the contract renewal for ArcGIS in 2021/22

3. Work Programme, Satisfaction and Use

[Long Term, Prevention, Collaboration, Integration]

In terms of the Rights of Way work programme the following number of jobs were completed in 2021/22:

- ✓ 303 Coast Path cutting jobs
- ✓ 667 Inland Rights of Way cutting jobs
- ✓ 534 Coast Path maintenance jobs
- ✓ 996 Inland Rights of Way maintenance jobs

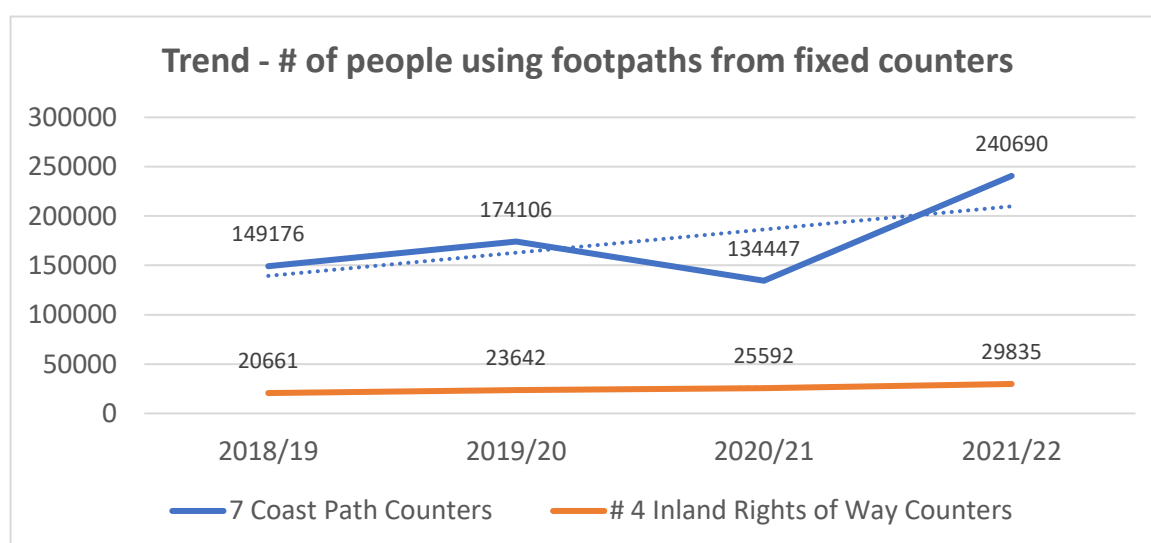
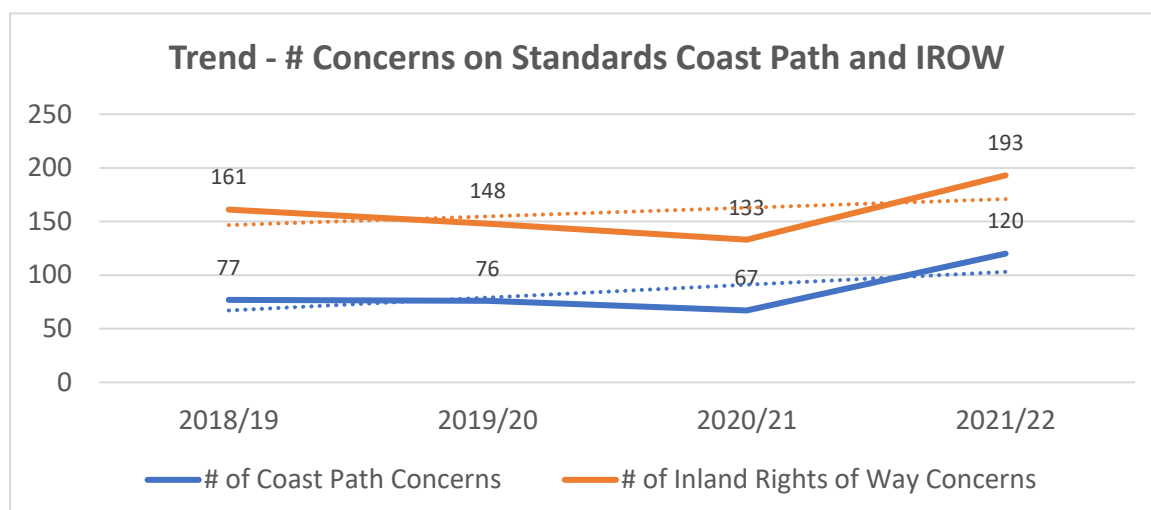
The Access Team produced a standardised signage guide for staff that is now being used to create Coast Path signage and logos using Cilrhedyn workshop's digital router.

There was no change in terms of Trip Advisor rating or % Public Rights of Way open and accessible and meeting the quality standards between 2020/21 and 2021/22.

Measures	2019/20	2020/21	2021/22	Target 2021/22
Pembrokeshire Coast Path – Trip Advisor Overall Rating 1-5	5 (Green)	5 (Green)	5 (Green)	5
% of Public Rights of Way open and accessible and meeting the quality standard	86.83 (Green)	86.87 (Green)	86.87 (Green)	85

PCNPA has seen an increase in concerns reported about Coast Path and Inland Rights of Way standards when compared to 2019/20. Figures in 2020/21 reflect impact of Covid 19 including periods where sections of coast path were closed. 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 and infrastructure. Some furniture had to be replaced and 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. Pembrokeshire County Council remedied this very quickly once reported.



4. Response to Coastal Erosion and Poor Weather Cycles

[Long Term, Prevention]

PCNPA continued to carry out activities to increase resilience of paths and to respond to the impact of coastal erosion and poor weather cycles and storms on them. During 2021/22:

- ✓ PCNPA responded 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. 165 Trees and Ash Dieback jobs were completed under Rights of Way work programme in 2021/22.

- ✓ Work on Coast Path realignment to avoid unstable cliff edge were completed at Westmoor, Manorbier and Angle. Public Path Creation Agreements were put in place to formalise changes.
- ✓ Public Path Creation Agreement for Coast Path at Sandy Haven Coast Path was signed and sealed by all parties to realign 500m section of Coast Path to stable ground. 500m of Coast Path at Sandy Haven has been re-graded by contractor with mini digger and realigned away from eroding cliff.
- ✓ Consultant engineers engaged to design improvements schemes for Coast Path at Whitesands and Dale.
- ✓ Traethllyfyn beach access repairs and Angle byway gabion wall repairs were put out to tender.
- ✓ Four footbridges that were due for replacement have been replaced with more durable structures with steel bearers and plastic decking.

5. Strategic Engagement and Involvement

[Long Term, Collaboration, Integration, Involvement]

PCNPA has continued to participate in opportunities to influence Access Legislation Reform. Three stakeholder groups have been 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. PCNPA is a member of expert panel to consider reforms to decadal review of Conclusive Maps of CROW Access Land.

PCNPA continued to work with Pembrokeshire County Council to support the Local Access Forum. Meetings of the forum took place during the year. At its meeting on 8th October the Local Access Forum came to the end of its three year term, with PCNPA taking over from PCC in providing secretariat and carrying out recruitment activities for membership for the new term 2022-24.

Officers met with British Horse Society Regional Wales representatives during 2021/22 to discuss development of horse riding/ bridleway opportunities.

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

1. Summer Rangers

[Collaboration, Involvement]

The summer rangers were out on beaches and National Park sites around the county during the 2021 season, providing information and advice to visitors using the mobile information van and information caravan where possible. Activities for the public included rock-pooling, crabbing and looking at litter and marine plastic pollutions. They also assisted rangers and education team in delivering

education, community and volunteering activities. Four Summer Rangers were employed by PCNPA in 2021/22 to deal with increased pressures this compares to 1 in 2020/21 and 2 in 2019/20. This is reflected in figures below and also in the increase in the number of locations across the Park where Summer Ranger activities were available.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# attending pop up events/ engagement activities across the Park	1,212	888	4,644	Trend – Recovery of Services
# people engaged with through Summer Rangers business, tourist information and general public networking activities	395	1,282	4,488	

2. Incident Reporter App

An incident reporter app has been created and was being trialled during 2021/22. Further development will be linked to wider corporate GIS strategy and approach going forwards.

3. Communicating Out of COVID

[Prevention, Collaboration, Involvement]

The Authority continued to build on its 2020/21 Communicating out of Covid strategy and work. Activities included:

- ✓ Creation and Promotion of Hope in Nature film
- ✓ Specially commissioned 'Tread Lightly' poem filmed with Charles Dale, the video was positively received across social media channels
- ✓ Engagement Packs for Summer Rangers
- ✓ Promotional film and geo-location campaigns with Wales Online
- ✓ Editorial content for Pembrokeshire's visitor newspaper Coast to Coast for 2022. This was 40th year of publication of Coast to Coast with online and app version available.
- ✓ Working with the other National Parks in Wales on a joint National Parks Wales summer campaign for 2022

4. Website

The Authority continued to provide information on the National Park and the work of the Authority through it's Website.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# Main website users	281,598	217,710	295,656	BM
# Main website page views	1,430,889	810,199	1,096,366	BM
Please note 2020/21 figures impacted by google analytics issues with transfer to new website impacting figures in May.				

5. Oriel Y Parc

[Collaboration, Involvement]

[Section 6 Duty]

Oriel y Parc re opened on 26th April 2021 to visitors. Mitigations were put in place during the year to help reduce risk of Covid 19 in line with changes to regulations and risk assessments for the site. This included limitations during the year on visitor numbers at the centre.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# visitors to Oriel Y Parc	113,394	27,208	77,193	Trend – Recovery of Services
Oriel Y Parc Trip Advisor rating 1-5	4.5 (Green)	4.5 (Green)	4.5 (Green)	4.5

The centre had a Google Review rating of 4.4 out of 5 for 2021/22.

A range of interpretation activities were undertaken at Oriel y Parc to support the re positioning of the centre as a Discovery Centre in line with its interpretation plan. Interpretation activities included:

- ✓ Commissioning of an artist to create a new illustrated visitor map for St Davids to be displayed in its courtyard. A workshop took place in October with members of the local community to gather their views on what should be included as part of the consultation process.
- ✓ Creation of new family 'rubbing trail' available for free in the centre. The trail leads families on a short walk to St Nons, with rubbing plaques placed on the route for children to take paper rubbings from.
- ✓ Commissioning of artist to design picnic table interpretation.
- ✓ Ordering of new plinths/display cases to display additional archeological finds at the centre.
- ✓ Temporary interpretation placed in the woodland area which explains about cutting the grass / not cutting the grass.
- ✓ New low impact plant labels have been installed around the grounds in English and Welsh.

During the year a meeting took place with consultants to discuss the Oriel y Parc's interpretation plan and realigning it within the post-pandemic environment and with PCNPA updated priorities and objectives. A visioning day took place at the Centre on 28th March 2022 with key stakeholders to further develop this work.

6. Discovery Panels

[Collaboration, Involvement]



Example of Discovery Panel

Discovery Point Panels help increase awareness of different opportunities in the Park. Hosted through local businesses and organisations they assist PCNPA to increase its reach by raising awareness of opportunities with different audiences. The following places received Discovery Panels in 2021/22:

- | | |
|---------------------------------|--------------------------------|
| ✓ Newgale Holidays | ✓ Stackpole Walled Garden Café |
| ✓ Milford Haven Leisure Centre | ✓ Saundersfoot Harbour |
| ✓ St Brides Castle | ✓ Tenby Market Hall |
| ✓ Trefach, Mynachlogddu | ✓ Manorbier Castle |
| ✓ Oriel y Parc | ✓ Pembroke Town Hall |
| ✓ YHAs Newport and Poppit Sands | ✓ Tenby RNLI |
| ✓ St Davids YHA | ✓ Pembroke Leisure Centre |
| ✓ Llys y Fran | ✓ Kiln Park |
| ✓ Hendre Eynon | ✓ Tenby Leisure Centre |
| ✓ Trevayne Farm Camping | ✓ Heatherton |
| | ✓ Manorbier Country Park |

- | | |
|--------------------------------|------------------------------|
| ✓ Pembroke Dock Town Hall | ✓ Castell Henllys |
| ✓ Folly Farm | ✓ Fishguard Bay |
| ✓ Lydstep Beach | ✓ Penrallt Garden Centre |
| ✓ Freshwater East Caravan Park | ✓ Fishguard Leisure Centre |
| ✓ Pembrokeshire College | ✓ Newport Information Centre |
| ✓ Celtic Water Sports, Dale | ✓ Fishguard Town Hall |
| ✓ Haverfordwest Leisure Centre | ✓ Tregwynt Mill |

In addition, digital versions were provided to Bluestone and a number of small panels were provided to the National Trust to place on their sites.

7. Celtic Routes and Ancient Connections

[Collaboration, Involvement]

The Authority continued its involvement in two tourism heritage related partnership projects that are strengthening links between the West of Ireland and West Wales. Both projects have received funding from European Regional Development Fund through the Ireland Wales Co-operation Fund.

A Celtic Route is a branded collection of tourism experiences that encourages travellers to Southeast Ireland and West Wales by offering a number of immersive and authentic cultural heritage experiences. Through the [Celtic Routes Project](#) an online asset library has been created of high-quality visual marketing resources for businesses. Providing access to professional photographs and videos from locations across the six counties of the Celtic Routes including Pembrokeshire. PCNPA Rangers took part in two videos. One discussing the hidden gem that is [St Govan's chapel](#) tucked away in cliff face near Bosherton and one about [Wildlife at Skrinkle Haven](#). The project has been working with national journalists and social media influencers to promote the Celtic Routes, including arranging press trips during 2021/22.

[Ancient Connections](#) is a project reviving the ancient links between North Wexford and North Pembrokeshire, Ireland and Wales, in order to create sustainable tourism in and between these regions. Project activities in 2021/22 included:

- ✓ Oriel y Parc hosted an Ancient Connections exhibition aimed at consulting the local community on a new piece of community artwork in St Davids linking with Wexford in Ireland. Following the community online consultation and evaluation panel, the public artist Bedwyr Williams was commissioned with Contemporary Art Society to develop a new work for both North Wexford and North Pembrokeshire for the project. The artwork proposed is a series of giant beehives, three in St Davids Cathedral grounds and three in Ferns (Ireland).
- ✓ The project supported a 6 week excavation at St Patrick's Chapel.

- ✓ PCNPA completed work to provide a new easy access route at St Nons to provide improved and more accessible access to the holy well and created a rubbing trail and sound walk.
- ✓ The British Pilgrimage Trust have been appointed to help develop a proposed pilgrimage trail across the East of Ireland and West Wales. PCNPA's Access Manager is providing technical guidance and support to the relevant Ancient Connections sub-committee leading on this work.

8. Visit Pembrokeshire

[Collaboration, Involvement]

PCNPA continued to engage with and provide support to Visit Pembrokeshire during the year, with Authority Member continuing to sit on its Board. Visit Pembrokeshire presented a presentation on its work over its first year to Members at the December 2021 NPA.

9. Working with others on Sustainable Recreation Management

[Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

PCNPA facilitates the Recreation Group, made up of a wide range of stakeholders, including Pembrokeshire County Council, Pembrokeshire Coastal Forum, Wildlife Trust, Port Authority and RNLI. This group provides oversight of the 'Managing Visitor Pressures and Experiences in the Pembrokeshire Coast' document. This document was updated for 2021/22.

The Ranger team continued in 2021/22 to work closely with partners and stakeholders on a collaborative approach to sustainable recreation management in the Park:

- ✓ Rangers Service Manager continued to participate in Pembrokeshire Water Safety Forum. A review of the summer season concluded that despite the high number of visitors, water safety incidents were slightly lower than last year. Targeted partnership work at the Blue Lagoon and Tenby Harbour during the season had been effective at dealing with issues, with further work planned to support these areas. A personal watercraft (jet skis) task and finish group for Pembrokeshire and Ceredigion has been set up and an action plan for 2022 season agreed. Key actions for partners include signage at launch points, code of conduct and liaison with training providers.
- ✓ Ongoing participation and engagement with Milford Haven Waterway Recreation Management Group, Castlemartin Range Recreation and Access Group and Pembrokeshire Outdoor Charter Group. PCNPA Rangers delivered 2 training events to Outdoor Charter members on wading and shoreline birds and the importance of estuarine habitats.

- ✓ PCNPA ranger chaired the Annual Cliff Climbing Liaison Meeting. This meeting brings together interested stakeholders from the climbing community, including the British Mountaineering Council, along with key landowners such as the MOD and National Trust and conservation bodies such as NRW. The 2021 season was reviewed, and key actions agreed for 2022 including voluntary seasonal climbing restrictions to protect nesting birds.
- ✓ Ranger Service Manager chaired the Pembrokeshire Beach Liaison Group, during the year. This is a long-standing partnership of statutory, public and voluntary sector partners which deliver the Pembrokeshire Beach Strategy.

PCNPA has funded Swansea University to do research into sustainable event management. The aim is that this research will help the Authority and partners to take a proactive approach to event management, helping us to engage better with event organisers and to manage the increasing number of ‘challenge’ events before we run into issues of overuse. The project was significantly impacted during 2020/21 by Covid 19 due to wider impact on event providers and recreation sector and this continued to impact on delivery in 2021/22. The project deadline was extended, and this research project will continue into 2022/23.

PCNPA’s Health and Tourism Policy officer is acting as the sustainability manager for the World Rowing and Beach sprints which is planned to be held in Saundersfoot in 2022. During 2021/22 they carried out activities to support the event getting ISO 20121:2012 standard. Swansea University students have also been engaged in sustainability projects relating to the event through PCNPA.

During 2021/22 the Authority was involved in exploring with other UK National Park Authorities the potential for developing shared sustainability indicators that could be used by all UK National Parks.

Work Stream: Supporting Local Businesses and Sustainable Procurement

1. Supporting Local Suppliers and Procurement

[Integration,]
[Section 6 Duty]

The Authority saw an increase in the % of its spend spent locally (SA postcode) in 2021/22, from 39.14 in 2020/21 and 48.42 in 2019/20 to 51.13% in 2021/22.

Paying suppliers promptly is particularly important in terms of supporting smaller businesses. The Authority saw a slight increase in the % of invoices that it paid on time in 2021/22 compared to 2020/21.

Measures	2019/20	2020/21	2021/22	Target 2021/22	Benchmarked
% invoices paid on time (Average)	97.01 (Green)	95.65 (Amber)	97.43 (Green)	97%	SNPA: 99.31%

Procurement activities play an important role in the decarbonisation agenda and have the potential to deliver positive equality and socio-economic duty impacts through community benefit opportunities. A three Park approach to procurement was being explored in 2021/22 with Snowdonia NPA taking the lead and preparing a scoping report. PCNPA officers also held meetings with NRW officers to find out more about approaches adopted linked to their Carbon Positive Project. Meetings were also held with WRAP Cymru to identify future joint working opportunities. Further activity on procurement will be taken forward as part of the development of decarbonisation delivery plan.

2. Supporting local businesses

[Collaboration]

[Section 6 Duty]

Oriel y Parc continued to provide opportunities for local artists and craft makers to display and sell their work. 38 artists and craft makers were supported in 2021/22, this compares with 13 in 2020/21 (figure affected by Covid 19 impact on centre) and 27 in 2019/20.

There were 41 stall holders at fairs and events held by centres in 2021/22 with Oriel y Parc hosting pop up markets during the summer and Christmas markets. This compares to 38 in 2020/21 (pop up outside markets at OYP) and 185 in 2019/20.

All centres continued to look for opportunities to support local businesses through goods sold at their shops.

Work Stream: Employment Transformation and Skills Development in Pembrokeshire

1. Work Placements and Skills Developments

[Long Term, Collaboration, Involvement]

[Section 6 Duty, Equality Duty]

The UK Government's Kickstart scheme set out to provide job placements for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. PCNPA took part in the scheme in partnership with other UK National Park Authorities. Two Kickstart Scheme placements with PCNPA were successfully completed in 2021/22 through the Kickstart Scheme:

- ✓ A Customer Experience and Assistant Warden placement based at Carew.
- ✓ Assistant Archaeology placement supported by the Authority's Community Archaeologist.

No new work placements outside of the Kick Start scheme were delivered in 2021/22. However, a student placement initiated in 2020/21 continued to June 2021 with student from Swansea University working with the Discovery Team on mapping learning resources in the National Park. PCNPA also provided practical opportunities for young people to further develop their skills through Duke of Edinburgh volunteering sessions and sessions for Pembrokeshire College students (Army Prep Group and Environmental Conservation Students). These practical conservation and access sessions were facilitated by Ranger and Discovery teams and included:

- ✓ Creation of 70m of new hedge at Sychpant
- ✓ Himalayan Balsam pulling at Kingsmill Wood
- ✓ Scrub clearing at Bayvill Church before grazing took place
- ✓ Fitting of 300 tree mats at Wolfscastle
- ✓ Surfacing coast path at Abereiddi and path in Prendergast Wood
- ✓ Litter pick at Swan Lake and cutting back vegetation on inland path at Porthgain
- ✓ Footpath work at Pwllgwaelod, Dinas and Nevern
- ✓ Cutting out overgrowing lane at Werndew path
- ✓ Barbed wire fence removal at Llwybr Pwll Cornel Path
- ✓ Willow clearance and fence clearance at conserving the park site
- ✓ Scrub management at Llyngwair Manor school grounds
- ✓ Tree work at Ysgol Glannau Gwaun
- ✓ Tree pruning, hedge laying and pond reclamation work at Ysgol Bro Gwaun

12 Pembrokeshire College students attended a guided walk training session led by Authority Ranger.

During the year PCNPA's Community Archaeologist also participated in a virtual event discussing careers in heritage hosted on YouTube, with 84 views.

