

Report of the Performance and Compliance Co-ordinator

Subject: Performance Report for the Period Ending 31 January 2023

Introduction

The performance report follows the structure of the Corporate and Resources Plan for 2022/23. The Corporate and Resources Plan for 2022/23 aims to support PCNPA as it moves to consolidate its activities to support delivery of its new Well-being Objectives and high-level priorities. The Authority is going through a period of change and a transitional performance measurement framework has been put in place for 2022/23 and is monitored via the Authority's Performance Reporting system.

The following report presents the performance to date up to 31 January and includes Q1 – Q3 (April – December) statistics for some data sets recorded quarterly. Please note some statistics are captured annually and these are reported via our Annual Report on Meeting Well-being Objectives.

Please note that planning statistics have been reviewed and updated in terms of those previously reported in the performance report that went to Audit and Corporate Services Committee.

An explanation of RAG status is included at the end of this introduction report and has been updated to provide greater clarity to Staff and Members. In addition, the table below has been included in this introductory report to provide an overview of performance against different levels of priority RAG actions. We currently have a large number of RAG actions, but these should reduce if we are disciplined in terms of the creation of the delivery plans and as some of our legacy projects/ activities are completed alongside those relating to corporate areas of change and wider organisational change.

Overview of Performance for RAG Items (as of January)				
Classification of RAG Items		% Green	% Amber	% Red
P1	High risk for Authority if not delivered or progressed in 2022/23/ Wider risks around compliance, funding commitments and reputational risks.	70.0% (56/80)	28.75% (23/80)	1.25% (1/80)
P2	Moderate risk for Authority if not delivered or progressed in 2022/23 / Likely to be taken forward and further developed through delivery plans.	58.3% (14/24)	41.7% (10/24)	0% (0/24)
P3	Lower risk for Authority if not delivered or progressed in 2022/23 / Likely to be taken	75% (6/8)	25% (2/8)	0% (0/8)

	forward and further developed through delivery plans.			
C	Collaboration/ Strategic Partnership Activity	93.3% (28/30)	6.7% (2/30)	0% (0/30)

Organisational Change

The new Heads of have all been appointed, but not all were in post as of end of January. Aim is for soft launch of new structure from February with hard launch in April.

Template for Delivery Plans and Development Process document with proposed timescales created to facilitate and co-ordinate Delivery Plan process. Document circulated to lead officers allocated for the Delivery Plans and kick off meeting held as part of New Horizon session for Leadership Team and new Heads off on the 26th January. Collaborative workshops for lead officers planned for February and March.

Actions in some other areas across the Well-being Objectives are currently on hold/ not started and are in Amber and will be progressed once new structure and new functional heads are in place. Several corporate activities have been affected by wider organisational changes and related timescales.

In terms of the Pay and Grading Review the deadline set for line managers to complete stage 1 (completion of Job Descriptions and Questionnaires) ended. There had been limited commitment from managers to the deadline due to other work commitments and changes in reporting lines because of the restructure. Line Managers have been provided with an extension and a communication drafted and sent out by Chief Executive.

Conservation

Most conservation RAG activities are in Green. A case study has been included in the performance report with further details on the Achub Birth y Gors project. The Authority has seen positive take up of its Traditional Boundaries scheme, with approved projects to be completed by end of April.

The SLSP: Wild Coast, Wild Park Nature Recovery Project is in Amber, however activities are underway including recruitment of Conservation officer and the initiation of landowner visits