2. Developing skills through volunteering

[Collaboration, Integration, Involvement]

[Section 6 Duty, Equality Duty]

The Authority continued to deliver training opportunities to support volunteers to further develop their skills.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# attending Volunteer training sessions	217	297	290	Trend – Recovery of Services

The format of the training was a mixture of in person sessions and virtual sessions. This built on the work in 2020/21 that saw the Authority adopt virtual training options in response to Covid 19 restrictions. Training sessions covered a range of topics, with particular focus on conservation monitoring skills with expertise drawn from staff from across teams and external experts to help deliver the training. Topics covered by volunteer training sessions included:

- ✓ Wildlife monitoring training
- ✓ Trees volunteer training
- ✓ Autism awareness training
- ✓ Welsh in the landscape
- ✓ Mentor training for Roots to Recovery project mentors
- ✓ Walk leader training
- ✓ Castlemartin range briefings
- ✓ RNLI water safety key messages training
- ✓ Volunteer Visitor Welcome and Parkwise training
- ✓ Footpath monitoring training
- ✓ Geology rocks training

The Authority has been exploring how it can expand the sorts of volunteering roles that it offers. The development of office-based opportunities was limited in 2021/22 due to restrictions relating to Llanion Office and the majority of Llanion based staff continuing to work at home in line with wider guidance. 346 volunteer days were contributed by volunteers taking up new volunteer opportunities and roles in 2021/22. These new roles include:

- ✓ Beach Wheelchair Volunteers
- ✓ Visitor Welcome Volunteers
- ✓ Roots to Recovery Mentor Volunteers
- ✓ Site Volunteering Opportunities at Castell Henllys
- ✓ Independent Volunteer Roles – Footpath, Site Guardian, Heritage Monitoring, Wildlife Monitoring

Well-being Objective Resilience: To improve the health of the National Park's ecosystem

Work streams that supported delivery of this objective in 2021/22:

- Conservation Land Management – Managing land for nature
- Biodiversity and Connectivity Projects
- Engagement and Volunteering in looking after the Park's Ecosystem
- Looking after Trees in the Landscape
- Marine and Foreshore Environment
- Planning – SMNR and responding to biodiversity loss

Journey Checker Summary Highlights 2016-2022:

- ✓ PCNPA has increased the hectares of land managed for biodiversity in partnership with private landowners from 1,107 in 2016/17 to 1,483.62 in 2021/22.
- ✓ Appointment of additional conservation officer. This has meant that as budgets have limited the ability to increase number of formal conservation management agreements, officers have still successfully worked to increase the number of new sites where we are working with owners for conservation outside formal management agreements. In 2021/22 this amounted to 49 new sites.
- ✓ Following purchase and now active management of Grapley Fields (Trefin) site the number of Hectares of property owned or leased by the PCNPA managed for biodiversity has increased from 463 in 2016/17 to 474.87 in 2021/22.
- ✓ 3,678 meters of traditional boundaries restored under pilot grant scheme since 2020/21.
- ✓ The People, Paths and Pollinator Project has led PCNPA to adopt pollinator friendly approaches to managing its Rights of Way network.
- ✓ The Stitch in Time project has demonstrated positive impact catchment approach and engagement of communities can have on managing invasive species.
- ✓ Continuation of strong collaborative approach to nature recovery through involvement with Pembrokeshire Nature Partnership, Wildfire Group and Grazing Network. Central to success of Conserving the Park scheme remains the development and maintaining of positive relationships with landowners.
- ✓ Produced strategy for Conservation of the Marsh Fritillary Butterfly in Pembrokeshire.
- ✓ Since 2016/17 PCNPA has facilitated 4,835 volunteer days that have contributed to activities supporting conservation in the Park.
- ✓ Continue to make financial contribution to Relevant Authority Groups for Pembrokeshire Marine SAC, Cardigan Bay SAC and Carmarthen Bay and Estuaries European Marine Sites.

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

- Areas of healthy ecosystem in Wales
- Status of biological diversity in Wales
- Concentration of carbon and organic material in soil
- Percentage of people who volunteer

- Percentage of surface water bodies, and ground water bodies, achieving good or high overall status

Key Activities and Performance in 2021/22 against work streams contributing to our Resilience Well-being Objective:

Work Stream: Conservation Land Management – Managing land for nature

1. Conservation Work Programme

[Long Term, Prevention, Collaboration]

[Section 6 Duty]

PCNPA's conservation work programme had been impacted in 2020/21 by the need for the Warden team to focus on Rights of Way and cutting programme. The conservation work programme returned to being on track in 2021/22 with 170 conservation work programme jobs completed during the year (including jobs completed with support from Rangers and volunteers).

The delivery of the annual cutting of firebreak network occurred in January and February. With just under 15km being cut at 10 sites around Dinas, Carnigli, Castlebythe, Preseli and Frenni Fawr.

2. Conservation Land Management Programme

[Long Term, Prevention, Collaboration]

[Section 6 Duty]

PCNPA continued to carry out conservation work on over hundred sites aimed at benefitting priority habitats and species within the Park through its conservation land management programme. This is achieved through the management of PCNPA's owned or leased estate, working in partnership with private landowners through our 'Conserving the Park' scheme and supporting the management of common land.

The hectares of property owned or leased by the National Park Authority for biodiversity has increased. This reflects the Grapley Field, Trefin site moving into active management in 2021/22 following the completion of the sites purchase in 2020/21. The increase in land managed for biodiversity in partnership with private landowners, reflects a growth in new sites where we are working with owners for conservation outside of formal management agreements.

Measures	2019/20	2020/21	2021/22	Target 2021/22
Hectares – Property owned or leased by the National	463	463	474.87	Trend

Park Authority managed for biodiversity				
Hectares - Land managed for biodiversity in partnership with private landowners	1,288	1,356.69	1,483.62	Trend
Hectares – Access land where the National Park Authority supports commons management partnerships	2750	2858.20	3183.25	Trend

In terms of the Conserving the Park Scheme only 1 new formal agreement was made in 2021/22. This reflects that there was insufficient budget to take on new management agreements in addition to those already in place. However, the Authority has been able to take on 49 new sites in terms of working with owners for conservation outside formal management agreements. This is a significant number of additional sites compared to previous years.

Measures	2019/20	2020/21	2021/22	Target 2021/22
Conservation Sites - % in line with their formal Management Plan	100 (Green)	100 (Green)	100 (Green)	100%
# new formal management agreements made through Conserving the Park	3	0	1	Trend
Hectares – Covered by new formal management agreements through Conserving the Park	21.94	0	2.93	Trend
# new sites where we are working with owners for conservation (outside formal management agreements)	11	24	49	Trend
Hectares – Covered by new sites where we are working with owners for conservation (outside formal management agreements)	67.03	189.79	256.01	Trend
Hectares – New pollinator habitat that has been created	52.91	189.79	256.01	Trend

PCNPA continued to have ongoing discussions with Welsh Government officers involved in developing new Sustainable Farming Scheme. Developments in this area are likely to impact the Authority's future conservation land management programme activities.

3. Engagement with Dairy Industry and Farmers

[Long Term, Prevention, Collaboration, Involvement]

[Section 6 Duty]

The dairy industry and farmers are key stakeholders in the National Park. The Sustainable Landscapes, Sustainable Placed funded Greening Agriculture project provided an opportunity to further develop our engagement with dairy industry and farmers during 2021/22. The project focuses on enhancing carbon sequestration and reducing carbon emissions.

During the year the farm Conservation Officer made initial contact with organisations within the dairy sector in Pembrokeshire and held meeting with First Milk Representatives. A list of dairy farms located inside the National Park was created. 17 dairy units lie solely with the National Park with a further 5 farming significant amount of land inside the boundary. The officer worked with First Milk to send out Expressions of Interest for the Greening Agriculture pilot. Four expressions of interest were received, and all four farms were accepted onto the pilot. Two of the farms are in Fishguard/ Newport area and the other two are in the south of the county near Martletwy and Jameston. PCNPA commissioned Geldards Solicitors, Cardiff to draw up an agreement between the Authority and the Pilot farms on expenditure and reporting project status. Quotes have been received for solar photovoltaic and battery system and water harvesting system. By the end of March 2022, two projects for the farms had been authorized and had received the funding.

4. Collaborative Work

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

The Pembrokeshire Nature Partnership provides a strategic overview and forum for collaboration in implementing UK, Welsh and local priorities for biodiversity action via the Nature Recovery Plan for Pembrokeshire. PCNPA continued to attend Partnership meetings in 2021/22 and to agree the allocation of biodiversity small grants via the partnership. Funding was secured from the biodiversity partnership to survey the Puncteston and Ambleston meta population of Marsh Fritillaries.

The Pembrokeshire Grazing Network aim is to facilitate grazing for nature conservation by setting up a system whereby sites or stock available and sites or stock required can be matched up wherever possible. The efforts of conservation organisations and the farming community can therefore be co-ordinated and integrated so that stock, sites, equipment and expertise can be shared to mutual benefit. The Pembrokeshire Grazing Network continued to grow in 2021/22 with new sites joining the network and network able to meet demand.

The Pembrokeshire Wildfire Group is a partnership of organisations including the Authority, Mid and West Wales Fire and Rescue Service (MWWFRS), Natural

Resources Wales, Wildlife Trust South and West Wales and National Trust and which is managed under the auspices of PLANED's Sustainable Agriculture Network. The Group works with farmers, landowners and graziers to provide them with advice and assistance on carrying out controlled burning of vegetation and related matters. PCNPA continued to be engaged with the group in 2021/22.

Work Stream: Biodiversity and Connectivity Projects

1. Traditional Boundary Pilot Grant Scheme

[Long Term, Prevention, Collaboration, Involvement]

[Section 6 Duty]

The Park has a wealth of traditional field boundary types, including Pembrokeshire hedgebanks (cloddiau), earth banks and drystone walls and they make a significant contribution to the landscape and ecology of the Park. The traditional boundaries scheme provides opportunities for landowners to receive financial support with the management and restoration of traditional field boundaries. 2708 meters of traditional boundary was restored under the scheme in 2021/22. This builds on the 970 meters restored under the first round of applications in 2020/21.

2. People, Paths and Pollinator project

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

The People, Paths and Pollinator pilot project has been enhancing biodiversity and connectivity along the Coast Path through carrying out a range of small-scale habitat management jobs and exploring ways to embed pollinator friendly activities into day-to-day public rights of way and site management. Project activities during 2021/22 included:

- ✓ Contractors clearing wind tunnels to widen paths and provide more habitat opportunities for wildlife
- ✓ Seeding using native hay meadow mix at Broad Haven car park and two car parks in the Gwaun Valley
- ✓ Supporting implementation of pollinator- friendly management plans at Oriel y Parc, Porthgain Village, Grapley fields (Trefin) and St Davids Airfield
- ✓ Placement of oil beetle awareness signs on the coast path between Strumble and Broad Haven
- ✓ Supporting Wardens in the West to implement changes to cutting regime
- ✓ Pollinator Warden site visit with North Warden Team at Goodhope to discuss and provide guidance on how/ where/ why to do jobs along the north coast in advance of the 2022/23 cutting season
- ✓ Providing guidance to the Coast Path Officer for Ceredigion County Council who are looking to make changes to some of their management of the coast

path to support pollinators

Pollinator jobs for warden team and rangers are distributed and recorded on the ArcGis Workforce App developed as part of the digital park project. It recorded in 2021/22, the completion of:

- ✓ 12 ant hill jobs
- ✓ 15 bee bank jobs
- ✓ 36 bracken, vegetation control and scrub clearance jobs
- ✓ 1 dead wood, 2 hay meadow and 1 hedge laying jobs
- ✓ 8 opening wet areas jobs
- ✓ 30 scallop edges jobs
- ✓ 5 other jobs, including alternative cutting arrangements

3. Studies and Monitoring

[Long Term, Prevention, Collaboration, Involvement]
[Section 6 Duty]

The Strumble Head Adder Radio Telemetry Study involved investigating habitat use of the coastal belt by adders at Strumble Head to inform strategies for better managing pressures on this species. The Adder is rapidly declining in the UK and if current trends continue this species could be restricted to just a few UK sites by 2032. The commons and coastline of the National Park have been identified as a potential stronghold for adders in the UK. 7 adders were tagged and tracked by volunteers and PCNPA staff as part of fieldwork activities during April to June 2021. This included support from local Welsh ARG members and Adders are Amazing volunteers. Training was provided on the equipment and tracking adders. A study report was produced using the data collected and an online feedback event was held with 40 attendees to disseminate the findings. The results from this study will feed into future management and highlights the wider spatial ecology of the adder on coastal and nearby inland habitats.

PCNPA has in place a Southern Damselfly and Marsh Fritillary Strategy. During the year an additional survey was commissioned of the Puncheston and Ambleston meta population of Marsh Fritillaries. Training days were delivered to volunteers to train them in how to monitor Marsh Fritillaries and Southern Damselflies. Twice yearly meetings will now be held with relevant partners to discuss coordinating monitoring and management for Marsh Fritillary across Pembrokeshire. Funding was also secured during the year through Nature Networks funding to help implement practical habitat management for Marsh Fritillaries.

Long term survey and monitoring work continued in 2021/22 for Chough, Skylark and bat monitoring at Carew Castle. During the year the Authority also submitted adders and invasive species records to West Wales Biodiversity Information Centre.

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

1. Stitch in Time Project

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

Stitch in Time delivered its work programme for the final year of ENRAW funded activities. The Stitch in Time project takes a catchment-based approach to the management of invasive species. This project has extended its coverage to the Castlemartin Corse Catchment and wider areas of the Clydach catchment, building on previous work in the Cwm Gwaun catchment. Short term funding for the Stitch in Time project has now been secured for project continuation and extension through Local Places for Nature Grant. Project activities in 2021/22 included:

- ✓ Creation of project toolkit.
- ✓ Ecosulis report on project activity impacts.
- ✓ Inclusion of sites at Allt y gog and Trych quarry for contractor control following Himalayan balsam survey noting threat to conservation area.
- ✓ Project officer continued to provide advice to enquiries from members of the public. They also provided advice to NRW officer on Himalayan balsam project at Crymlyn bog and Llwyngwair Manor managing director regarding new footpath and invasive species- balsam and Knotweed.
- ✓ Contractors were engaged in Clydach and Castlemartin Corse catchment. In the Castlemartin Corse catchment, project officer spent days with contractors on vegetation cutting for access to extend areas where Himalayan balsam control can be undertaken in advance of 2022 season.
- ✓ On site survey for otter activity continued in Castlemartin Corse catchment. Otter activity was suspected and confirmed through capturing footage of an individual otter on a camera trap.
- ✓ Presentation to Brynberian Environment group on invasive species, the Stitch in Time project and how the group can get involved during 2022 season.

149 volunteer days contributed to Invasive Species work in 2021/22 this compares to 18.5 in 2020/21 and 112.5 in 2019/20. Reflecting an increase in ability to deliver work party volunteering opportunities in 2021/22 due to relaxation of Covid 19 regulation. Stitch in Time volunteer work parties delivered in partnership with rangers and community groups included balsam bash activities with:

- ✓ Voluntary Wardens at Llwyngwair Manor and Llanrhian/ Porthgain
- ✓ Friends of the National Park, Pathways volunteers and Chapel Hill residents at Chapel Hill Wood
- ✓ Molygrove Environment group at Penrallt garden centre

- ✓ Newport Paths group work party carrying out activities in Clydach

The project officer also provided demonstrations as part of balsam bash to Holywood community group and adjacent landowner (Welsh Wildlife Trust) on how to deal with seeding balsam.

2. Oriel y Parc enhancing picnic and woodland areas

[Long Term, Prevention, Collaboration, Integration]
[Section 6 Duty]

Over last two years Oriel y Parc have been involved in activities to enhance its picnic and woodland areas. Activities in 2021/22 included:

- ✓ Meetings and site visits with Pollinator Warden who provided advice to site warden on cutting practices, informed site staff of what has been planted and the benefits to pollinators and explored how to improve summer planting to create a more year-round pollinator friendly site. A cutting plan is in place for the site. A poster was created and is on display explaining why certain areas are being cut and others are left.
- ✓ Compost heap was created
- ✓ Plant labels were added to the hedgerow and fruit bushes
- ✓ Patches for wildflowers were cleared and seeds were sown in the woodland areas and along some verges to improve summer flowering

3. Conservation Volunteering

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA continued to provide a flexible programme of conservation volunteering opportunities in 2021/22. There was a positive trend in terms of recovery in this area in part due to increased opportunities to deliver group based conservation work parties following the relaxation of Covid 19 regulations.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# volunteer days - conservation	1,149	279	1,010	Trend – Recovery of Services

Volunteer conservation work party activities facilitated by PCNPA staff included:

- ✓ Pathway volunteers hedge laying at Cilrhedyn
- ✓ Hedge weeding with ranger at conservation farm in Manorbier area
- ✓ Removing old fencing at Grapley Fields site
- ✓ Wildflower meadow seeding at Summerhill
- ✓ Making and replacing bird boxes at Allt Pengegin
- ✓ Blackthorn clearance in dunes at Freshwater East

- ✓ Roots to Recovery Project volunteers clearing ivy from graves at Tenby cemetery in partnership with Hafal
- ✓ Cutting back vegetation around Pond at Pentre Ifan

12 volunteers and staff attended training on collecting and growing Devil's-bit scabious seeds at the Bug Farm on 12th October. Several thousand seeds have been collected by volunteers since the event, and the Wildflower Nursery are now growing 1000 plug plants for the Authority from the seed.

4. Light Pollution and Dark Skies

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA is collaborating with Pembrokeshire County Council on responses to light pollution through the Light Pollution Partnership. During the year the partnership commissioned a lighting survey and feasibility study looking at Dark Sky Reserve designation for Pembrokeshire. The survey included an industry case study on Dragon Energy.

PCNPA has also been raising awareness of the importance of Dark Skies. Officers delivered three online sessions with 113 participants for Dark Sky Wales in April 2021. This included a virtual stargazing event, ancient stories under the stars event and a starry sky for Pembrokeshire session providing opportunities for local communities to get engaged in celebrating our night skies. Other dark sky engagement activities in 2021/22 included evening Castle Tours at Carew, Brilliant Bats sessions at Carew and St Davids, stargazing mugs and rugs evening event at Neyland Community School through Pembrokeshire Outdoor Schools and guided night walks for Newport Youth Club and Point Youth Centre, Fishguard.

Work Stream: Looking after Trees in the Landscape

1. Ash Dieback Work Programme – Authority Sites

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty]

Tree diseases are having an impact on the trees in our landscape in particular Chalara Fraxinea/ ash dieback which is resulting in the loss of Ash a significant native tree. During 2020 PCNPA carried out ash tree surveys to determine the extent of the problem on our owned estate. The Ash dieback work programme continued in 2021/22. The warden team re-commenced the survey of zone 2 and 3 sites of the Authority's estates during the summer whilst trees were in leaf and the disease more visible. Issues with GIS programme used by PCNPA delayed some inspection work during the year. Felling and pollarding interventions occurred at Prendegast Woods, Solva and three Ash Trees were removed in

Saundersfoot area. The main visitor sites in the north have been surveyed and all the possible problem trees have been tagged.

2. Protected Trees

[Long Term, Prevention]

[Section 6 Duty]

Local planning authorities have specific powers to protect trees by making Tree Preservation Orders (TPOs) and the Authority continued to deliver its protected trees activities in 2021/22.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# of applications for works to protected trees determined	41	37	26	Trend
# of new tree preservation orders made	2	0	0	Trend

3. Volunteer, social action and community tree planting

[Long Term, Prevention, Collaboration, Involvement]

[Section 6 Duty, Equality Duty]

PCNPA continued to help facilitate opportunities for volunteers and social action participants to contribute to the number of trees in the landscape. 246.5 volunteer and social action days were contributed to tree planting activities including mat fitting in 2021/22. This compares to 131 in 2020/21.



Wolfscastle site

PCNPA facilitated volunteer and social action tree planting activities included:

- ✓ Tree planting at Grapley Fields (Trefin) with volunteers from Gwelliant Trefin, PCNPA voluntary wardens and Friends of the National Park
- ✓ Tree planting and mat fitting activities at Wolfscastle with Youth Rangers and Pathways Volunteers
- ✓ Tree planting in Sychpant, Cwm Gwaun and Crymych Community Council Area with Ysgol y Preseli Agricultural Group
- ✓ Tree planting with Year 5 and 6 Johnston community primary school pupils as part of Roots/ Gwreiddiau project
- ✓ Tree planting with volunteers at Fenton School
- ✓ Tree planting session at Old Mill Grounds, Haverfordwest with Roots to Recovery volunteer participants
- ✓ Rangers supporting volunteers to plant trees across a number of Conserving the Park sites
- ✓ Tree planting with volunteers at Carew Castle

Members at the November 2021 NPA resolved to support a tree planting scheme to commemorate 70 years since the National Park's designation. This followed a proposal being put forward by Authority Member. The Ranger service will look to engage with local community, town and city councils within or partly within the National Park to deliver the scheme over the next three years.

Work Stream: Marine and Foreshore Environment

1. Strategic Partnerships and Engagement supporting Marine Environment

[Long Term, Prevention, Collaboration, Integration]

[Section 6 Duty]

PCNPA continued to be represented on and contribute to funding Relevant Authority Groups for Pembrokeshire Marine SAC, Cardigan Bay SAC and Carmarthen Bay and Estuaries European Marine Sites. The Authority continued to represent Pembrokeshire Coast and Snowdonia National Parks on the Welsh Government Marine Protected Area (MPA) Management Steering Group, contributing to appraisal of funding bids to implement the Welsh MPA action plan. PCNPA is also represented on the Wales Marine Action and Advisory Group (which brings together a range of interested parties to engage on the delivery of marine and fisheries divisional priorities and wider marine and fisheries work) and on the Marine Planning Decision Makers Group (which helps public authorities understand and implement the Welsh National Marine Plan, adopted in 2019.)

During the year the Pembrokeshire Marine SAC officer secured funding to also act as Pembrokeshire co-ordinator for marine work under the Natur Am Byth project. This contract was for a concurrent 17 month post to work on the development phase of the project, contributing to opportunities to improve SAC feature conditions and also enabling comfortable maintenance of the Marine

SAC Officer post into 2023.

PCNPA has supported a [new website](#) for the Pembrokeshire Marine SAC, launched in 2022.

The Pembrokeshire Marine SAC officer represents the Relevant Authorities Group (including PCNPA) on the Dale Seagrass Stakeholder Group. This group looks at future management and monitoring of the Dale Seagrass project, the first seagrass restoration project in the UK. The Pembrokeshire SAC Officer has also been working with Project Seagrass to help facilitate future seagrass restoration in Wales including setting up a Welsh Seagrass Network. They also provided written input to the Climate Change, Environment and Infrastructure Committee, regarding blue carbon potential in Wales and on updating / advancing Marine Protected Area management.

The Pembrokeshire SAC officer produced a draft report of "SWEPT 2" (Surveying the Welsh Environment for Pollution Threats Pembrokeshire Open Coast Project 2020). Surveys (and water sample testing) were conducted in October 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. 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.

The first meeting of the Cleddau Nutrient Management Board was held in March 2022, led by Pembrokeshire County Council. The Board's role is to identify and deliver a Nutrient Management Plan, which will assign actions to Board members so as to achieve NRW conservation targets. The boards will be supported by input from a technical group and a stakeholder group to help inform their decisions.

2. Foreshore Management

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty]

PCNPA has been involved with partners in creation of Foreshore Management Plan. The plan has been informed by

- ✓ Baseline information that was gathered on what activities take place that influence the foreshore and compiling this into a model.
- ✓ Mapping of stakeholders who have influence over aspects of foreshore management.

- ✓ Survey of key stakeholders for their views of priorities for management. Collated survey feedback was considered at Beach Liaison Group meeting in December.

PCNPA commissioned a report on sustainable collection of seaweed to support the management of the commercial gathering of seaweed in the intertidal. The Authority is reviewing its licences in line with recommendations from the report.

In March the Rangers Services Manager met with National Trust and consultants to review management of Freshwater West and consider options for future management.

3. Volunteer, social action and community beach cleans

[Collaboration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA continued to facilitate beach and foreshore cleaning activities with volunteers and social action participants in 2020/21. 117 Volunteer and social action days contributed to beach, foreshore and river cleaning activities in 2021/22. This compares to 17 days in 2020/21 and 249 days in 2019/20.

Work Stream: Planning – SMNR and responding to biodiversity loss

1. Approvals Contrary to Strategy Policy 8

[Long Term, Prevention]
[Section 6 Duty]

Through the Local Development Plan Annual Monitoring Report the Authority monitors the effectiveness of planning policy to ensure planning decisions in the Park support the sustainable development of natural resources and the protection and enhancement of the Special Qualities of the Park.

In 2021/22 in terms of Indicator 4, addressing Policy Area 8 there was 1 approval contrary to Strategy Policy 8 Special Qualities - Approvals Contrary to Recommendation. The officer report noted that “There is a fundamental policy objection to development in this location which is partially within a C2 flood zone and within a coastal risk management area defined in LDP2. It is also contrary to Policy 41 which directs new camping sites to appropriate locations and to Policies 8 and 14 of LDP which protect the National Park and its special qualities.” Monitoring analysis notes that Members approved contrary to recommendation having considered all relevant planning policies and other material planning considerations. The policy approach to caravan and camping has been recently reviewed in consultation with Members when preparing Local Development Plan 2. The target of '0' was not achieved. The Trigger of '2'

approvals contrary to recommendation has not been breached. Action identified in response is further investigation and research required.

2. Strategic Engagement

[Long Term, Prevention, Collaboration]
[Section 6 Duty]

The Authority had planned to carry out work with regional partners to develop a South West regional approach to specialist advice on one planet developments and biodiversity enhancements conditions under the Environment (Wales) Act 2016 Section 6 biodiversity duty. Although a tender process took place, further work had to be put on hold due to issues relating to other planning Authorities which stalled shared working in this area.

The Authority continues through an SLA agreement to have a joint planning ecologist with Pembrokeshire County Council.

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

Work streams that supported delivery of this objective in 2021/22:

- Supported Walking Opportunities
- Promoting Health Benefits of the Park – Partnerships, Initiatives and Projects
- Outdoor Schools and Play
- Planning Affordable Housing
- Workforce Well-being, Resilience and Development

Journey Checker Summary Highlights 2016-2022:

- ✓ Promoting access to health and well-being benefits of the Park through 6,971 participants in Walkability supported walking sessions since 2016/17. In addition, securing funding and acting as lead partner for regional Walking for Well-being Project.
- ✓ Helping more people to participate in volunteering and engage with nature and outdoors through Pathways supported volunteering project and Roots to Recovery Project with MIND Pembrokeshire. Including securing £339,891 of external funding for the Roots to Recovery project through National Lottery People and Places fund.
- ✓ 10,059 volunteer days contributed by PCNPA volunteers since 2017/18.
- ✓ Strengthening approach and commitment to volunteering by appointing volunteer co-ordinator.
- ✓ 36,674 participants in outdoor education sessions since 2017/18.

- ✓ Continuing to support collaboration in outdoor learning through facilitating Pembrokeshire Outdoor Schools network, including upskilling teachers through training events and assisting schools to create outdoor learning spaces.
- ✓ Facilitating collaboration and shared learning between health partners through West Wales Nature Based Health Service Network and adopting digital platforms such as Basecamp to support this.
- ✓ 160,995 walk maps have been downloaded from the website since 2017/18.
- ✓ 102 affordable housing approved at Brynhir site.

Our work across these work stream contribute to the following national well-being indicators:

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

Key Activities and Performance in 2021/22 against work streams contributing to our Health and Well-being Well-being Objective:

Work Stream: Supported Walking Opportunities

1. West Wales Walking for Well-being Project

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Equality Duty]

The West Wales Walking for Well-being project is a regional partnership project funded for three years by Welsh Government's Healthy and Active fund. The project covers Pembrokeshire, Carmarthenshire and Ceredigion. The project has secured an (additional) fourth year of funding, meaning the project will continue until March 2023. PCNPA is the lead project partner.

In May the project was able to resume a programme of walking activities across the three counties for the first time since March 2020, with walks resuming in Ceredigion. The easing of Covid 19 regulations enabled the project to expand the number of walking opportunities available through its programme. The project reported an increase in referrals from Community Connectors and some GP practices as the number of walks on offer increased. In January there was a temporary suspension in project walking activity in Ceredigion due to local Covid 19 restrictions, walks continued as normal (with appropriate risk assessments in place) in Carmarthenshire and Pembrokeshire. Training of volunteer walk leaders took place in all three counties. Changes were introduced to the participant registration process, to make it easier for those interested to get involved. The project has been provided with mobility equipment from project

partner Snowdrop Independent Living to help those needing additional assistance.

At the end of the year the partnership steering group were told of the intention of the Carmarthenshire 50+ Forum to step back from the project as a delivery partner as of the end of March 2022. This unexpected decision meant that the remaining partners spent time seeking a new delivery partner locally with the support of the Healthy and Active Fund. A new delivery partner Carmarthenshire County Council Exercise Referral Team was found.

Pembrokeshire well-being walks were supported by volunteer walk leaders and also included Dementia supportive well-being walks.

Measures	2020/21	2021/22	Target 2021/22
# Pembrokeshire Participants in Walking for Well-being Sessions	201	1,020	Trend – Recovery of Services

2. Covid 19 Recovery and Walkability

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Equality Duty]

PCNPA continued to offer supported walking opportunities in and around the Park through our Walkability scheme. 71 Walkability sessions were delivered in 2021/22 compared to 16 in 2020/21. These included open walkability sessions and sessions delivered for Value Independence, VC Gallery, Roots to Recovery Project and MIND, Pembrokeshire People First and Exercise Referral North. Locations for these walks included Penally Cliffs walk, Nine Wells Walk, Carnigli Walk, Canaston Woods, Slebech Park, Monk Haven Walk, Barafundle, Marloes, Manorbier, Carew Castle Walk, Benton Wood, Tenby and Waterwynch and Pwll y Wrach, Moylgrove.

Under Walkability PCNPA also piloted a new programme of Wild Well-being Wanderer Walks in 2021/22. These walks are aimed at supporting those at risk of isolation and giving people of all abilities, including wheelchair users the skills and confidence to enjoy the spectacular landscape of the National Park. These walks are being developed and delivered in collaboration with participants, carers and professionals (including Value Independence).

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in Walkability sessions	1,116	107	558	Trend – Recovery of Services

Feedback from participants on impact of participating in Walkability include:

- ✓ “I have been walking with our group for many years. I started after having experienced health and domestic caring issues. I have gained confidence good health and happiness in such a great group of friends and leaders.”
- ✓ “As a wheelchair user I have found that using a mountain trike is a great way of being able to see wildlife... Thing's that grow on our front door, it's a fantastic feeling to be able to do all these outdoor walks. “
- ✓ “Having been at a low point in my life, I decided to join the fortnightly leisure walks and achieved better fitness levels, met and made lifelong friends, have a new positive outlook, and at nearly 82 years old, have a new “spring in my step”.”
- ✓ “Love the walkability group, benefits my physical and mental health, have made new friends and look forward to our walks so much.”
- ✓ “I find the walks are great for keeping me healthy and mobile. It is a great way of interacting with other people. I have also discovered many new places in Pembrokeshire I never knew existed”
- ✓ “Does my mental health a power of good, fresh air and good company.”

3. Volunteer support and Walk leader training

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Equality Duty]

Volunteers continued to play an important role in leading walks for both the Pembrokeshire element of the West Wales Walking for Well-being Project and PCNPA's walkability scheme. 158 supported walks were led or supported by volunteer activity leaders. With 6 walk leader training sessions being delivered to volunteers.

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

1. Pathways Supported Volunteering Project

[Long Term, Prevention, Collaboration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA continued to offer supported volunteering, training and learning opportunities in the Park and surrounding areas through our Pathways project. The project is designed to remove some of the barriers faced by people who want to get out and explore the local countryside and provides transport for many of its activities. From April the project was able to resume both individual and group volunteering and later on in the year the project was able to recommence use of PCNPA minibus to transport participants to locations in the Park. Both in line with Covid 19 safe risk assessments.

The project was due to end in October 2021, however unspent funds meant the work of the Project could be extended to June 2023 under a new project plan and budget. An officer from PCNPA's Warden team following internal recruitment process has been seconded to the role of Pathways Project Officer for 3 days each week for the remainder of the project. During the period of transition, the previous project officer who had moved to Roots to Recovery project provided additional project support.

Pathway volunteering programme activities in 2021/22 included

- ✓ Coast Path step work at Picard Point Angle
- ✓ Coast Path work near Fishguard Fort
- ✓ Fencing at Newport
- ✓ Cutting and filling path at Berry Hill, Newport
- ✓ Stepping biscuits on muddy pathway caused by cattle, Pontfaen, Gwaun Valley
- ✓ Clearing iron age fort of gorse at Tower Point.
- ✓ Boundary hedge laying at Cilrhedyn
- ✓ Tree mat fitting work at Wolfscastle

An evaluation day was held in September, participants noted the following in terms of question focused on most significant change for their life thanks to Pathways:

- ✓ It has greatly widened the range of people I communicate with and the tools I have to do so
- ✓ Feel more fit and healthy ... Now I'm less anxious. I sleep better, and have less depression
- ✓ Sense of Satisfaction
- ✓ Satisfaction and Well-being
- ✓ Exploring – I found a snake!
- ✓ Chance to get out and meet people
- ✓ Friendships – making new friends
- ✓ Learning to use Strimmer
- ✓ That we have learnt new skills and visited a variety of places
- ✓ Helped to provide a focus following retirement
- ✓ Knowledge and learning

2. Roots to Recovery Project with MIND Pembrokeshire

[Long Term, Prevention, Collaboration, Involvement]
[Section 6 Duty, Equality Duty]

Roots to Recovery is a new people-led mental health project launched in 2021, which is all about the restorative powers of Pembrokeshire's amazing outdoors and especially its National Park. Roots to Recovery is a partnership project between PCNPA and Mind Pembrokeshire supported through the National

Lottery Community Fund until September 2024. 3 years of funding, totalling £330,891 was confirmed from the Fund in May 2021. Following this a steering group was set up for the project and project plan put in place.

A programme of activities is available from the project 'hubs' at the Mind Pembrokeshire Resource Centre in Haverfordwest and the Hafal Resource Centre in Tenby. In February work was completed by volunteers and the Roots to Recovery team including Mind staff to establish a hub for the project's volunteers in a large wooden cabin adjacent to the Mind Resource Centre in Haverfordwest. The building has improved access and space for volunteers to meet, share a cup of team and keep tools and resources for the project. The project anticipate a similar hub being established in Tenby with Hafal. The project is also exploring opportunities to develop with partners a hub in North Pembrokeshire.

A key element of the project is the development of mentors who support other participants and activities taking place from the hubs. By the end of 2021/22 the project had 6 trained volunteer mentors.

Activities delivered by the project are designed to be accessible, fun and relaxing with the opportunity to learn new skills and meet new friends. Activities in 2021/22 included:

- ✓ Guided walks at Monk Haven, Carew Castle Walk and Marloes Coastal Walk.
- ✓ Christmas Wreath Workshop
- ✓ Activities at Mind garden including gardening activities, painting and decorating the Mind "Den" Roots to Recovery drop in space
- ✓ Walk, hedge clearing and sing along at Scolton Manor
- ✓ Practical sessions involving thinning trees at Haverfordwest Race Course, clearing ivy from graves at Tenby Cemetery, scrub clearance at Freshwater East, Tenby beach clean, tree planting session at Old Mill Grounds and maintenance activities at Pen y Cwm path.

3. Covid 19 Recovery Volunteering and Volunteer Review

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA continued to deliver a range of volunteering opportunities across Authority teams, projects and activities in 2021/22. Volunteering days although not above 2019/20 levels have shown positive increase and trend from 2020/21, reflecting the increased opportunity to run work party sessions for groups.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# Volunteer Days	2,591	820	2,294	Trend – Recovery of Services
# participants in volunteering and social action sessions	3,195	819	2,650	

involving physical activity				
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PCNPA commissioned a volunteering review in 2021/22 to guide the Authority's long-term approach and priorities for volunteering. The process involved external consultants carrying out online surveys and meetings with internal and external stakeholders and with volunteers. The [report](#) provided a set of recommendations to guide our long term approach and priorities for volunteering and were presented to Members at the February NPA. PCNPA will look to review its volunteer action plan in 2022/23 in response to the recommendations and consider them as part of the development of the wider delivery plans.

4. Guided walks and web map walks

[Involvement]

[Equality Duty]

Through walks led by our rangers, centre staff and volunteers people are able to discover more of the Park and also explore areas of the Park they might not normally have the chance to. During the year PCNPA in line with risk assessments delivered 300 walking activities through its public guided walking programme, walks for community groups and supported walking walks.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in walks led by PCNPA staff and volunteers	2,824	593	2,472	Trend – Recovery of Services

The Authority also continued to provide downloadable walk maps on its website. 27,721 maps were downloaded from the Authority's website in 2021/22. This compared to 12,938 in 2020/21 (May/ June data affected by analytics issues with transfer to new website) and 42,065 in 2019/20.

5. National Park Management Action Plan for Health and Well-being

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Equality Duty]

PCNPA's National Park Management Action Plan for Health and Well-being activities was approved by Members at the July NPA. The purpose of the action plan is to support delivery of National Park Management Plan impacts.

6. Strategic Engagement and Collaboration

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty, Equality Duty]

PCNPA continued to support the facilitation of the West Wales Nature Based Health service network. Meetings of the network continued to be held during 2021/22. The network is to be reviewed in 2022/23 to refocus priorities following Covid 19 and the emergence of new networks since it was established in 2015. Public Health Wales attended a network meeting to present on social prescribing.

Building on previous work of the Let's Walk Pembrokeshire partnership the Authority has worked with partners to establish an Out and About network. Public Health Wales are involved with the new network.

Work Stream: Outdoor School and Play

1. Pembrokeshire Outdoor Schools Network

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

The Pembrokeshire Outdoor Schools (PODS) partnership, which is co-ordinated by PCNPA, is a network of specialist organisations, head teachers and local authority advisors. Its aim is to support schools in encouraging children to become fully engaged with and confident in their local environment. During 2021/22 funding for PODS was secured until March 2023 with the contract of the Outdoor Schools Coordinator extended to cover this period. A questionnaire regarding the future priorities of the Outdoor Schools partnership was distributed to members and results discussed at partnership meeting during the year.

Activities delivered by the partnership in 2021/22 included:

- ✓ Science of Spring, Hedgehogs and Garden minibeast webinars with 938 pupils taking part across the three webinars.
- ✓ Head Teacher training session on Outdoor learning and the new Curriculum.
- ✓ Online training for teachers and educators covering blossoms, bees, trees, signs of spring and planting seeds.
- ✓ Moth Study with Ysgol Gelli Aur/ Golden Grove School, Meadow study at East Hook Farm with Johnston Community Primary School and Bug Hotel Sessions at Ysgol Gymunedol Croesgoch.
- ✓ Working alongside the PCNPA Conservation Officer, several schools have been helped enhancing grassland areas around their school, these included Johnston Primary School and Penrhyn VC School on the Angle Peninsula.
- ✓ Apple Day activities with Johnston Community Primary School, Coastlands School and St Francis Catholic Primary School.
- ✓ PODS partners put on a range of activities for Wales Outdoor Learning Week in April 2021 and March 2022.

- ✓ PODS partners met with colleagues from Carmarthenshire to discuss and plan a more 'joined up' approach to promoting outdoor learning across the two counties.
- ✓ A range of resources have been made available on the [Pembrokeshire Outdoor Schools website](#).

2. Roots/ Gwreiddiau Project

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

Pembrokeshire Coast Education officer is involved in delivery of the Roots/ Gwreiddiau Project. This project helps children to explore the natural environment, produce and food networks of Pembrokeshire. The project is funded through Pembrokeshire Coast National Park Trust in partnership with South Hook LNG. Activities during the year facilitated by the project included:

- ✓ Tree planting, polytunnel construction activities to create growing space and 2 farm visits to East Hook Farm with Johnston Primary School. During the farm visits the pupils conducted a meadow health survey, learning a technique for use in managing meadow project at their school.
- ✓ A range of John Muir activities and walks were delivered for pupils from Gelliswick Primary School.
- ✓ Advice on school grounds developments was provided to Johnston, Neyland, Gelliswick and Coastlands schools.
- ✓ Apple Day visits to St Bride's orchard were facilitated for pupils at Johnston, Coastlands, Gelliswick, St Francis and St Oswald's Primary School. Apple juice "roadshow" (mobile press) session was also delivered at Neyland and Johnston schools.

3. Outdoor education programme

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA's education offer is rooted in providing outdoor learning opportunities for pupils and students. It provides them with positive learning opportunities and supports their physical and mental well-being through engaging them with the Park's natural and cultural environment. Due to this focus accessing PCNPA education programme had benefits for schools looking to increase their use of the outdoors in 2021/22 in response to impact of Covid 19 on learning environments.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in outdoor learning sessions	8,682	1,904	6,846	Trend – Recovery of Services

69.23% of schools in the National Park were engaged with PCNPA outdoor learning sessions in 2021/22, this compares with 30.77% in 2020/21 and 69.23% in 2019/20. 59.68% of schools in Pembrokeshire were engaged with PCNPA outdoor learning sessions in 2021/22, this compares with 20.97% in 2020/21 and 69.35% in 2019/20.

4. Early Years engagement – First 1,000 days

[Long Term, Prevention, Collaboration, Involvement]
[Equality Duty]

The First 1000 days project aims to work with parents of and pre-school children to build confidence in accessing the outdoors. The project start was delayed during the year due to delays in appointing a project officer. A project officer was in post from January 2022. Project planning activities were undertaken including meetings held with local early years specialists including Flying Start. An audit of suitable outdoor spaces for activity was undertaken and planned programmes of activity set out, together with work to identify the resources required to deliver the activity. In March 2022, the first project activities were delivered including a morning session at Cylch Meithrin Abergwaun in Fishguard. The project will also look to recruit a play assistant to support the planned work programme for 2022/23.

Workstream: Planning Affordable Housing

1. Affordable Housing and Section 106 contributions

[Long Term, Collaboration, Integration]
[Equality Duty]

The Authority has a target of 362 affordable dwellings to be built over the Local Development Plan period under indicator 23. No affordable housing units were approved in 2021/22 this compared to 102 in 2020/21 relating to Brynhir site in Tenby and 43 in 2019/20.

£209,409.75 affordable housing contributions were agreed in 2021/22. With an additional 1 agreement at £250 per Sqm and 1 agreement at £175 per Sqm. £198,088 affordable housing Section 106 contributions were received in 2021/22

Further information on above and context will be provided in Authority's Local Development Plan Annual Monitoring report.

Workstream: Workforce Well-being, Resilience and Development

1. Manage and support workforce in response to Covid 19 related developments during the year

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Equality Duty]

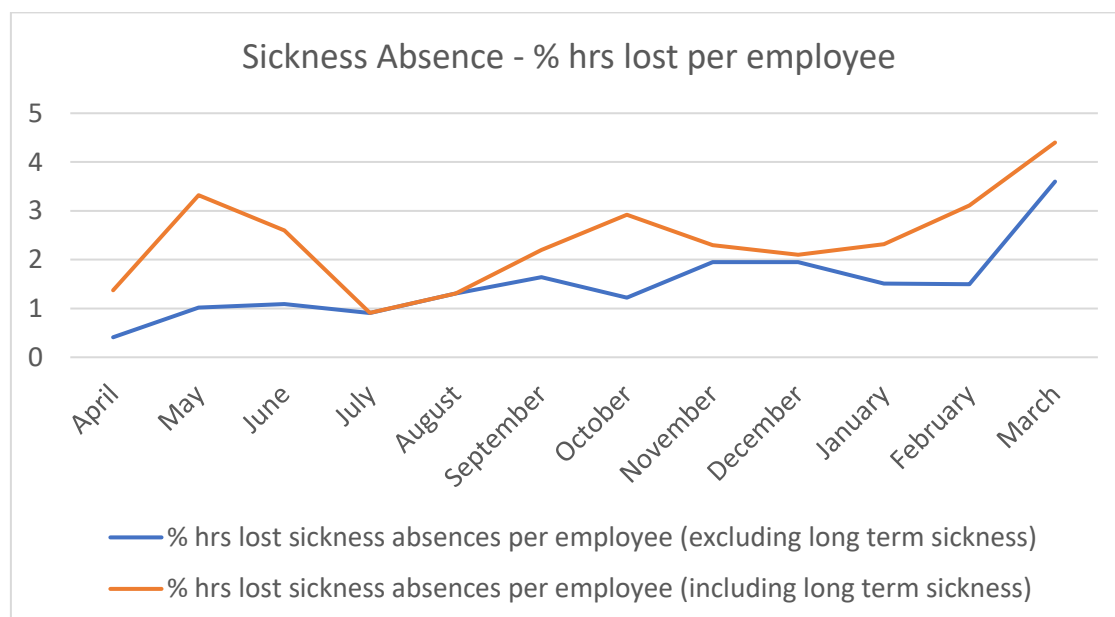
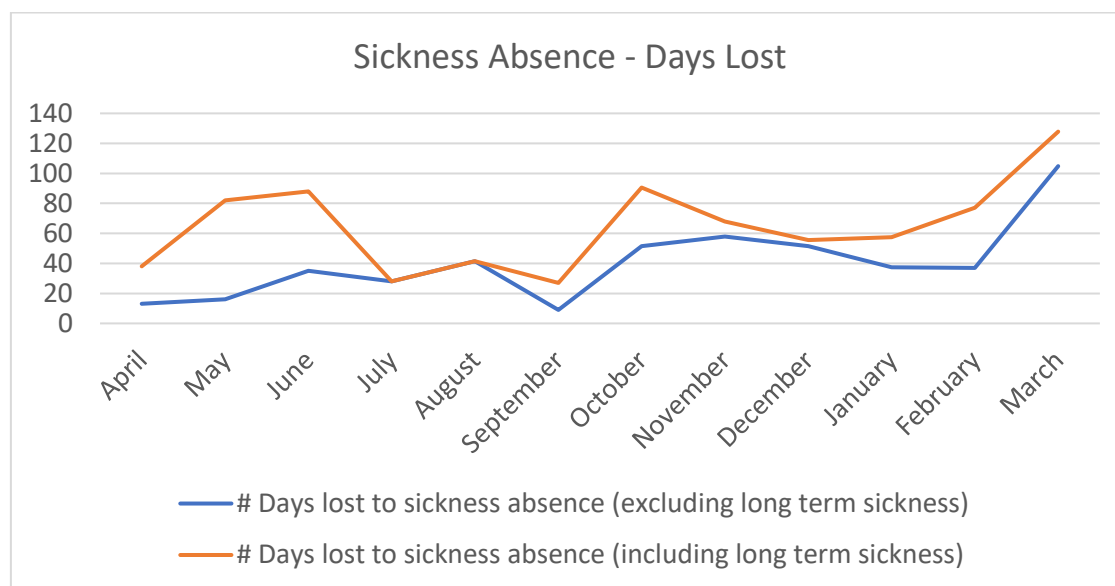
Covid 19 risk assessments continued to be reviewed and put in place for staff carrying out work at Authority sites or out and about and with the public. The majority of office-based staff at Llanion remained working from home during 2021/22. However, risk assessments were carried out for Development Management and IT team to enable teams to return to office within occupancy limits.

At the Employee Forum Meeting in March 2021, Staff Representatives asked Members for their views on the 'future of work in the 21st Century' in light of how workplaces are responding to 1) the Work/Life Balance agenda and 2) learnings from the Government's measures to encourage home working during the continued Covid 19 pandemic. PCNPA's Human Resources Manager was tasked with consulting staff and managers across the Authority with a view to reviewing and amending the existing Flexible Working Policy. Following wide consultation, an amended Flexible Working Policy was adopted at the Leadership Team Meeting on 14 September 2021. However, in light of the complexities of home working (which is only one of many approaches to flexible working), it was agreed that a standalone Home Working Policy was required. At the November NPA meeting Members provided feedback on the policy and a revised Home Working and Hybrid Working Policy was approved at the February 2022 NPA. Following this PCNPA initiated a process for staff to submit flexible working requests that will be reviewed against Authority service and delivery needs.

A resilience coaching programme to help staff manage stress and build resilience was piloted during the year. Line managers and occupational health continued to provide individual support to staff, particularly for those staff impacted by prolonged period of home working. PCNPA continued to provide access to counselling service and Members listening service for staff. A virtual staff meeting, and quiz was held in December to bring staff across the Authority together.

482.3 days were lost to sickness absence, excluding long term sickness in 2021/22 (780.83 days including long term sickness). With a peak in days lost in March 2022, reflecting increasing number of staff absent due to Covid 19 or related impacts. A similar pattern is reflected in terms of % hrs lost per employee with peak occurring in March. Comparative data from previous years are not available as this is the first year Authority has recorded sickness absence in this

way.



2. Corporate Health Standard

[Long Term, Prevention, Collaboration, Integration, Involvement]
 [Equality Duty]

The Corporate Health Standard award is a mark of quality for health and wellbeing in the workplace. During the year officers began the process of collating evidence to support the accreditation process. The Corporate Health Standard is currently under review by the Healthy Working Wales Team, and PCNPA will respond to future changes in the awards process.

3. Training

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

A training matrix was completed reflecting outputs from staff Work and Well-being Reviews. The matrix will need to be revised following any new training and development requirements identified following organisational restructure linked to delivering Authority's new Well-being Objectives and priorities.

Training delivery for staff during the year was focused on health and safety related training sessions.

4. Values

[Long Term, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

Work has been carried out with staff and managers across the Authority to develop a new set of values for the Authority. A long list of 26 values were identified by staff and these will be prioritised to a set of five or six values. Further development of the values and embedding them will be linked to the wider organisational restructure and new ways of working aimed at supporting PCNPA to deliver against its new Well-being Objectives and priorities.

Well-being Objective Equality: To continue to ensure equality is embedded within the work and culture of the National Park Authority

Work streams that supported delivery of this objective in 2021/22:

- Strategic Equality – Our Workforce and Services
- Landscapes for Everyone – Inclusive Experiences and Social Inclusion
- Engagement

Journey Checker Summary Highlights 2016-2022:

- ✓ Since 2016/17 PCNPA has engaged with 18,508 people through our social inclusion activities. Working with a range of organisations to enable more people to benefit from access to outdoors and special qualities of the Park and engage in opportunities to look after the Park. Organisations we have worked with include VC Gallery, Value Independence, St David's Care in the Community, Point Youth Centre, Plas Coleg Dwbl, Plant Dewi, Pembrokeshire People First, Mind, Hafal, Corporate Parenting Team/ Team around the family PCC, Steps2Health, Solva Care, Ateb and Flying Start Centre. Alongside PCNPA delivering its Pathways and supported walking activities.
- ✓ Delivering beach wheelchair service in partnership with local host organisations and businesses. Reviewing and enhancing the service following the impact of Covid 19.

- ✓ Physical access improvements at St Non and Manorbier beach.
- ✓ Trialling new engagement activities to inform National Park Management Plan including attending ATEB event and session with young people from Gypsy and Travellers communities.
- ✓ Carrying out Next Generation Activities including establishing Youth Committee and facilitating Youth Rangers. Youth Committee have accessed funding resulting in them developing climate change video and creating mural boards for the Authority.
- ✓ Completion of Experiences for All project to help inform future work in this area.
- ✓ Signing up to Disability Confidence Scheme.
- ✓ Updated joint position statement with other National Park Authorities focused on Landscapes for Everyone.

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

- Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that other people treat each other with respect.
- Percentage who feel able to influence decisions affecting the local area
- Pay difference for gender, disability and ethnicity
- Mean mental well-being score for people
- Percentage of people feeling safe at home, walking in local area, and when travelling
- Percentage of people who volunteer
- Percentage of people who are lonely

Key Activities and Performance in 2021/22 against work streams contributing to our Equality Well-being Objective:

Work Stream: Strategic Equality – Our Workforce and Services

1. Socio Economic Duty and Integrated Assessments

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA has looked to use integrated assessments to help embed the socio-economic duty in its work. The socio-economic duty was considered as part of integrated assessments carried out by the Authority on its High Level Priorities, revised Well-being Objectives for consultation and Corporate and Resources Plan. The integrated assessments also incorporated equality impact assessments. The Authority will look to review its pilot template and provide further guidance to staff on completion of integrated assessment based on learning from 2021/22. Summaries of assessment outcomes were included in committee reports going to members and published on Authority website. In developing Corporate and Resources Plan 2022/23, equality, taking account of

the socio-economic duty and reducing child poverty have been identified as cross cutting outcomes. The Welsh Government has produced a [Socio Economic Duty: progress Tracker](#), which PCNPA will look to utilise going forward to assess its performance in this area and further work that is needed.

2. Workforce and Recruitment

[Long Term, Collaboration, Integration, Involvement]
[Equality Duty]

During 2021/22 PCNPA signed up to UK Governments Disability Confidence Scheme, which supports employers to make the most of the talents disabled people can bring to their workplace. The Authority also signed up to the EHRC 'Working Forward' pledge.

During the year the Authority provided 2 successful placements through the Kickstart Scheme.

The Authority continued to collect equality monitoring data to help analyse diversity in terms of workforce and job applicants. **A breakdown of the Authority's workforce and recruitment diversity data is set out in Appendix 1.** In terms of workforce data the % workforce equality monitoring information completed on people management system has been impacted by move to new HR system. Further work will be needed to raise awareness of need for this data, how to update data and to gain staff confidence in terms of providing this data. This has impacted on the data available and cross year comparison for workforce element set out in Appendix 1.

Performance Measure	2019/20	2020/21	2021/22	2021/22 Target
% workforce equality monitoring information completed on people management system	81.6 (Green)	78.6 (Green)	36.0 (Red)	70

Further activities to address and carry out additional analysis on Gender pay gap will be carried out as part of planned future work on pay and grading review.

Online equality training available via e-learning portal has been reviewed and content is to be amended to develop two discrete courses one for managers and one for staff in general. This will be progressed once HR has additional capacity. Officers attended training on Easy Read awareness with Pembrokeshire People First to support Authority in developing its accessible communication offer. Staff have also attended alongside volunteers Autism Awareness training session.

3. Web Accessibility Regulation Compliance

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Equality Duty]

Silktide monitoring is in place and being used to test accessibility of PCNPA website. Minor issues identified by monitoring platform were being addressed with support from website developers during the year. Ongoing work was carried out to look at how to reduce use of PDFs and increase use of HTML for documents and information.

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

1. Covid 19 Recovery - Social Inclusion and Outreach activities

[Long Term, Collaboration, Integration, Involvement]

[Section 6 Duty, Equality Duty]

The relaxation of regulations during the year provided greater opportunity for teams across PCNPA to carry social inclusion and outreach activities, including those that form part of wider health and well-being projects such as Pathways and Roots to Recovery. As the year progressed the Authority was able to deliver more in person engagement opportunities, particularly in the outdoors, while still utilising online engagement opportunities.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# people engaged with through PCNPA social inclusion and outreach activities	3,235	750	3,111	Trend – Recovery of Services

The Authority's activities with young people were rebranded under the Next Generation banner activities by young people engaged with PCNPA's Youth Committee and Youth Rangers. Average active participants in Youth rangers across quarters for 2021/22 was 17 this compares to 8 in 2020/21 and 11 in 2019/20. Youth rangers participated in a range of activities during the year including:

- ✓ River clean up, collecting 25 bags of litter in Uzmaston, Boulston and Slebech Community Council Area
- ✓ Tree mat fitting at Wolfscastle
- ✓ Castlemartin Range West Walk
- ✓ Finding and recording fungi and passing findings to West Wales Biodiversity Centre
- ✓ DigVenture Archaeological dig at Caerfai Headland promontory fort
- ✓ Installation of Otter holt and scrub clearance from water garden area at Withybush woods

PCNPA rangers delivered a range of sessions for participants from Point Youth Centre, Fishguard, including wildlife gardening, water safety, outdoor engagement activities, seal walk, guided night walk, litter pick and beach games. Two guided night walks were delivered to Newport Youth Club. Officer also worked with PCC Youth provision on supporting 3 young people from new PCC Youth supported housing house at Three Meadows, Haverfordwest on outdoor engagement to assist in planning their new garden.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants engaged with through social inclusion work/ sessions with young people	897	188	637	Trend – Recovery of Services

2. Beach Wheelchair and Mobility Equipment

[Long Term, Collaboration, Integration, Involvement]
[Equality Duty]

In response to the Beach Wheelchair service being significantly affected by Covid 19, the Authority appointed a Beach Wheelchair Co-ordinator to review and help the service recover. Delivery of the service is only possible through local businesses volunteering to host the chairs and the co-ordinator worked closely to maintain and develop relationships with host organisations. The co-ordinator re assessed and put in place appropriate risk assessment protocol and information for the beach wheelchairs to enable their use over summer season. The co-ordinator also set up an online booking system for the service. The booking system crucially allowed bookings to be arranged flexibly around different host opening and busy times, and for changes to availability to be made quickly and easily. The Authority also created a new beach wheelchair volunteer role to support the service.

Over the season 141 slots were booked online (not including registered cancellations) by 65 individuals, averaging approximately 9 booking slots taken per week. This includes slots booked over a period of a days and repeat bookings. Crwst at Poppet Sands was the most popular host, with 23% of bookings. Almost 80% of bookings were by and for people living outside of Pembrokeshire. The Beach wheelchair co-ordinator is exploring how to raise awareness and increase take up for people living locally. The majority of beach wheelchair borrowers heard about the system online, and also through the local paper, friends and relatives, the Council, and Access Holiday recommendations, as well as through hosts and when visiting the beaches. Approximately 30% of borrowers required assistance from the co-ordinator, varying from support to book last minute, to accessible beach information, to delivery and pickup of the chair involving a special location.

Additional activities during the year included:

- ✓ Whizz-Kidz event supported three families of young wheelchair-users to enjoy a day at the beach. The children had the opportunity to trial Mountain Trikes which were a great success.
- ✓ A Versus Arthritis event supported four families living with Arthritis to enjoy an afternoon at the beach. PCNPA's North Ranger supported Wheelchair journeys to the sea-line.
- ✓ The Beach Wheelchair and Push Trike featured at two Roots to Recovery events making it possible for people with mobility and mental health conditions to take part in the activities available.

Feedback from survey of the service demonstrates the positive impact that it has in terms of supporting more people to access and experience the National Park's beaches:

- ✓ "I found it very good and I really relied on it for my mum as otherwise she would not have got on the beach let alone managed to dip her feet in the water."
- ✓ "Please keep up this scheme and give disabled people the opportunity to go in the beach and enjoy the water and be part of the family fun."
- ✓ "Absolutely amazing! I wish every beach had access to one. It meant my daughter could go further out and round the beach to explore. We are usually limited to how far we can take her because she walks for short distance and gets tired. Her normal Chair doesn't get across the sand easily. Great!"
- ✓ "Utterly magical that you offer the loan of a Beach wheelchair! I take my hat off to those that pushed this fantastic initiative to allow disabled people to join their friends and families on Welsh beaches."

Castell Henllys through Sustainable Landscapes, Sustainable Places funding was also able to purchase two new Trumper mobility scooters to help access the site.

3. Web walks and information

[Collaboration, Integration, Involvement]
[Equality Duty]

PCNPA continued to promote wheelchair walks through maps on its website. 919 wheelchair maps were downloaded in 2021/22, this compared to 528 downloads in 2020/21 and 4,165 in 2019/20. The development of new supported walking group Wild Well-being Wanderer Walks through Walkability involving participants from Valued Independence, is providing an opportunity to review how we provide information and is providing opportunities for participants to assess routes for us. As the work of this group develops it is likely to influence our future approach to describing accessible routes and enhance information available for those needing additional accessibility information about routes.

4. Experiences for All Project

[Long Term, Collaboration, Integration, Involvement]
[Equality Duty]

This project faced challenges due to Covid 19. The aim of the project was to work with different user groups to develop a list of priority areas for improvement to inform our future work in this area. In 2021/22 a virtual sign and share event was held for people with hearing impairments and their interpreters to help inform the project and a session was held with PCNPA's Youth Committee. The project report and recommendations were presented to officers. It also included a check list, which with further revision and engagement with stakeholders could be shared internally and with partners to ensure that projects developed to address National Park Management Plan Impacts are inclusive. Further work will be carried out in 2022/23 in terms of reviewing and responding to the recommendations in the report.

5. Physical Access Projects

[Collaboration, Integration]
[Equality Duty]

A number of physical access projects to increase accessibility of different sections of the Park were carried out during the year, including:

- ✓ Resurfacing the access path at Manorbier and repairing the boardwalk on the beach.
- ✓ Completion of scoping study and survey of Poppit Sands beach access improvements.
- ✓ Completion of path improvements at St Non's chapel and Holy Well to increase access closer to the ruin for wheelchair users and others with mobility needs. Alongside this a sound walk has also been developed.

In terms of work on accessible walk at reed bed, Freshwater East, the Authority was waiting for relevant permissions from NRW at end of 2021/22 to be in place before on site work could proceed. The Carew Castle Access project was delayed due to Covid 19 and was still in its initial stages of planning. A brief has been written and an architect engaged to draw up plans.

The initiating of a process to explore potential for developing an enhanced specification and inspection regime for easy access route was put on hold following Operations Manager leaving. Further developments in this area will need to be considered in light of development of delivery plans and revised well-being objectives and priorities.

6. Joint Position Statement

[Long Term, Collaboration, Integration, Involvement]
[Equality Duty]

The three National Parks in Wales reviewed their joint position statement Landscapes for Everyone and combined it with Health and Well-being position statement to create an updated Landscapes for Everyone position statement. The updated position statement was presented to Members at the December 2021 NPA.

Work Stream: Engagement

1. Youth Committee and Next Generation Activities

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA's Youth Committee continued to meet and carry out activities in 2021/22. Please see below the highlights of the Youth Committee and Next Generation activities, written by two Youth Committee members Demi-Lee Cole and Seb Landais.

- ✓ There were many highlights of the last 12 months from both the Youth Committee and Youth Ranger sessions. Overall, the activities we managed to do were fun, creative, and contributed to the National Park in various ways.
- ✓ Our longest ongoing Youth Committee project over the past year has been creating a Pembrokeshire based Youth Manifesto, this was a version of the Europarc Youth Manifesto that we adapted to reflect the core wishes and needs of young people within Pembrokeshire. We used the Europarc Youth Manifesto for the structure of our Pembrokeshire one, we also found ways to improve upon it. We found that it had slightly too much text and although the text was contained in speech bubbles, there were no illustrations of characters saying the text. Although the Pembrokeshire Youth Manifesto has not been completed yet, we have found it very useful when determining which projects to take on as it allows us to assess the key goals of young people within Pembrokeshire and narrow down our focus. Additionally, we have found the Youth Manifesto a convenient tool in the generation of new project ideas. For example, there was a time at the beginning of the year when we had a session free and were unsure of what to focus on, this was when we remembered the key titles within the youth manifesto and realised that we had not done any active transport activities. Following this the Discovery Ranger prepared sessions on active transport that many of Pembrokeshire Coast Next Generation attended.
- ✓ Youth Rangers this year have had some very exciting activities, one of Next Gen's favourite was otter holt building and installing in Withybush Woods. It was great to see our practical skills be put to use for the natural environment and as it has been in place for a few months now, we are hoping it will be inhabited by many otters very soon!
- ✓ The Wolfscastle tree planting project was great for the Youth Committee, we visited 3 times to help out, each a few weeks apart, allowing us to visualise

progress from the previous time we attended. overall, we assisted with tree planting, tree matt placing and overall general care of the site, such as litter picking.

- ✓ Along with practical activities, Youth Rangers have also had many exploration and learning days this year, 3 of the main events were National Meadows Day in Lydstep, a tour of Castlemartin range west and a fungal foray in Castell Henllys for national fungi day
- ✓ Another major Youth Committee session that stands out a lot is the Newgale coastal adaptations day. This is when we met with stakeholders of the project and discussed options and possibilities for future developments. A Youth Committee member then collected opinions and wrote a report on our collective viewpoints.
- ✓ In Spring, we had a Youth Ranger session with the Graffiti Project and local artist Lloyd Roberts. We designed three mural boards that would fit together to form a much larger image of the Pembrokeshire Coast National Park from north to south. During this session, Lloyd the graffiti artist taught us how to use spray paint and we laid the foundations for three images. One for north Pembrokeshire, one for mid and one for south. These images would combine to form an image of all of Pembrokeshire's coast.
- ✓ The National Park UK Youth Voice trip in February to the Peak District has been my favourite thing so far, it was extremely interesting to see how different Parks operate. The amazing thing about it was the variety of activities that took place there. During the first morning, we split up into different activity groups. Some of us went mountain biking, some went tree planting, and others, path maintenance. These activities gave us something productive to do and educated us on how the land in National Parks is maintained. The next day, we had a meeting in the local village hall. Once there, we split up into different teams and created posters about issues people can face in certain National Parks, and how to solve them. These issues can include lack of public transport, certain medical conditions, and many more. We went into the weekend with 5 aims, those being:
 - To form connections between the young volunteers of the UK National Parks;
 - To share what each group has been doing within their respective National Park;
 - To produce aims to take back to each National Park in which to better the work being done amongst young volunteers;
 - To develop personal leadership and communication skills as well as team working abilities;
 - To speak to UK National Park leaders to ask why more isn't being done to support young volunteers.

Following our arrival home, we created a PowerPoint to share our experience with the rest of the group, this included our aims, activities, things we've learnt and the next steps for us as a Park. The largest next step, that has continued and started off quite well was to keep in contact with young people in other National Parks to share ideas, news, opportunities and accomplishments.

2. Volunteer Engagement

[Long Term, Collaboration, Integration, Involvement]

[Equality Duty]

Covid 19 impacted on the volunteer forum and levels of engagement during the year. However wider engagement activities were undertaken through regional events, and this provided useful feedback from volunteers. The volunteers also participated in the volunteer review led by external consultants. PCNPA will review the volunteer forum with volunteers to see how they would like to engage with the Authority going forwards.

3. Engagement Action Plan Group

[Long Term, Collaboration, Integration, Involvement]

[Equality Duty]

The internal Engagement Action Plan staff group continued to meet during 2021/22. A report on the engagement action plan was presented to Audit and Corporate Services Committee in July and included shared learning report on “Adapting our approach in response to Covid 19 Pandemic: Use of virtual/ digital approaches in 2020/21.” The October meeting focused on diversity and engagement with presentations from Experiences for all consultant who talked about research and engagement carried out through the project. The Walkability Officer also attended and discussed a total communication proposal that looks at how we could improve our accessible communication offer. At the groups February meeting engagement with Community, Town and City councils was discussed. This was an issue that had previously come up during past discussions of the Engagement Action Plan group and was an area highlighted by Members when the engagement action plan report was presented to them in July. The discussion focused on learning from current/ past activities, what works well, challenges and future opportunities/ improving our approach. A report on key points from the discussion was put together for consideration by Leadership Team. The role of the group and action plan will need to be reviewed in 2022/23 in response to organisational changes and development of delivery plans.

Well-being Objective Communities: To work alongside communities to help them make the most of the National Park.

Work streams that supported delivery of this objective in 2021/22:

- Community Activities and Projects benefiting the Park and People
- Sustainable Development Fund – Supporting Community Decarbonisation Projects
- Planning Service – Enforcement, Placemaking and Community Engagement

Journey Checker Summary Highlights 2016-2022:

- ✓ 1,377 social action days delivered since 2018/19 benefiting National Park and its communities. Including sessions delivered with Pembrokeshire College Students and students from schools within Pembrokeshire.
- ✓ Increasing Centre engagement with local communities. Including OYP supporting St David's Day Dragon Parade and developing links with Eco Dewi and Big Green Week. Carew Castle Café providing opportunity for local people to meet outdoors. Castell Henllys hosting local groups in its tipi area and providing volunteering opportunities for Value Independence service users and students from Coleg Plas Dwbl.
- ✓ Ranger and Discovery service continuing to engage with local communities, through community liaison, volunteering sessions, group talks, outdoor engagement and guided walks.
- ✓ Stitch in Time Project engaging with communities to support invasive species work and ongoing monitoring of sites. Highlighting importance of getting community buy in and involvement for conservation projects.
- ✓ Re-aligning the SDF fund to focus on community decarbonisation projects, with 27 community projects awarded funding since the change in focus and 8 projects completed by end of 2021/22. Refocusing of fund has seen the Authority engage with wider range of community groups than it has traditionally engaged with. It is also supporting community groups that are providing wider inclusion and health and well-being benefits to community.
- ✓ Clearing the backlog of outstanding historic enforcement cases.

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

- Percentage who feel able to influence decisions affecting their local area
- Percentage of people satisfied with local area as place to live
- Percentage of people who volunteer
- Percentage of people who are lonely
- Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect
- Emissions of greenhouse gases within Wales
- Capacity (in MW) of renewable energy equipment installed
- Mean mental well-being score for people

Key Activities and Performance in 2021/22 against work streams contributing to our Communities Well-being Objective:

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

1. Covid 19 Recovery and Community Activities and engagement

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

The relaxation of regulations during the year provided greater opportunity for teams across PCNPA to carry out community engagement, project and outreach activities. In particular as the year progressed the Authority was able to deliver more in person engagement opportunities, particularly in the outdoors, while still utilising online engagement opportunities.

Activities in 2021/22 included:

- ✓ Oriel y Parc hosted the annual Dragon Parade in early March. 4 school and community groups took part, and several hundred members of the public lined the street and followed the parade. 2 schools were given paid for artist sessions to help create their Dragons. Oriel y Parc also hosted a programme of pop-up markets during the summer months.
- ✓ Carew hosted Sandy Bear Family Fun Day and an Apple Pressing Day.
- ✓ Room hire restarted in June at Oriel y Parc, allowing local art groups to return to their regular slots. While the tipi at Castell Henllys is also being used by local groups including Pembrokeshire People First. Carew has also seen many local people using the Nest Tearoom in the Walled Garden on a regular basis as a safe outdoor meeting place during the year.
- ✓ The Stitch in Time project supported work parties of PCNPA volunteers, Newport Paths Groups, Moylegrove Environment group, Holywood community group in balsam bash activities. In July a best practice demonstration event was organised by Cwm Arian and led by Stitch in Time officer. Six volunteers from Brynberian Environment group worked with project officer and PCNPA ranger on winter work and preparation of two sites for 2022 season balsam control in which the group will take part in monthly control visits and assist in future monitoring of the site
- ✓ In February Rangers commenced the 70 Trees for 70 Years tree planting project with communities to commemorate PCNP's platinum jubilee year through contacting community councils about the project. PCNPA Ranger carried out liaison activities with Llangwm community council including inspection of proposed tree planting locations.
- ✓ Ranger Service Manager participated in quarterly Pembrokeshire Community Safety Partnership meetings.
- ✓ Oriel Y Parc Visitor services manager supported a group of local people and businesses to gather the thoughts and ideas of local residents and those who work in St Davids on how the City could cope better with the seasonal influx of tourists. Oriel y Parc was one of three locations to host a feedback box for local residents to post back their surveys.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# community project/engagement activities	866	521	959	Trend – Recovery of Services

# community events held at centres	15	6	49	
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During the year staff were able to reinstate practical social action sessions with school and Pembrokeshire college students. Social action activities included footpath work, litter picks, school grounds work and conservation related activities.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# social action participant days	471.5	58	267	Trend – Recovery of Services

Work Stream: Sustainable Development Fund – Supporting Community Decarbonisation Projects

1. Funding Community Decarbonisation Projects

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

In June 2020 the National Park Authority Committee took the decision to change the focus of the Sustainable Development Fund. The Fund now supports community led projects that contribute towards a reduction in carbon and help respond to the climate emergency. In 2021/22 the fund approved 15 community decarbonisation projects. 12 projects were approved in 2020/21.

Renewable Energy Projects approved included:

- ✓ Solva Clubhouse, Solar Project to install solar photovoltaic panels on clubhouse
- ✓ Narberth and District Community and Sports Association, to install solar photovoltaic panels on Bloomfield House Community Centre
- ✓ Hubberston and Hakin Community Centre, installation of battery for renewable energy storage
- ✓ Lawrenny Shop Community Interest Company to install solar photovoltaic panels on Lawrenny Shop CIC
- ✓ St Ishmael Sport and Social Club to install solar photovoltaic panels on St Ishmaels Sports and Social Club
- ✓ Llanteg Village Hall and Community Association to install solar lighting in village hall car park
- ✓ Cwm Arian Renewable Energy, to install solar photovoltaic system at new community studio, Y Stiwdio
- ✓ Ludchuch Village Committee Charity, for installation of batteries for solar panel power storage

Projects involving installing a community facility that minimise waste approved included:

- ✓ Tenby RFC, Installation of recycling bins and litter pick stations at each of the sports facilities in the town
- ✓ Pembrokeshire Frame, The Refillery of Pembroke Dock involving creation of a plastic-free zero waste store in Pembroke Dock
- ✓ COAST, Community Organised Allotments for Solva Tenants

Initiatives to promote reduction in carbon emissions in transport approved:

- ✓ Paul Sartori warehouse carbon reduction initiative, fitting tracking devices into 4 Paul Sartori Warehouse. This equipment will assist with a reduction in carbon emissions (this can be tracked through reports connected with the system) and increase fuel economy through route optimisation.

Other community-based carbon reduction initiatives approved:

- ✓ Ffynnone – community resilience in North East Pembrokeshire, Sow it to Grow it project a 6 month pilot involving planting, skills and training for food growing and wellbeing.
- ✓ Awel Aman Tawe, engaging pupils in working on energy reduction and climate change as an extra-curricular activity.
- ✓ Ecodewi, community led decarbonisation activities across St David's Peninsula with community engagement focus.

82.15% of the sustainable development fund was allocated in 2021/22 this compares to 77.87% in 2020/21. The budget included £100,000 allocated by National Park Authority and £90,000 approved from Welsh Government Sustainable Landscapes Sustainable Places funding.

8 SDF projects were completed in 2021/22.

- ✓ RSPB renewables on Ramsey Island
- ✓ Theatr Gwaun solar panel installation
- ✓ Herbrandston Sports and Recreation Association solar panel installation
- ✓ Clwb Rygbi Crymych 12kW solar panel installation
- ✓ Wildlife Trust South and West Wales, 20 new PV panels on Skomer and a new inverter to collect and convert more solar energy to electricity
- ✓ Pembrokeshire Mencap Ltd, installation of 1.5kW solar panel
- ✓ Cwm Arian Renewable Energy research study into energy reduction and behaviour change in North Pembrokeshire Communities
- ✓ Clynfyw CIC Vermicomposting project

Refocusing of fund has seen the Authority engage with wider range of community groups than it has traditionally engaged with. It is also supporting community groups that are providing wider inclusion and health and well-being benefits to communities. In some cases, the fund is assisting reduce running costs for some community groups through the decarbonisation measures it is facilitating.

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

1. Enforcement Performance

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

Similar to wider planning performance, enforcement performance in terms of investigation hasn't yet recovered to pre pandemic performance levels. The average time taken to investigate enforcement cases in days increased from 71.75 in 2020/21 to 124 in 2021/22.

Measures	2019/20	2020/21	2021/22	Target 2021/22	Benchmarked
% of enforcement cases investigated (within 84 days)	100	78.15	79.46	BM (Welsh Gov)	SNPA: 74%
Average time taken to investigate enforcement cases in days	38.5	71.75	124	BM (Welsh Gov)	SNPA: 63 days
Average time taken to take enforcement action in days	95.5	103	96.75	BM (Welsh Gov)	SNPA: 178 days

The Authority had 25 retrospective planning applications in 2021/22, this compares to 8 in 2020/21 and 11 in 2019/20.

2. Placemaking

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

Placemaking remains an important consideration for Members in terms of planning decision, and the Authority continues to support the principles that it has signed up to in relation to the Placemaking Wales Charter. Officers continued to engage with community councils during the year.

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

Work streams that supported delivery of this objective in 2021/22:

- Historic Inspiration and Experiences
- Art Inspiration and Engagement
- Historic Environment – Historic Buildings and Community Archaeology

- Promoting the Welsh Language – Skills, opportunities and inspiration

Journey Checker Summary Highlights 2016-2022:

- ✓ Improved visitor experience at Carew Castle with café and new wall garden. With 237,152 visitors to the Castle since 2016/17.
- ✓ 19,866 participants in Castell Henllys education programme sessions since 2016/17, helping young people and children find out more about the iron age and history of the area.
- ✓ Working with Amgueddfa Cymru – National Museum Wales to successfully strengthen the link between exhibitions curated and National Park purposes. Since 2016/17 the gallery at OYP has enabled 125,127 visitors to view artwork from the National Collection.
- ✓ Establishing Safeguarding Schedule Monument scheme including training volunteers. Over 200 survey and monitoring visits have been undertaken by volunteers under the scheme since it began in 2020/21.
- ✓ Hosting Annual Archaeology Day in partnership with PLANED, including successful delivery of virtual events in 2020/21 and 2021/22 due to Covid 19.
- ✓ Collaborating with Dyfed Powys Police, CADW and Dyfed Archaeological Trust to address heritage crime in the Park through the Heritage Watch partnership.
- ✓ Castell Henllys developing new initiative to help Welsh learners through establishing Dished y Dysgwyr activities and sessions at the centre's café.
- ✓ Development and delivery of Welsh in the Landscape sessions that continue to be delivered to volunteers and staff.

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

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

Key Activities and Performance in 2021/22 against work streams contributing to our Culture Well-being Objective:

Work Stream: Historic Inspiration and Experiences

1. Covid 19 Recovery and Historic Inspiration

[Long Term, Collaboration, Involvement]

Both Carew Castle and Mill and Castell Henllys adapted to changes in Covid 19 regulations during the year. Mitigations were put in place to help reduce risk of Covid 19 in line with changes to regulations and risk assessments for the site. The Visitor Services Manager North provided further information to Members at Audit and Corporate Services of approaches they had taken at the site during the year in terms of Covid 19. Carew Castle has seen a return in visitor numbers above 2019/20 levels. Both sites retained their 4.5 Trip Advisor rating in 2021/22, and both sites had a Google Review rating of 4.6 out of 5 in 2021/22.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# visitors to Carew Castle	43,353	11,189	46,329	Trend – Recovery of Services
# visitors to Castell Henllys	17,260	4,931	13,022	
Carew Castle Trip Advisor rating 1-5	4.5 (Green)	4.5 (Green)	4.5 (Green)	4.5
Castell Henllys Trip Advisor rating 1-5	4.5 (Green)	4.5 (Green)	4.5 (Green)	4.5

A programme of historical events was held across the two centres, supplemented by historically related guided walks, community archaeology sessions and ranger community sessions around the Park.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in historical activities and events	15,572	588	12,477	Trend – Recovery of Services

Work on the exhibition room at Carew was delayed by Covid 19 impacts, however work is underway with the expectation that it will be completed in the 2022 season.

2. Covid 19 Recovery and Education Programme at Castell Henllys and Carew

[Long Term, Collaboration, Involvement]
[Equality Duty]

Although not returning to pre pandemic levels, both Castell Henllys and Carew attracted school visits in 2021/22. Of particular importance for Castell Henllys was the return of schools from outside Pembrokeshire for its education sessions, reflecting its pre pandemic pattern of engagement with schools.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in education programme at Castell Henllys	4,257	192	1,950	Trend – Recovery of Services

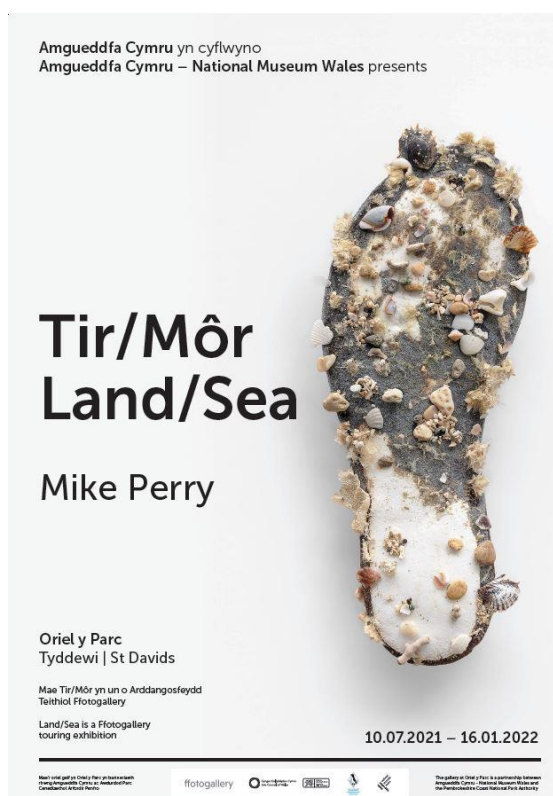
# participants in education programme at Carew	1,622	48	595	
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Work Stream: Art Inspiration and Engagement

1. OYP Gallery Covid 19 Recovery and Land/ Sea Exhibition

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty, Equality Duty]



Mike Perry Exhibition Poster

Oriel y Parc worked with Amgueddfa Cymru - National Museum Wales to deliver Land/Sea Exhibition by Mike Perry which opened in July. The Museum and Authority have in place a service level agreement. Building on the previous “Wriggle” exhibition it demonstrated the positive impact of working closely with Amgueddfa Cymru – National Museum Wales to develop themes linked to National Park purposes. The exhibition of landscape photography challenged conventional ways of seeing our coastline and countryside and opens our eyes to society’s broken relationship with the natural world. A training session took place with staff and volunteers with a tour from the artist and private previews proved popular with different stakeholders.

Oriel y Parc also sought to develop a digital engagement element to the exhibition, including an online gallery, digital panel discussion on [Landscapes for our Future](#) and Mike Perry and Dr Bronwen Colquhoun '[In Conversation](#).'

In the Autumn Term of 2021, Ffotogallery worked with the children of St. Monica's Primary School in Cathays, Cardiff, to investigate the effects of pollution on our local beaches in South Wales. The St Monica Primary School project was inspired by artist Mike Perry's work, his exhibition Land/Sea, and particularly Perry's Môr Plastig body of work.

The intention to deliver a collaborative Sustainable Landscapes, Sustainable Places project involving hosting Lost Words/ Geiriau Diflanedig Exhibition in partnership with other Designated Landscapes and AOBs had to be put on hold due to copyright issues.

Oriel y Parc responded to changes in regulations during the year in terms of managing visitors to the gallery. In terms of visitor numbers to the gallery, the gallery was open for longer periods than in 2020/21 when it was impacted significantly by gallery closures in response to Covid 19 restrictions. However, it is not yet to pre pandemic levels of visitors, which on a normal year tends to see the gallery receiving over 20,000 visitors.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# visitors to Oriel Y Parc gallery	23,341	997	13,550	Trend – Recovery of Services

2. Supporting artists and engaging with next generation

[Long Term, Collaboration, Involvement]
[Section 6 Duty, Equality Duty]

Oriel y Parc continued to host space for artists to display work outside of the main gallery. Exhibitions and work on display in the Tower and St Davids Room explored a range of themes from Pembrokeshire landscape, leaving no trace and birds of Pembrokeshire.

Oriel y Parc during the year continued to engage with the Inspire Pembrokeshire Project and the development of their new art portal.

9 art and craft workshops targeting children and their guardians were delivered at Oriel y Parc during school holiday time with 163 participants. Workshops provided opportunities for participants to learn and be inspired by a range of artists.

Oriel y Parc also hosted PCNPA's National Park Next Generation session with Lloyd the Graffiti creating background murals of landscapes for their Youth Bank funded project.

Work Stream: Historic Environment – Historic Buildings and Community Archaeology

1. Historic Buildings and Conservation Areas

[Long Term, Prevention, Collaboration, Integration]

PCNPA continued to advise owners of historic building and sites on management through our Building Conservation Officer

Performance Measure	2019/20	2020/21	2021/22	2021/22 Target
% Buildings at Risk	5 (Green)	5 (Green)	5 (Green)	<6

30 listed buildings applications were determined under CADW's delegated scheme through PCNPA's Building Conservation Officer in 2021/22. The Authority continued its review of conservation areas and preparation of Supplementary Planning Guidance.

2. Safeguarding Archaeological Monuments Scheme

[Long Term, Prevention, Collaboration, Involvement]

PCNPA continued to deliver its Safeguarding Archaeological Monuments scheme, working with volunteers to monitor and develop a work programme focused on our publicly accessible monuments. In 2021/22 activities included:

- ✓ Volunteers continued to visit scheduled monuments and submit information relating to the condition of those sites using ArcGIS Survey 123. A total of 134 monuments are monitored or 47% of all scheduled monuments situated in the National Park. Over 200 visits have taken place to the scheduled monuments and a range of issues have been identified.
- ✓ The Community Archaeologist undertook joint visits with volunteers to provide onsite training and also to support volunteer understanding of how to assess sites with larger or more complex scheduled monuments.

- ✓ During the year as capacity allowed the Community Archaeologist began the process of assessing submitted forms and developing a work programme in response to issues identified.
- ✓ A thank you event was held in March at Castell Henllys to thank the heritage volunteers and also to provide them with an update on progress regarding visits, assessments of submitted forms and action taken where issues have been identified.

There were 253 of archaeological sites where conditions have improved due to community archaeology related activities in 2021/22, this compares to 170 in 2020/21. There were 161 archaeology sites where conditions have improved with the help of volunteers and social action participants in 2021/22, this compares to 142 in 2020/21.

3. Heritage Guardian Scheme

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Equality Duty]

The Heritage Guardian project with schools was initially developed as an SDF project. During 2021/22 an evaluation of the scheme was completed by external consultant. As part of this process a survey and virtual evaluation workshop was carried out with schools that had participated in the project. Appropriate aspects of the project will be carried forward through wider Authority education programme.

The final project sessions in 2021/22 focused on delivering field trips to archaeological sites in the Preseli, including a visit to Castell Henllys. There were 221 participants across 5 heritage guardian field trips, 4 with Ysgol Gelli Aur and 1 with Puncheston school. The sessions were delivered by Community Archaeologist in partnership with North Ranger, PCNPA education ranger and Castell Henllys staff.

4. Community Archaeology engagement and excavations

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Equality Duty]

PCNPA in partnership with PLANED successfully hosted the annual Archaeology Day. Similar to the event in 2020/21 the event was held virtually with 150 participants. Digital interpretation activities in 2021/22 have also resulted in:

- ✓ Creation of augmented reality of Old Castle Point Fort, Fishguard focused on reconstruction of the fort during late eighteenth century and also during WWII.
- ✓ Digital reconstructions of Oriel y Parc artefacts following them being scanned.

PCNPA's Community Archaeologist supported partners including Dyfed Archaeology Trust in the planning and delivery of a number of excavations that happened around the Park in 2021/22. Including excavations at St Patrick's Chapel, Porth y Rhaw, Waun Mawr and Caerfai. Support provided by the Community Archaeologist included assisting with publicity and documenting excavations progress through producing vlogs, carrying out drone survey at St Patrick's Chapel, recruiting volunteers for the excavations and spending time excavating with volunteers, leading tours and providing information to site visitors. The Authority's Youth Rangers also took part in the excavation at Caerfai.

The Authority continued to work with Nevern Community Council and Durham University in terms of Nevern Castle and the development of guidebook, interpretation, conservation, access and maintenance work for the site. This included the Warden team undertaking scrub clearance of the area and Community Archaeologist developing draft proposal for conservation work on the square tower in collaboration with Durham University. The Community Archaeologist also captured drone videos and photos of the site which were shared with the community council and Durham University to help support publicising the site.

5. LIDAR Survey

[Long Term, Collaboration, Integration]

The Authority has secured SMS funding through the Dawnsio ar y Dibyn project to carry out a LIDAR survey of the Preseli's. The data will provide us with a detailed topographical map of the landscape and as such will potentially reveal new information about archaeological and heritage features in the landscape. A tender was issued during the year and contractor appointed. However, the appointed contractor failed to carry out the aerial survey within the agreed timeframe. Since then the project team have met with the contractor and are satisfied that the reasons for the delays were reasonable and could be overcome and it is intended for the capture to be obtained in winter 2022/23.

6. Heritage Watch

[Long Term, Prevention, Collaboration, Integration, Involvement]

PCNPA continued to collaborate and engage with Dyfed Powys Police, Cadw and Dyfed Archaeological Trust through Heritage Watch scheme, which aims to respond to the issue of heritage crime in the Park. Regular catch-up meetings were held between partners during the year providing opportunities to discuss cases, training needs and developments at a regional and national level on heritage crime. Activities under the scheme relating to identification and responding to heritage crime in 2021/22 included:

- ✓ Police Community Support Officer patrols of sites

- ✓ Clearing of graffiti from the Carn Ingli common by the Community Archaeologist and area ranger.
- ✓ Responding to the issue of campfires affecting a number of protected sites during the summer months. Including camp style fires taking place within the Castle Point Old Fort scheduled monument near Fishguard and Solva Limekilns. These incidents were reported, and patrols and visits arranged for sites likely to be at risk during peak times of the year for camping. A post was also put on the Heritage Watch Facebook page to help raise awareness.
- ✓ During May, a site visit took place to Craig Rhosyfelin to meet with and provide advice to the landowner and those living near site about issues that have arisen since the release of the BBC2 documentary Stonehenge: The Lost Circle revealed. Two new heritage volunteers were recruited to carry out ongoing monitoring of Craig Rhosyfelin and Carn Goedog for any issues. The sites are particularly vulnerable to damage caused when people take geological material away from them.
- ✓ In November unauthorised metal detecting was reported at St Patrick's Chapel. The individuals committing the offence were challenged by the public and left the scene. The ground poaching that occurred is unlikely to have impacted on buried archaeology at the site. Police are investigating the matter and PCNPA Warden team in January infilled the holes left at the chapel site as a result of the unauthorised metal detecting and burrowing.
- ✓ Patrols in October of the Carn Ingli Common identified damage at two scheduled monuments: Carn Ffoi and Bedd Morris Standing Stone. A camp style fire had taken place at Carn Ffoi and scratches were marked into Bedd Morris. The damage at both sites also affected a SSSI area. The issues were reported to the police, Cadw, NRW and the Fire Service as a result and posted on Facebook. Following on from this the Community Archaeologist and area ranger north visited the two sites and photos and assessments were shared with Cadw, including potential mitigations for the two sites.

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

1. Developing staff Welsh Language Skills

[Long Term, Collaboration, Involvement]

All staff are actively encouraged to learn Welsh or further develop their Welsh language skills. 41% of staff have Welsh Language skills at Work Welsh Level 1 or above at the end of 2021/22. 3 staff completed Welsh Work online courses in 2019/20 this compared to 19 in 2021/22. 2 staff members completed the Welsh Language Entry Course and the Welsh Language Foundation Course.

2. Delivering Welsh Language events and education sessions

[Long Term, Collaboration, Integration, Involvement]

[Equality Duty]

In line with wider Covid 19 recovery in terms of events, community, volunteering and education programme, PCNPA saw positive steps to recovery in terms of Welsh Language sessions delivered. This included Ranger North providing talk to advanced Welsh Learner classes and a Welsh Language Tour at Carew.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# events and activities delivered in Welsh	32	10	37	Trend – Recovery of Services
# participants in events and activities delivered in Welsh	262	59	414	
# education programme sessions delivered in Welsh	76	5	43	
# participants in education programme sessions delivered in Welsh	2,290	184	1,231	

3. Developing Castell Henllys as a Welsh Language Hub

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Equality Duty]

Activities continued in 2021/22 to support the development of Castell Henllys as a Welsh Language Hub. Activities included:

- ✓ Hosting Dished y Dysgwyr sessions in the cafe, providing activities and opportunities to practice Welsh with staff. The Welsh learner books and activity sheets are left out in the café for visitors and locals to use throughout the week.
- ✓ Cymraeg i Blant Penfro are using the Tipi on site for Stori a Chan sessions. They have at least 8 participants every week. Castell Henllys staff helped in the delivery of their Mari Lwyd session for Hen Galan.
- ✓ The shop has increased the number of Welsh learner books on offer as well as Welsh Learner chocolate.
- ✓ On the 14th August Castell Henllys hosted a bilingual event with Lowri Evans and Lee Mason who sang mainly Welsh songs.
- ✓ Hosting a Profwch yr Oes Haearn (Experience the Iron Age) event with 50 attendees.

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

Work streams that supported delivery of this objective in 2021/22:

- Responding to Climate Change Emergency
- Special Qualities – Inspiration and Learning

Journey Checker Summary Highlights 2016-2022:

- ✓ Securing funding to support development of electric vehicle charging points across Park and Pembrokeshire. Including charging points at PCNPA sites to support moves to electrify the fleet.
- ✓ Purchase of Grapley field site (Trefin) for carbon sequestration purposes using Sustainable Landscapes, Sustainable Places funding.
- ✓ 8 new water refill stations installed across the Park.
- ✓ Cross team collaboration to enable Authority to adapt its Carbon emission reporting to Welsh Government Net Zero reporting methodology and meet first submission deadline in 2021.
- ✓ Continued financial support for coastal bus service through Greenways Partnership.
- ✓ Commissioning review of the UKCP18 Climate Change predictions and implications for future management and adaptation at our Freshwater East site and Carew site.
- ✓ Centres continuing to achieve Green Key Award.
- ✓ Working collaboratively with schools to align our education offer with New Curriculum, in particular the Cynefin element. A series of maps have been produced for every primary school in Pembrokeshire, designed to be a teaching aid to help schools explore their local area.
- ✓ 52,883 participants in Authority education sessions since 2016/17.
- ✓ 115,243 participants in Authority public events since 2017/18.
- ✓ 662 volunteer days contributed to wildlife survey and monitoring since 2017/18
- ✓ Over 3,425 submissions to Changing Coast crowd sourced photo project since 2016.

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

- Levels of nitrogen dioxide (NO₂) pollution in the air
- The Global (or Ecological) Footprint of Wales
- Capacity (in MW) of renewable energy equipment installed
- Emissions of greenhouse gases within Wales
- Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales
- Percentage of people who volunteer
- Mean mental well-being score for people
- Percentage of journeys by walking, cycling or public transport

Key Activities and Performance in 2021/22 against work streams contributing to our Global Well-being Objective:

Work Stream: Responding to Climate Change Emergency

1. Installation of Network of 'Fast' and 'Rapid' Electric Vehicle Charging Points



Example of Electric Vehicle Charging Points Installed

In 2021/22 the Authority continued to work together with Pembrokeshire County Council to deliver the installation of a county wide network of Electric Vehicle (EV) charging points. The network is designed to give thorough coverage across the county of Pembrokeshire to address the EV charging needs of residents, visitors and to support and encourage the transition to electric vehicles

2021/22 focused on delivery of phase 2 and 3 of the project following successful funding bids to Welsh Government securing Sustainable, Landscapes, Sustainable Places and Green Recovery funding. These phases see the installation of electric vehicle charging in all charging car parks, visitor centres and depots plus strategically key sites within Pembrokeshire County Council ownership. Rapid charger locations have been chosen to be visitor destination “hubs” and are positioned close to the trunk road network and major ferry terminals in Pembrokeshire. The same charging units as Pembrokeshire County Council have been installed to ensure a coordinated approach and seamless delivery across the county.

Installation of phase 2 and 3 EV charging network was ongoing by the end of 2021/22, with delays experienced at some sites in terms of Western Power Distribution, Legal Agreements and global manufacturing shortage of charging unit components. Installation across all sites is now due to be completed in 2022.

Completion of the 3 phases will see a total of 114 charging sockets across 23 sites. With 18 of those being “Rapid Chargers” (50kW), 95 being “Fast Chargers” (22kW) and 1 being “Slow Charger” (7kW).

2. Transitioning the fleet to low emission vehicles and equipment

[Long Term, Prevention, Collaboration]

[Section 6 Duty]

As of the end of 2021/22, 28% of the fleet was hybrid/electric, this compares to 10% in 2020/21 and 5% in 2019/20.

Two electric vans were delivered to PCNPA in January and were in use from February, with charging points available at Llanion and other Authority car parks. PCNPA has a further 11 electric vans on order. However, the Authority has not received build dates for them as worldwide chips shortage caused disruption to the manufacturing of electric vehicles in 2021/22.

In terms of equipment, a demonstration event of electric powered tools and machinery was held at Castell Henllys for the Countryside Management Team. Unfortunately, not all of the equipment available was durable enough for some of PCNPA’s use. However, PCNPA has invested in a new battery powered mower for Castell Henllys and electric grounds maintenance equipment for Oriel y Parc to replace the petrol equipment used previously.

3. Centres and Sustainability

[Long Term, Prevention, Collaboration, Integration, Involvement]

[Section 6 Duty]

All three centres continued to achieve the Green Key Award and participated in renewal processes for the award. The centres also looked at other ways they could promote sustainability during 2021/22.

Castell Henllys hosted a Sustainable Living Day in September 2021 with 80 people attending. The centre has been looking at resources used during its events and used all natural and non-plastic materials for delivery of naturally creative workshop, felting workshop and winter solstice activities. Alongside this the centre has been re-assessing its retail offer and trying to reduce the amount of plastic in the shop including finding new products that are sustainable in packaging and sourcing more local produce to reduce carbon emissions of transporting products. New animal interpretation boards were put up on the site including ones focused on honeybee and pollinators. Castell Henllys have also been planting willow trees on site, which have been incorporated into domes.

During February approximately 400 new native and pollinator friendly trees were planted on the Carew site with the help of volunteers.

Oriel y Parc officially launched as a Keep Wales Tidy litter picking hub on Monday 31st January. With the centre hosting a community litter pick in St Davids with school children from the local junior school helping to litter pick as well as members of the local community. 8 bags of litter were collected.

Oriel y Parc's Visitor Service Manager West contributed to the planning and delivery of the St Davids Peninsula Great Big Green Week 2021. They worked with local community group EcoDewi to arrange various events at the Centre. At Oriel y Parc, there was an outdoor eco-market with approximately 500 visitors, an evening of climate talks with three different speakers, a bug hotel workshop held at the centre as well as special offers on eco-friendly products in the shop during the week. Pilgrims Café based at Oriel y Parc also offered a range of plates on their specials menu with low carbon-footprint. The Visitor Service Manager also worked with the wider PCNPA staff to offer Ranger lead activities at Caerfai beach throughout the week, a Seal Watching Walk, Pond Dipping and a Bat Walk, all of which were very well received by visitors and public.

4. Authority - Emission Reporting

[Long Term, Collaboration, Integration, Involvement]
[Section 6 Duty]

Welsh Government released its public sector net zero reporting guide and associated spreadsheet in May 2021 for reporting 2019/20 and 2020/21 emissions. Staff from relevant departments across the Authority worked together, including having regular meetings to complete the template and realign carbon emissions reporting to the new Welsh Government methodology. The spreadsheet was submitted to Welsh Government in advance of their 31st October 2021 deadline. Staff attended a Welsh Government online workshop in March providing an overview of the results of the data analysis from data submitted by public bodies in October.

An [updated guide/ methodology](#) was released by Welsh Government in June 2022 for 2021/22 based on feedback they had received relating to the previous submissions. The figures below reflect data to be submitted by the Authority to Welsh Government using the revised methodology and template. These figures are subject to Welsh Government review.

Categories	Units of KgCO ₂ e – 2021/22						
	Direct	Indirect	Indirect	Total	Estimate Range	Estimated Range	Outside Scope
	Scope 1	Scope 2	Scope 3		High	Low	
Buildings	9,392	64,385	32,191	105,968	170,634	158,700	58,699
Fleet and Equipment	130,233	642	32,199	163,074	171,731	155,382	483
Business Travel	N/A	N/A	9,493	9,493	10,680	8,305	N/A
Commuting	N/A	N/A	76,428	76,428	82,160	70,696	N/A
Homeworking	N/A	N/A	47,741	47,741	57,290	38,193	N/A
Please note the Authority is currently reporting waste via its Supply Chain emissions. The Authority has improved its recording methods to enable it to report figures on fuel for equipment for 2021/22. Commuting and Homeworking are new reporting areas for 2021/22. Commuting and Homeworking figures are estimates based on modelling of data received from staff travel commuting survey.							

Where data was available from 2019/21 and 2020/21 it has been modelled to support analysis against data in the revised 2021/22 template. Please note in terms of the analysis figures used for 2019/20 and 2020/21 relate to original forms submitted to Welsh Government and there may be discrepancies with data reported in Aquatara report for 2019/20 and 2020/21 and figures provided back by Welsh Government. There are potential higher error risks related to emission figures from 2019/20 and 2020/21 due to manual emission factor entries on Welsh Government template. In most cases as part of the analysis data from 2021/22 has been compared with 2019/20 due to significant impact of Covid 19 on Authority activities in 2020/21.

Cross year building energy and water analysis summary:

- ✓ Bioenergy Wood Pellets showed a significant increase in emissions despite a decrease in consumption from 2019/20 and 2020/21 due to increases in the emission factor.
- ✓ Grid electricity use has remained below 2019/20 levels in 2021/22 by 53,786 kWh a reduction of 24,479 KgCO₂e. This reflects falls in use in particular at Llanion and Oriel y Parc compared to 2019/20. However, Carew Castle and Depot, Castell Henllys Education centre and Withybush have seen increase in consumption compared to 2019/20. Grid electricity consumption remains our highest emitter for energy, however it is purchased through Renewable Energy Guarantee of Origin agreement.
- ✓ Kerosene usage and emissions in 2021/20 has remained well below 2019/20 levels though did see slight increase from 2020/21.
- ✓ LPG use has increased by 72.01% in 2021/20 compared to 2019/20.
- ✓ Natural Gas usage in 2021/22 remains below 2019/20 levels with 2.95% decrease in use.
- ✓ The Authority has seen an increase of 758 m³ in the amount of water it has used from mains supply between 2019/20 and 2021/22. This has not led to increase in emissions due to previous year emission factors for mains supply being higher. Despite decrease in emissions, the increased use of water

should be monitored to see if it is an ongoing trend and if further intervention is needed, particularly in light of future potential trends relating to water shortages tied to increased periods of low rain fall/ hot weather.

- ✓ The Authority has seen a decrease in mains treatment m3 and emissions, this reflects improved recording for some sites that has meant more accurate figures could be used for some sites instead of estimation based on 95% of water supply.

Cross year fleet analysis summary:

- ✓ Our emissions in this area are higher in 2021/22 than in 2019/20 by 25,372 KgCO₂e. The main cause is an increase in use in mileage related to diesel vans which saw an increase of 135,813 km between 2019/20 and 2021/22 with subsequent increase in emissions of 28,933 KgCO₂e (overall emissions are less due to reduction in emissions for other fleet vehicle types). This includes use of hire vans for fleet. It potentially reflects change in practices relating to Covid 19 and sharing of vans. The Authority had delivery of 2 electric vans in 2021/22, however no further build dates were provided for the outstanding 11 electric van orders in 2021/22. Working with supplier to secure build dates and delivery of vans should be one of the immediate priority areas for the Authority as this will have significant impact on emissions in this area.
- ✓ Our HGV diesel relates to our minibus. The minibus provides an important role in terms of supporting volunteers and participants in our outreach, supported walking, health and well-being projects to access sites in the Park and plays important role in terms of Authority addressing potential transport barriers people face (Equality and Socio Economic Duty.) It also reduces multiple vehicles being used to access sites. Use has decreased however emissions have increased due to what looks like increases in emission factors for HGV diesel. Going forwards it would be beneficial to explore as part of fleet strategy the potential for the minibus when it comes up for replacement to be replaced by wheelchair accessible electric minibus.
- ✓ Changes to pool cars, moving hybrid have had positive impact in decreasing emissions from PCNPA pool cars.
- ✓ Officers will trial more accurate method of measuring emissions from fleet for 2022/23, moving to measure amount of fuel used.

Business travel analysis summary

- ✓ Our highest emission area in terms of business travel relates to private car use by employees and members. The continued promotion of remote meetings has meant that level of consumption and emissions has remained well below 2019/20 levels. However, going forward the Authority will need to monitor impact of return of in person meetings (including out of county meetings) and increased site visits. Commuting Travel survey indicates that staff tend to have petrol or diesel cars, with cost being a key factor preventing them from switching to electric option. Emissions from volunteer private car travel has increased reflecting increase in distance travelled by volunteers in 2021/22 compared to 2019/20.

As part of the reporting process data will also be submitted on Land based emissions and supply chain as part of screening exercises. The Authority is currently using Tier 1 Methodology for both of these areas, and this does impact on level of reporting accuracy.

Land Based Emissions (Tier 1) – 2021/22		
Categories	Units of KgCO ₂ e	
	Emissions	Removals
Total land based emissions (Tier 1)	4,169	-1,286,368
There has been no change from 2020/21. Removals are from Forest Land and emissions are from Grassland. PCNPA is exploring adopting Tier 2 approach for the future. This will potentially help capture in the future that PCNPA grassland is managed for nature conservation and we would expect these habitats to represent a carbon store in line with Natural England Research Report NERR094 (2021) Carbon storage and sequestration by habitat: a review of the evidence (second edition) .		

Supply Chain Emissions (Tier1) – 2021/22	
Categories	Units of kgCO ₂ e
	Indirect - Scope 3
Agriculture, forestry and fishing	275,433
Manufacturing	438,969
Water supply; sewerage, waste management and remediation	9,675
Construction	355,856
Information and Communication	9,995
Professional, scientific and technical activities	53,6981
Administrative and support service activities	6,514
Total for Supply Chain	1,130,122
This methodology is based on spend. Waste has been included via supply chain for 2021/22. Spend for some categories have been removed to prevent double counting where data has been recorded under Buildings, Fleet and Equipment and Business Travel. Capital expenditure of £137,728 plus VAT included under manufacturing and £501,751 plus VAT under construction, combined with revenue spend. Cross Year Comparison of revenue spend: The highest emissions area by supply chain group remains manufacturing. 2021/22 emissions is 35,602 KgCO ₂ e above 2019/20 levels. This reflects a growth in spend in this area compared to 2019/20 in particular for Machinery and Equipment. The second highest emissions area by supply chain group for revenue spend remains Agriculture, Forestry and fishing. 2021/22 emission levels are 123,587 KgCO ₂ e above 2019/20 level. Although spend is lower than construction, this reflects the higher emission factor for Agriculture and Forestry products which fall within this category compared to the emission factor for Construction. The third highest emissions area by supply chain group for revenue spend remains Construction. 2021/22 emissions is 33,794 KgCO ₂ e above 2019/20 levels. Overall supply chain emissions based on revenue spend have increased as would be expected due to an increase in spend.	

During the year PCNPA also took part in two collaborative projects with other National Park Authorities and Areas of Outstanding Natural Beauty in Wales. One focused on undertaking an accurate assessment of carbon produced by each organisation and developing a route map of options and actions that will

enable each organisation to become carbon neutral by 2030. The other focused on developing a carbon emission baseline for the Park area.

5. Buildings and Renewables

[Long Term, Prevention, Collaboration, Integration]

[Section 6 Duty]

Officers met with representatives from Welsh Government about the Re: Fit Scheme early in the year to assess its suitability. Unfortunately, use of the scheme is not feasible for the Authority. Instead, the Authority will commission in 2022/23 a detailed buildings feasibility study, taking onboard recommendations from Aquatera report. This will set out the programme of work for buildings to meet net zero targets and the costs to achieve this.

The Authority currently has Photovoltaics at Llanion and Oriel y Parc. PCNPA identified two potential Authority sites for Photovoltaic installation one at Cilrhedyn Woodland Centre the other in the top field at Castell Henllys. However, following feasibility desk top study Cilrhedyn Woodland Centre was identified as the site suitable for installation. Following receipt of consultant report, Leadership Team approved a revised proposal. Consultants were appointed and tender documents were prepared with work scheduled for Autumn 2022/23. Installation has been included in the Capital budget for 2022/23.

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

The Authority currently procures 100% of its supplied electricity energy from certified renewable generation source. Pembrokeshire County Council sits on the NPS Energy Sub Group and represents the interests of Pembrokeshire Coast National Park Authority on this group.

See below figures on renewable energy based on Welsh Government net zero reporting methodology. Please note data has not been subject to Welsh Government review yet.

Renewables	
Categories	Units of KgCO ₂ e
	Total generated
	Scope 1
Onsite renewables – heat	167,994
Onsite renewables – electricity	16,436
Purchased renewables - electricity	303,232
Note on onsite renewables: Figures for OYP checked and issue with system investigated as result generation is lower than last year. PV installation planned for Cilrhedyn. Currently no measurement methods in place for solar thermal (Llanion and OYP), air source heat pump (Carew) and ground source heat pump (Oriel y Parc).	

6. Land Use

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty]

The Authority acquired the Grapley End Fields (Trefin) site in 2020/21 for carbon sequestration and nature recovery purposes using Sustainable Places, Sustainable Landscapes funding. During 2021/22 a conservation site plan and work programme was in development. The draft plan was shared with the local community during community walks at the site led by PCNPA Ranger, with positive feedback on the proposed plans. Site meetings were held with Warden team to look at infrastructure and fencing in order to develop a costed plan. Work commenced on infrastructure work at the site including fencing and volunteers participated in planting new hedgerows on the site.

The Authority secured funding from Sustainable Landscapes, Sustainable Places to purchase an area of land for creation of community woodland. This activity was ongoing at the end of 2021/22, following the original land proposed for purchase not being able to be progressed for reasons outside of Authority's control. The team explored alternative options with activities to support purchase of alternative site underway.

PCNPA continued to deliver our commons resilience activities supporting both commons management and the Peat carbon store in the Park. Activities in 2021/22 included:

- ✓ Purchase and deployment of NoFence collars for herds of cattle so that they can graze unfenced commons around Mynachlogddu. Similar collars were purchased for goats to manage scrub on common land and various other sites. This should reduce the need for mechanical clearance and will help to stop the peat drying out through scrub encroachment.
- ✓ In October 2km of fencing was repaired/replaced on the Preseli Commons Northern side helping to manage appropriate grazing and maintaining Bio Security of bordering farms.
- ✓ Peatland Restoration work was carried out through grant from NRW linked to national Peatland Action programme. Activities focused on clearing scrub and getting infrastructure in place to allow grazing to be reintroduced. Scrub was cleared from Wern Common ready for boundary fencing to be put in place. At Cwm Dewi, 1.12 Ha Rhododendron was treated with herbicide. At Rhos Hescwm, 0.48 Ha scrub, rank Molinia and regenerating trees have been cleared and the site in May 2022 reported Twayblade orchids growing again for the first time in 30 years. At Rhydiau, 1165m of scrub has been cleared and fencing put up so that grazing can be introduced for the first time in nearly 20 years.

During the year the Authority also commissioned the creation of a Tree and Woodland Siting and Design Guidance. The guidance aims to:

- ✓ assist those proposing to plant trees or woodland within the PCNP;
- ✓ inform the NPA's response to planting proposals on which it is consulted.

The guidance will provide an evidence base to help respond to the environmental and climate emergency by providing advice on the types of locations where sensitivities may allow new trees or woodland planting, while ensuring that considerations of 'right tree, right place' are taken into account. The finalised guidance is expected in 2022/23.

7. Climate Adaptation

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty]

The Authority commissioned a review of the UKCP18 Climate Change predictions and implications for future management and adaptation at PCNPA's Freshwater East site. The report for Freshwater East was successfully completed in 2021/22. The Freshwater East and previous Carew report have been shared with consultants working on the development of Pembrokeshire Climate Change Adaptation Strategy.

Officers have also been involved in activities supporting the development through the Public Services Board of Pembrokeshire's Climate Adaptation Strategy. This strategy will provide a strategic and co-ordinated approach to climate risk and climate adaptation for Pembrokeshire Communities.

Oriel y Parc hosted an exhibition of the CHERISH project a team of archaeologists, geographers and geologists studying the effects of climate change on coastal and maritime heritage in Wales and Ireland. The exhibition showcased work at local sites such as the promontory fort at Caerfai and ancient farming settlements on Pembrokeshire's remote islands.

8. Learning from others

[Collaboration, Integration]
[Section 6 Duty]

The Authority has sought opportunities to learn from others during the year in order to increase its knowledge to inform its decarbonisation journey. The Chief Executive sits on the Welsh Government / WLGA Decarbonisation Panel and has shared information with officers across the Authority from their deep dive explorations into different areas. Officers met with NRW officers involved with their Carbon Positive project to find out more about their approach. PCNPA's Buildings manager is involved in South West CLAW group. Officers also attended WLGA masterclass sessions on a range of decarbonisation topics and workshops arranged by Welsh Government relating to Net Zero reporting during the year. The West Visitor Services Manager and education officer have also

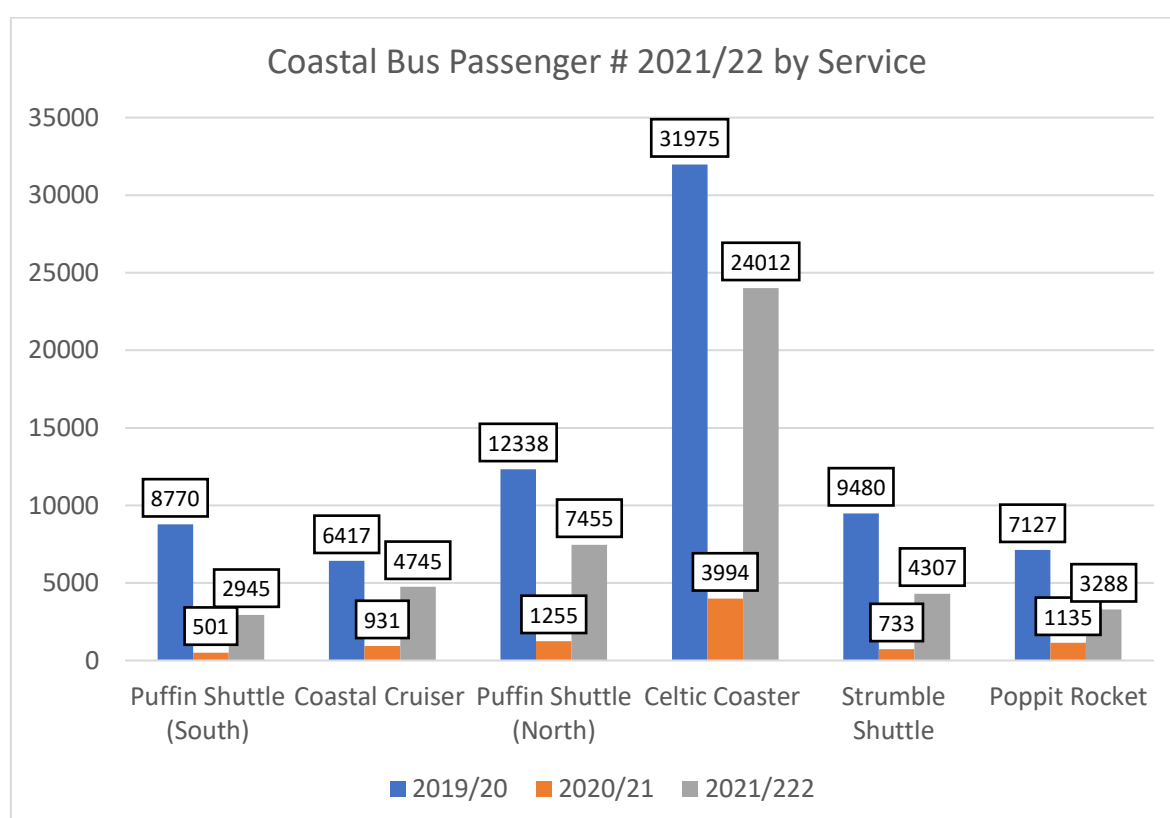
been attending and participating CEIC Circular Economy Innovation Communities sessions.

9. Sustainable Transport

[Long Term, Prevention, Collaboration, Integration]

[Section 6 Duty, Equality Duty]

The Authority continued to provide financial support for coastal bus service in 2021/22. The coastal bus service was still in the process of recovery from impact of Covid 19. All services saw an increase on 2020/21, however numbers have not returned as yet to 2019/20 figures. The total number of passengers for 2021/22 was 46,752. This compares to 8,549 in 2020/21 and 76,107 in 2019/20.



Officers recognise that sustainable transport solutions involve the need for strategic multi agency approach. As a result, during the year they worked on development of potential project to go forward to Sustainable Landscapes, Sustainable Places Funding linked to sustainable transport and sustainable tourism.

10. Refill stations

[Long Term, Prevention, Collaboration, Integration]

[Section 6 Duty]

During the year the Authority was able to launch eight new water refill stations across the Park with the aim to cut single-use plastic. The launch had been delayed due to Covid 19. Funding from the Welsh Government's Tourism Amenity Support Scheme and partnership work with Pembrokeshire County Council and Danfo UK Ltd, has made it possible to install the free water refill stations on the outside of public toilet facilities at:

- ✓ Amroth (West)
- ✓ Broad Haven Car Park (Millmoor Way)
- ✓ Freshwater East
- ✓ Porthclais
- ✓ Pwllgwaelod
- ✓ St. Brides
- ✓ Nolton Haven (Closed between 1 November to 31 March)
- ✓ Abercastell (Closed between 1 November to 31 March)

The refill stations have been registered on the free Refill app.

Work Stream: Special Qualities – Inspiration and Education

1. Education Programme and Realignment with New Curriculum

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

PCNPA provided a range of educational learning opportunities across the Park and teams during 2021/22. Although not back to pre-pandemic levels, participant numbers for the year show a positive trend in terms of service recovery.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in PCNPA's education programme	10,293	2,234	8,143	Trend – Recovery of Services

PCNPA's Education officer continued to work with staff and schools on activities to align the Authority's school programme with the New Curriculum for Wales, with a specific focus on the humanities' Cynefin theme. This included liaison activities with schools on Cynefin Curriculum development including Ysgol Bro Gwaun, Waldo Williams and Milford Comprehensive. 137 Cynefin education related sessions were delivered to local schools with 5,848 participants.

As part of this work the Education team produced a series of maps for every primary school in Pembrokeshire. They are designed to be a teaching aid to help schools explore their local area, supporting the Cynefin theme within the new curriculum. The maps were prepared digitally by the Discovery Team's student

placement from Swansea University. They are freely available on the [Authority's website](#).

A PCNPA educator workshop was held in March 2022 in Castell Henllys with focus on using technology and Climate Change.

2. Events Programme

[Collaboration, Integration, Involvement]

Our events and activities programme enable people to access parts of the Park that they might not normally be able to access or provide participants with an enhanced learning or visitor experience of the Park. The running of public events in 2020/21 was affected by Covid 19 restrictions particularly for the centres. During the 2021/22 the centres began the process of returning to delivery of a more standard events programme, including Open Air Theatre at Carew Castle in line with risk assessments.

PCNPA continued to deliver a guided walk programme. Volunteer activity leaders helped support delivery of this walk programme. Walks included:

- ✓ Castlemartin on Foot
- ✓ Estuary Birds: Wildfowl of the Western Cleddau
- ✓ Solva: Smugglers and Seafarers
- ✓ Porthgain: One Village, Three Industries
- ✓ Wildflower Walk at Freshwater East,
- ✓ Walk: The Pilgrim's Path to Nevern; village of legends
- ✓ Preseli Hills Walks.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# participants in public events and activities programme	34,443	2,350	22,080	Trend – Recovery of Services

3. Citizen Science opportunities

[Long Term, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

The Authority has helped facilitate recording and surveying opportunities for volunteers throughout 2021/22, including providing training and supporting independent surveying. Training topics covered included:

- ✓ Marsh Fritillary
- ✓ Damselfly
- ✓ Bees and pollinators
- ✓ WWBIC recording
- ✓ Birds
- ✓ Reptiles
- ✓ Adder tracking
- ✓ Transect training.

Monitoring activities included:

- ✓ Chough monitoring
- ✓ Butterfly transects
- ✓ Caldey Gull Count
- ✓ Castlemartin Range rare bee survey
- ✓ Wetland birds
- ✓ Adder tracking at Strumble Head
- ✓ Youth Rangers finding and recording fungi and passing findings to West Wales Biodiversity Centre.

The scheduled monument scheme also continued to support volunteers to participate in surveys of heritage sites.

Measures	2019/20	2020/21	2021/22	Target 2021/22
# volunteer days – conservation wildlife survey or monitoring	229.5	88.5	194	Trend – Recovery of Services
# volunteer days – heritage monitoring	2.5	62	47.5	

As part of the Changing Coast Project there are fixed point photography posts along the Pembrokeshire Coast Path. These posts encourage people to take photographs when out walking, helping to record changes at the sites and build a picture of cliff erosion, dune erosion, changing vegetation, changing sand levels, changes to pebble banks, changes to stream courses and flooding. In 2021/22 submissions continued with 486 submissions. This compared to 367 in 2020/21 and 779 in 2019/20. During 2021/22 the Kickstarter Archaeological Assistant surveyed 39 scheduled monuments positioned on the National Park coastline to assess their potential suitability for the Changing Coast project. Of those surveyed, 13 were identified as potential candidates.

Governance and Financial Sustainability

Work streams that supported delivery of this objective in 2021/22:

- Long Term Planning
- Fundraising and Income Generation
- Health and Safety
- Improving how we work: digital approaches and infrastructure
- Members development and Governance
- Corporate Compliance and Standards

Journey Checker Summary Highlights for 2016-2022:

- ✓ Achieving Advanced Level Charter for Member Support.
- ✓ Adapting to virtual Committee meetings and remote ways of working as a result of Covid 19.

- ✓ Approving new high-level priorities and Well-being Objectives in 2021/22.
- ✓ Using Sustainable Landscapes, Sustainable Places and Green Recovery funding to take forward ambitious projects relating to decarbonisation including the creation of network of electric vehicle charging points across Park.
- ✓ Securing external funding to deliver health and well-being focused projects including Pathways Project, West Wales Walking for Well-being Project, Roots to Recovery Project and First 1000 days project.
- ✓ Establishment of Pembrokeshire Coast Charitable Trust.
- ✓ Generating £2,414,275 of income since 2016/17 through Centre merchandise and admissions.
- ✓ Implementation of new HR system, Performance Reporting System (developed in house) and telephony 3CX system. In 2021/22 the Authority made a significant digital transformation step and agreed the move to Microsoft 365 platform.

Key Activities and Performance in 2021/22 against work streams contributing to Governance and Financial Sustainability:

Work Stream: Long Term Planning

1. Review of Authority's Priorities and Well-being Objectives

[Long Term, Prevention, Collaboration, Integration, Involvement]
[Section 6 Duty, Equality Duty]

The Authority approved its new [high level strategy](#) for the Authority in July 2021, identifying four priority areas for 2022-26 period and a revised vision:

Our Vision: A National Park where nature, culture and communities thrive

Priority	Impacts
Conservation - Boosting biodiversity and halting its decline	Nature is flourishing
Climate – Destination: Net Zero	We're an Authority aiming for net zero and a carbon neutral National Park
Connection – Natural Health Service	People are healthier, happier and more connected to nature and heritage
Communities – Vibrant Communities	Places people can live, work and enjoy

The Authority carried out online surveys with staff, Members and wider public as part of developing its high-level strategy. Engagement opportunities were limited by the impact of Covid 19 in terms of in person engagement opportunities at the time.

The approval of the high-level strategy triggered a review of the Authority's Well-being Objectives to ensure that our Well-being Objectives and high-level

priorities align to support effective delivery against both. Members approved the draft Well-being Objectives going out for consultation on the 15th December 2021. The final revised Well-being Objectives and their associated outcomes were approved at the March 2022 NPA. The Corporate and Resources Plan 2022/23 is structured to support delivery of these new Objectives and outlines how these new objectives contribute to the Welsh Well-being Goals.

The Authority's new Well-being Objectives are:

Conservation Well-being Objective – To deliver nature recovery and connectivity at scale, so nature is flourishing in the Park, contributing to the protection of 30% of our land and seas for nature by 2030.

Climate Well-being Objective – To achieve a carbon neutral Authority by 2030 and support the Park to achieve carbon neutrality and adapt to the impact of climate change.

Connection Well-being Objective – To create a Park that is a natural health service that supports people to be healthier, happier and more connected to the landscape, nature and heritage.

Communities Well-being Objective – To create vibrant, sustainable and prosperous communities in the Park that are places people can live, work and enjoy.

The revised Well-being Objectives were subject to an integrated assessment. During the process we considered how we could deliver our Well-being Objectives in a way that can have positive impact on cross cutting outcomes including equality, socio economic duty, reducing child poverty and section 6 biodiversity duty.

During 2022/23 the Authority will look to develop delivery plans and carry out organisational changes to help support delivery of these new priorities and Well-being Objectives.

2. Carew Causeway Plan

[Long Term, Prevention]

Under the Reservoirs Act the Authority has statutory duty to undertake the repairs as instructed by the Reservoirs Inspectorate. The Causeway has undergone many phases of major and minor repair works to prevent and minimise water leakage through the structure from the mill pond which is accepted as an ongoing and permanent issue. Phase 1 and 2 work and sign off inspection was completed in quarter 1 of 2021/22. A further phase was planned for March 2022. However, following a potential opportunity for this next phase to be funded by NRW, works has been postponed until Autumn 2022 in order to facilitate exploring this funding

avenue.

Work Stream: Fundraising and Income Generation

1. Sustainable Landscapes and Sustainable Places

[Collaboration, Integration]

[Section 6 Duty]

PCNPA was awarded £900,000 in 2021/22 through the Welsh Government's Sustainable Landscapes and Sustainable Places scheme. Proposals approved for delivery by the Authority included greening agriculture in the Park, SDF focused on climate change, community woodland, access to the National Park and greening the fleet and electric vehicle charging.

The Authority also benefitted from the funding of collaborative projects with other designated landscapes, one focused on designated carbon action plans and the other on designated landscapes carbon baseline study. Funding was secured for collaborative The Lost Words touring exhibition however this project was withdrawn due to difficulties with timescales and copyright.

During the year Members and Officers took part in an open call for large-scale project ideas aligned to PCNPA's new priorities. Over 40 project ideas were submitted. Meetings were held with relevant officers and Members who submitted project ideas to look at how these projects could be grouped. From this potential large scale project ideas were identified for further development and for consideration for submitting to the next round of Sustainable Landscapes and Sustainable Places funding.

2. Pembrokeshire Coast National Park Trust

[Collaboration]

The Authority continued to support the Pembrokeshire Coast National Park Charitable Trust as set out in the memorandum of understanding.

In 2021/22 the Trust exceeded its £100,000 fundraising target. End of year income was £109,804, with £70,500 in total been distributed to National Park projects during this financial year. Authority projects supported include the People, Plants and Pollinator Project, Roots/ Gwreiddiau education project, Pembrokeshire Outdoor Schools, digital interpretation of 3 archaeology sites in the National Park and access work at Traeth Llyfryn. The Authority has also benefited from the Trusts two campaigns Make more Meadows and Wild about Woodlands.

3. Sponsor a Gate

The sponsor a gate/bench scheme proved popular in 2021/22, with 27 gates/benches sponsored raising £16,200. This compares to £5,400 in 2020/21 and £10,800 in 2019/20.

4. Income Generation at Centres

Income generation at the Centres saw positive recovery in 2021/22 from the impact of Covid 19 and associated regulations and site closures in 2020/21. With 5.3% increase in merchandise income and 26.8% increase in terms of admissions income from Carew and Castell Henllys compared to 2019/20.

£238,425.38 of income was generated from Centre Merchandise in 2021/22, this compares to £74,566.73 in 2020/21 and £226,469.10 in 2019/20.

£274,189.12 of income was generated from admissions at Carew and Castell Henllys in 2021/22, this compares to £68,242.48 in 2020/21 and £216,156.21 in 2019/20.

£56,987.15 of income was generated from centres from other income in 2021/22, this compares to £9,415.47 in 2020/21 and £77,487.93 in 2019/20.

£25,467.00 of café rental income was generated at Castell Henllys and Oriel y Parc in 2021/22, this compares to £9,749.87 2020/21 and £24,760.00 in 2019/20.

£116,654.49 of income was generated from Carew café in 2021/22, this compares to £31,297.30 2020/21 and £72,112.57 in 2019/20.

In 2021/22 the Authority's pilot of cashless donations at OYP raised £783 for OYP. The cashless donations pilot will run for another 12 months as the previously two years of the pilot were affected by Covid 19. It will then be evaluated to see if it is worth continuing with.

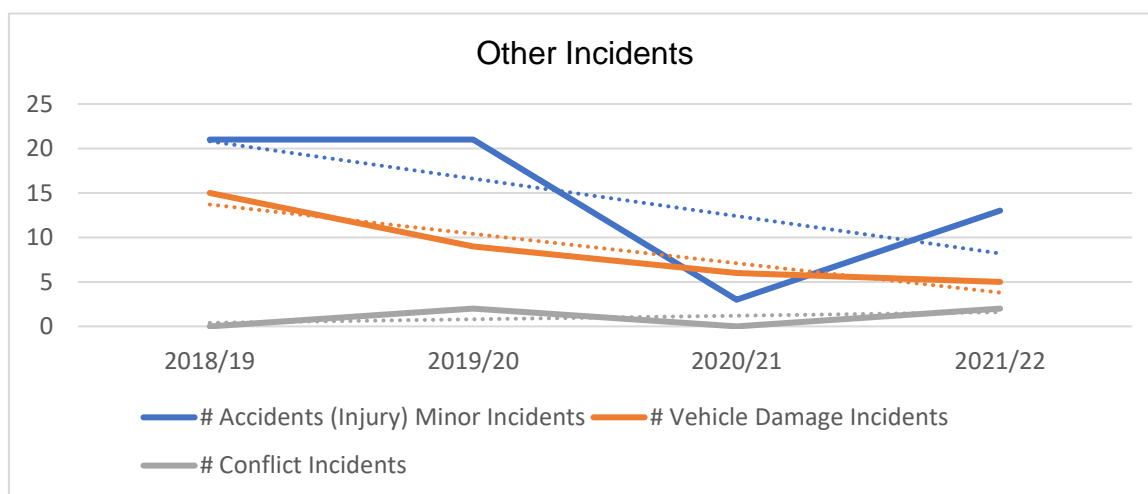
Work Stream: Health and Safety

1. Monitoring Incidents

The Authority had 2 RIDDOR incidents (Reportable Incidents to the HSE) in 2021/22. The HR Manager provided specific Health and Safety focused reports to Audit and Corporate Services Review Committee during 2021/22 to provide further information to Members in relation to incidents and the Authority's response. The Authority saw no accidents (injury) over 3 days/ up to 7 day absence.

Measures	2019/20	2020/21	2021/22	Target 2021/22	Benchmarked
# RIDDOR (Reportable Incidents to the HSE)	3 (Red)	2 (Red)	2 (Red)	0	SNPA: 0
# accidents (Injury) over 3 days / up to 7 days absence	0 (Green)	0 (Green)	0 (Green)	0	SNPA: 0

There was an increase in the number of accidents (injury) minor incidents from 3 in 2020/21 to 13 in 2021/22. The Authority has seen a continuous fall in vehicle damage incidents since 2018/19. However, for the last two years this trend may reflect the impact of Covid 19 on staff vehicle usage. 2 conflict incidents were recorded in 2020/21. Both relating to members of public being abusive to staff one in car park and incident at one of the site shops.



No safeguarding incidents were reported in 2021/22, this continued the 0 incidents reported in 2020/21 and 2019/20.

2. Digitising Processes

[Integration]

The Authority's Health and Safety Incident Reporting process was under review in 2021/22. Information is presently collected manually and input onto a 'legacy' Access database. HR were due to release electronic incident reporting software in January 2022, however, following approval for the introduction of Microsoft 365 across the Authority, the project was paused. HR have subsequently provided the IT team with a workflow specification for 365. Automation of Incident Reporting through Microsoft 365 will enable 'real time' recording (anywhere, anytime), automatic notification and management reporting capability of all Health and

Safety and security incidents. This will ensure that appropriate action can be taken to implement assessments, lessons learned and control measures to minimise future reoccurrences.

PCNPA has been looking at opportunities to develop a digitized site inspection process. This work was put 'on hold' following the departure of the Operations Manager. However, some site inspection processes have been added to the current GIS Workforce manager approach including ash dieback, bridge inspections, and site visits after storm events. Further development will be linked to wider developments on the provision of GIS support for the Authority tied to future organisational changes.

3. Health and Safety Training

[Prevention]

Relevant staff continued to receive mandatory health and safety training in 2021/22. Face to face First Aid training opportunities became available again during the year for staff.

Work Stream: Improving how we work: digital approaches and infrastructure

1. Digital Transformation and IT Backup Infrastructure Project

[Long Term, Collaboration]

In 2021/22 the Authority made a significant digital transformation step and agreed the move to Microsoft 365 platform. A business case for the Digital Workplace (Microsoft 365) was prepared by the IT team following liaison with Phoenix Software on optimised Microsoft 365 licensing solution options. The business case was reviewed and approved by Leadership Team on the 8 June 2021 and endorsed by the NPA on the 16 June 2021.

A phased plan for move to Microsoft 365 was put in place. In 2021/22 Phase 1 was completed with migration of e-mail to 365 completed. To support cyber security all users have a Multifactor Authentication method enabled and a system mandate is in place. Phase 2 was also completed with the deployment of Office 365 and One drive, together with integration with 3CX (telephony). Awareness sessions with staff were carried out to support Phase 2. Initial discussions were had with departments in 2021/22 to agree requirements for Phase 3 (Teams) and Phase 4 (Share Point). Phase 3 and 4 will be progressed during 2022/23.

In 2021/22 IT team successfully completed a business-critical IT back up infrastructure project. A range of activities were undertaken as part of the project including replacement of VM hosts and transfer of applications, installation of

replacement disaster recovery, migration of domain controllers and firewall upgrade. The completion of the upgrade and migration from Exchange Server 2010 to 2016 was crucial in terms of enabling the Authority to initiate its move to Microsoft 365 platform.

2. HR System

[Integration]

In 2021/22 the new HR system Cezanne was successfully implemented across the Authority.

Work Stream: Members development and governance

1. Advanced Level Charter for Member Support

[Collaboration, Involvement]

The Authority has been awarded the Advanced Level Charter for Member Support and Development, having shown “effective and sustained work by the officers and Members” in its submission. The Charter is designed to establish that an essential range of support and development arrangements are in place, while the Advanced Charter is designed to recognise that the arrangements required for the Charter are working effectively. In a letter congratulating the Authority, the WLGA’s Review Panel said:

- ✓ “The information and evidence provided clearly demonstrate that all the necessary criteria have been met”
- ✓ “Members are benefitting from and are able to demonstrate improved practice due to a comprehensive and effective programme of support and development which enables the effective corporate governance of the Authority.”

2. Committee Meetings and Members Attendance

The Authority continued to host all NPA and Committee meetings virtually in 2021/22. It was agreed at the March 2022, that NPA and Development Management Committees would move to hybrid meetings. IT equipment was procured for the Green Room to support the move to hybrid meetings.

33 Committees were webcast in 2021/22 compared to 30 in 2020/21. With 509 views in 2021/22 compared to 342 in 2020/21. The most popular Committees for views as would be expected were Development Management Committee with 389 views and NPA with 79 views.

Member attendance levels fell for both Committees and training in 2021/22

compared to 2020/21, however remained above 2019/20 levels. Indicating that the provision of virtual options continues to support attendance levels.

Measures	2019/20	2020/21	2021/22	Target 2021/22	Benchmarked
% Members Attendance at Committees	81.91 (Green)	91.08 (Green)	87.24 (Green)	75	SNPA: 85%
% Member attendance at training	56.22 (Amber)	77.27 (Green)	62.22 (Amber)	65	SNPA: 75%

3. Delegated Powers

In order to enable continuity of the planning service during 2020/21 due to the impact of Covid 19, the Authority agreed a temporary amendment to the scheme of delegated planning powers. The Authority agreed continuation of this arrangement for remainder of 2021, with extension in place until the 31st December 2022.

Work Stream: Corporate Compliance and Standards

1. Audit Wales Performance Reviews – 5 Ways of Working

[Long Term, Collaboration, Integration, Involvement]
[Section 6 Duty]

Audit Wales undertakes an annual programme of performance auditing.

Audit Wales presented findings of its Resilience Review 2020-21 work to NPA in May 2021. An action plan was created to respond to the proposals for improvement within the document and was presented to Audit and Corporate Services Committee in July 2021. Business continuity was one area identified by the report and a Business Continuity Plan was drafted in 2021/22. However, approval and communication of the plan was placed on hold as the draft plan will need to be revised and updated once Microsoft 365 migration activities are complete.

For 2021/22 one element of the performance audit work focused on Sustainable Tourism, with a focus on **“Is the Authority doing all it can to effectively manage sustainable tourism in the National Park?.”**

The work was based on interviews, both internally and externally and a questionnaire.

The high-level conclusion was that:

- ✓ “The Authority leads on sustainable tourism in the National Park, but needs to communicate its vision, prioritise resources and fully involve communities and businesses in taking forward this agenda.”

Audit Wales have made the following recommendations:

R1 Creating a Vision: We recommend the Authority clearly define its sustainable tourism outcomes and revisit planned actions to ensure they are consistent with these outcomes.

R2 Communications: We recommend the Authority review the effectiveness of its existing promotional work to provide assurance it is doing all it can to promote and help deliver its vision for sustainable tourism.

R3 Use of data: We recommend the Authority review its use of data to promote and manage tourism, specifically:

- reviewing existing data sources that provide information on visitor impact on the Park and identifying where there may be gaps in understanding visitor behaviour;
- establishing indicators that allow the Authority to measure the impact of activities to disperse visitors to other areas of the Park; and
- regularly reviewing trends in visitor demographics, visitor behaviour and impact, to enable the Authority to target resources more effectively.

R4 Community involvement: We recommend the Authority review its involvement with:

- local partnerships – working with them to better understand the pressures on specific communities; and
- local communities – working with them to identify and explore solutions to address over-tourism concerns.

PCNPA will take forward these recommendations as part of the development of its delivery plans.

The Authority also submitted evidence for the Audit Wales call for evidence Climate Change – Decarbonisation Baseline Review.

2. Internal Audit

TIA who carry out the internal audit function for the Authority reviewed the following areas in 2021/22:

- | | |
|--------------------|----------------------------|
| ✓ ICT Strategy | ✓ Procurement and Creditor |
| ✓ Estates Delivery | Payments |
| | ✓ Equality and Diversity |

✓ Risk Management –
Mitigating Controls

✓ Review of Resilient and
Sustainable Services follow up
review

TIAA was satisfied that, for the areas reviewed during the year, PCNPA has reasonable and effective risk management, control and governance processes in place. The outcomes of internal audit reports are considered by Members through the Audit and Corporate Services Review Committee.

3. Formal Complaints

There was a decrease in the number of formal complaints the Authority received in 2021/22 compared to 2020/21. It received 10 complaints in 2021/22, compared to 15 in 2020/21 and 10 in 2019/20. The majority of complaints related to planning and planning enforcement. In terms of benchmarking comparison Snowdonia National Park Authority received 15 formal complaints in 2021/22.

4. Welsh Language Standards

The Authority approved its Annual Report on Welsh Language Standards in June 2021 and the report was then submitted to the Welsh Language Commissioner.

No complaints concerning the Welsh Language were received by the Authority in 2021/22. Continuing the trend of 0 complaints in 2019/20 and 2020/21. No complaints concerning the Welsh Language about the Authority were received by the Welsh Language Commissioner in 2021/22.

Measures	2019/20	2020/21	2021/22	Target 2021/22	Benchmarked
# complaints to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards	0 (Green)	0 (Green)	0 (Green)	0	SNPA: 1

The Authority saw a fall in the % of new and vacant posts advertised as Welsh Language essential from 30.3% in 2019/20, 31.82% in 2020/21 to 20.63% in 2021/22.

3 Welsh Language Impact Assessments were completed as part of integrated assessments in 2021/22 this compares to 1 in 2020/21.

5. Annual Equality Report – Public Sector Duty

[Equality Duty]

The Annual Equality Performance Report 2020/21 was incorporated into the Annual Report on Well-being Objectives/ Improvement Plan 2 2020/21 and approved by NPA on the 28th July. The Annual Report was published on the PCNPA website and link sent to EHRC.

6. Corporate approach to Data Protection

A new external Data Protection Officer was appointed by Members at the 2021 March NPA. Positive working relationship have developed with the Data Protection Officer during 2021/22 with regular meetings and PCNPA officers seeking advice and guidance on a wide range of data protection matters. During the year the Data Protection Officer attended Audit and Corporate Services Review Committee, Leadership Team and Team Leaders meeting.

A revised Data Protection policy was approved by the Authority at the September NPA. An updated breach reporting procedure and form was also made available to staff via intranet site. During the year activity also commenced on arrangement for online data protection training and review of CCTV policy.

3 Data Protection Impact Assessments were completed in 2021/22 this compares to 1 in 2020/21. The completed assessments included one for new HR system, Beach Wheelchair booking system and Microsoft 365.

No Data Protection Breaches were reported to the ICO in 2021/22, continuing the trend of no data protection breaches being reported in 2020/21 and 2019/20.

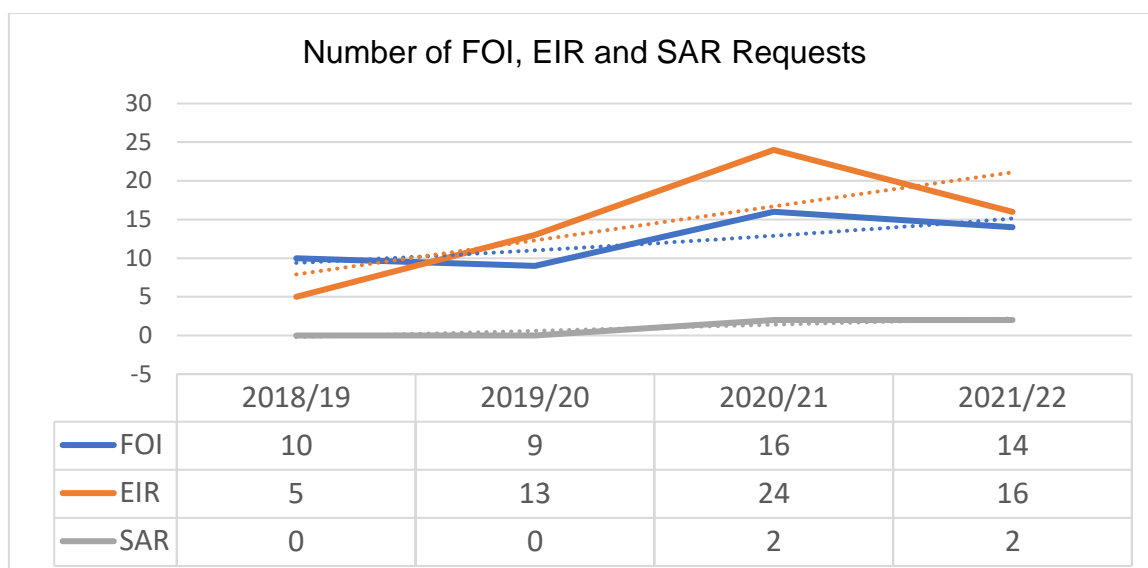
7. Communication of Corporate Policies and Standards

Senior Management and HR continued issuing guidance to staff in relation to Covid 19 situation and impact on Authority work and workplace.

A new share point system will be put in place as part of Microsoft 365 deployment. This will provide an opportunity for the Authority to re look at and improve how policies are displayed on intranet system for staff.

8. Freedom of Information (FOI), Environmental Information (EIR) and Subject Access Requests

The Authority has seen a general increase over the years in terms of the number of FOI, EIR and SAR it receives. FOI and EIR requests peaked in 2020/21 with a significant number of EIR received, including 7 EIR's relating to the Brynhir development.



The Authority is normally required to take up to 20 working days to respond to an FOI request or EIR request. For SAR a response must be provided at the latest within one month of receiving a request. In certain circumstances the length of time can be extended in line with expectations within the relevant regulations. Following delays to responses in quarter 1 the Authority has amended administrative processes to include an additional reminder to staff providing responses and responses in quarter 2, 3 and 4 where all provided within the required timescales.

Performance Measure	2019/20	2020/21	2021/22	2021/22 Target
% of Freedom of Information responses within required timeframe	100 (Green)	93.75 (Amber)	92.86 (Amber)	100%
% of Environmental Information Regulations responses within required timeframe	92.31 (Amber)	95.83 (Amber)	93.75 (Amber)	100%
% of Subject Access Requests responses within required time frame	N/A (No SAR's received)	100 (Green)	50 (1 out of 2) (Red)	100%

9. Positive and Neutral Media Coverage

100% of the Authority's media coverage was positive or neutral in 2021/22.

Performance Measure	2019/20	2020/21	2021/22	2021/22 Target
% of the Authority's media coverage was positive or neutral	85.05 (Green)	99.18 (Green)	100.00 (Green)	80%

Appendix 1: Recruitment and Workforce Equality Data and Analysis

Note on Data: To align with Welsh Government open data source reporting from previous years, throughout the following tables, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded and where figures are below 5 corresponding percentages have been suppressed and are denoted by *. Totals may not sum due to rounding. Rounding in this way also helps protect the anonymity of staff and job applicants. Workforce data is based on headcount from the end of month extract as at 31st March 2022, as a result some seasonal employees will not be captured in the figures.

There were 63 job vacancies advertised in 2021/22, this compares to 22 in 2020/21 and 33 in 2019/20. Job applicant data is from the Authority's online job application system.

Number of Job Applicants Overall		
2019/20	2020/21	2021/22
640	380	330

Workforce data is from the Authority's People Management System. The Authority switched people management system during the year and this has had an impact on the % of workforce equality monitoring data held. Due to the drop in equality monitoring data held care should be taken in terms of any cross-year comparisons or analysis of workforce data. Further work will be needed with staff in 2022/23 to encourage them to complete equality monitoring data on the system. Staff are able to access review and complete their equality monitoring data directly on the system.

Number of Employees		
2019/20	2020/21	2021/22
140	160	170

Age

The number of applicants remains highest for the under 30 age group compared to other age brackets, with a continued increase since 2019/20 in the % of job applicants from those 30 and under.

Job Applicants: Age			
Age	2019/20	2020/21	2021/22
30 and under	30% (190)	34% (130)	42% (140)
31-40	22% (140)	26% (100)	21% (70)
41-50	12% (80)	16% (60)	12% (40)
51-59	17% (110)	16% (60)	15% (50)
60 and over	5% (30)	5% (20)	6% (20)
Prefer not to answer/ Not declared	13% (90)	3% (10)	3% (10)

There was a slight increase in the number of staff in the 51-59 bracket with minor decrease in the number in the 31-40, 41-50 and 60 and over bracket. 76% of staff were over 41 in 2021/22, this is similar to 2020/21 where 75% of staff were over 41.

Employees: Age			
Age	2019/20	2020/21	2021/22
20 years and under	* (*)	* (*)	* (*)
21-30	7% (10)	6% (10)	6% (10)
31-40	14% (20)	19% (30)	18% (30)
41-50	36% (50)	31% (50)	29% (50)
51-59	29% (40)	25% (40)	29% (50)
60 and over	14% (20)	19% (30)	18% (30)

Gender Reassignment

There has been no significant change in terms of job applicants responses, with number identifying the same decreasing slightly reflecting increase in % not declaring.

Job Applicants: Birth Gender			
Birth Gender	2019/20	2020/21	2021/22
Same	86% (550)	97% (370)	94% (310)
Not the Same	* (*)	* (*)	* (*)
Prefer not to answer	2% (10)	3% (10)	3% (10)
Not Declared	12% (80)	* (*)	3% (10)

Disability

There has been a small increase in the % of job applicants identifying as having a disability. There a small increase in the number of job applicants preferring not to answer this question.

Job Applicants: Disability			
Disability	2019/20	2020/21	2021/22
Identify as having a disability	3% (20)	5% (20)	6% (20)
Identify as not having a disability	80% (510)	95% (360)	88% (290)
Prefer not to answer	3% (20)	* (*)	6% (20)
Not Declared	14% (90)	* (*)	* (*)

It is difficult to assess changes in patterns in terms of disability and workforce profile due to the increase in information not declared, following move to new HR system.

Employees: Disability			
Disability	2019/20	2020/21	2021/22
Identify as having a disability	* (*)	* (*)	* (*)
Identify as not having a disability	79% (110)	75% (120)	* (*)

Not Declared	21% (30)	25% (40)	100% (160)
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Ethnicity

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

The Authority has seen an increase in the % of applicants from non-white ethnic backgrounds, compared to 2019/20. The Authority has seen a small increase in the number of job applicants preferring not to provide this information.

Job Applicants: Ethnicity			
Ethnicity	2019/20	2020/21	2021/22
White	83% (110)	95% (530)	94% (310)
Other Ethnicity	2% (10)	*(*)	3% (10)
Prefer not to answer	2% (10)	*(*)	3% (10)
Not Declared	14% (90)	5% (20)	*(*)

It is difficult to assess changes in patterns in terms of ethnicity and workforce profile due to the increase in information not declared, following move to new HR system.

Employees: Ethnicity			
Ethnicity	2019/20	2020/21	2021/22
White	79% (110)	71% (120)	38% (60)
Other Ethnicity	*(*)	*(*)	*(*)
Prefer not to answer / Not Declared	21% (30)	29% (50)	63% (100)

Religion or Belief

Due to the small numbers relating to Other Religion/Belief, this group has not been disaggregated in the next two tables. However, it is recognised that it is important to consider representation and experiences of people with different religions and beliefs that fall under the Other Religion/ Belief category.

The Authority has seen a small increase in the % of applicants identifying as Other Religion/Belief. There has been a slight decrease in the number of applicants who identify as having no religion/ belief or as Christian. There was a small increase in number of people preferring not to answer.

Job Applicants: Religion or Belief			
Religion or Belief	2019/20	2020/21	2021/22
No Religion/ Belief	42% (270)	57% (210)	55% (180)
Christianity	31% (200)	30% (110)	27% (90)
Other Religion/ Belief	5% (30)	5% (20)	6% (20)
Prefer not to answer	8% (50)	8% (30)	12% (40)
Not Declared	14% (90)	*(*)	*(*)

It is difficult to assess changes in patterns in terms of religion or belief and workforce profile due to the increase in information not declared, following move to new HR system.

Employees: Religion or Belief			
Religion or Belief	2019/20	2020/21	2021/22
No Religion/ Belief	36% (50)	31% (50)	13% (20)
Christianity	28% (40)	31% (50)	6% (10)
Other Religion/ Belief	*(*)	*(*)	*(*)
Prefer not to answer / Not Declared	36% (50)	38% (60)	81% (130)

Sex

There were more female applicants compared to male applicants in 2021/22, in 2020/21 there was significantly more male applicants. In previous years the balance of applicants between female and male applicants was more evenly split.

Job Applicants: Sex			
Sex	2019/20	2020/21	2021/22
Female	42% (280)	37% (140)	52% (170)
Male	43% (280)	63% (240)	45% (150)
Other Term	*(*)	*(*)	*(*)
Prefer not to answer	*(*)	*(*)	3% (10)
Not Declared	13% (80)	*(*)	*(*)

The rounded data shows slightly higher % of female staff compared to male staff in 2021/22, following the same pattern as in 2020/21.

Employees: Sex			
Sex	2019/20	2020/21	2021/22
Female	50% (70)	53% (90)	53% (90)
Male	50% (70)	47% (80)	47% (80)
Prefer not to answer/ Not Declared	*(*)	*(*)	*(*)

Sexual Orientation

The Authority saw a slight increase in the percentage of job applicants identifying as LGB or Other in 2021/22 based on the rounded data.

Job Applicants: Sexual Orientation			
Sexual Orientation	2019/20	2020/21	2021/22
Heterosexual	80% (510)	87% (330)	82% (230)
Lesbian, Gay, Bisexual or Other	3% (20)	5% (20)	7% (20)
Prefer not to answer	3% (20)	8% (30)	11% (30)
Not Declared	14% (90)	*(*)	*(*)

It is difficult to assess changes in patterns in terms of number of employees identifying as LGB or other due to the increase in information not declared, following move to new HR system.

Employees: Sexual Orientation			
Sexual Orientation	2019/20	2020/21	2021/22
Heterosexual	64% (90)	59% (100)	19% (30)
Lesbian, Gay, Bisexual or Other	7% (10)	6% (10)	*(*)
Prefer not to answer	7% (10)	6% (10)	*(*)
Not Declared	34% (40)	31% (50)	81% (130)

Employees who left our employment during the year/ changed position

The number of employees who have left the Authority has increased between 2020/21 to 2021/22. This data below will be analysed internally by personnel to identify if any further actions are needed. The data sets are too small for further meaningful reporting across any of the protected characteristics. However, analysis of rounded age data showed that 50% of employees who left the Authority's employment were aged 30 and under.

Employees who left our employment during the year		
2019/20	2020/21	2021/22
10	10	20
Employees who changed position during the year		
2020/21	2021/22	
10	10	

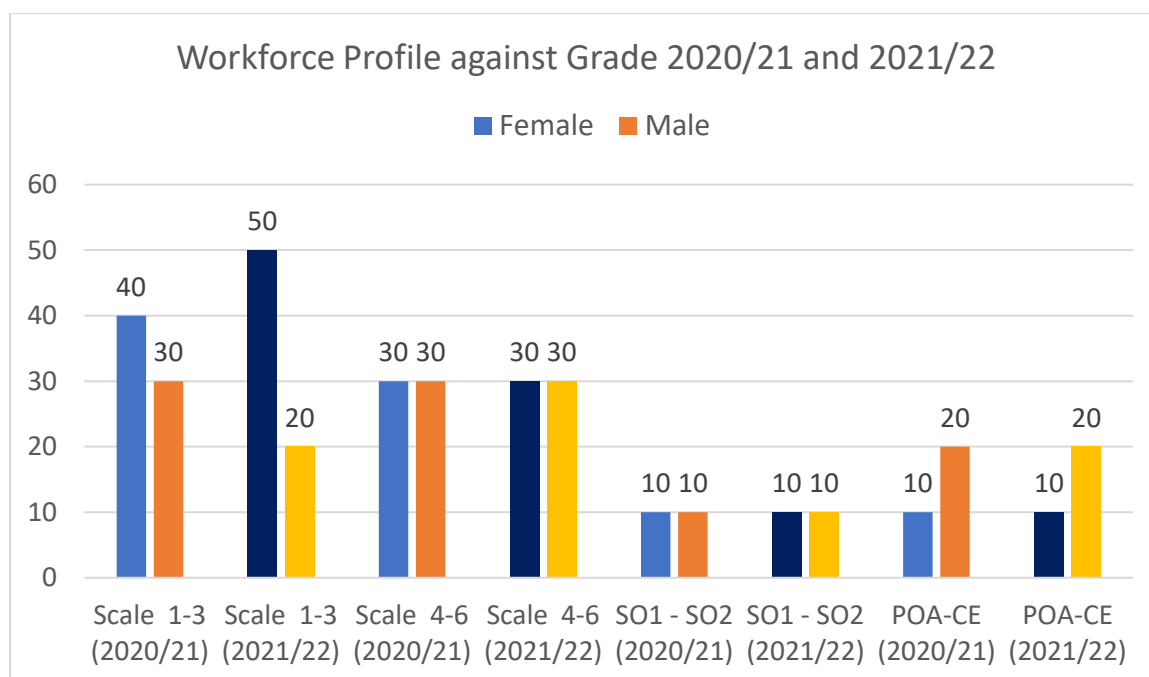
Workforce Profile against Contract Type/ Work Pattern – Sex

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

Contract Type/ Work Pattern	Female		Male		Totals	
	2020/21	2021/22	2020/21	2021/22	2020/21	2021/22
Full Time	40	30	60	60	100	90
Part Time	50	60	20	20	70	80
Permanent	80	90	70	70	150	160
Temporary	10	10	10	*	20	10

Workforce Profile against Grade - Sex

The Authority employs people in a large range of jobs, many of which have single post-holders and therefore monitoring by 'job' is not undertaken. We have amalgamated Grades to prevent identification of individuals. There are no other significant pay elements payable on top of the salary attached to grade. Figure excludes seasonal staff paid by timesheet and not salaried.



Grievance and Disciplinary

The data sets are too small for reporting with potential risk of identifying individuals. This data will be analysed internally by personnel to identify if any further actions are needed.

Training and Pay Analysis

To enable further analysis against training opportunities work is need to improve training recording methods within the Authority, going forwards the new HR system implemented in 2021/22 should support this. Gender Pay Gap analysis work was carried out as part of review of Equality Plan and identifying whether a specific equality objective was needed. Further work will be carried out in 2022/23 linked to wider pay grade review activities.

Addressing workforce diversity and inclusive work place through our equality plan

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

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

Sitting underneath this aim are the following equality objectives

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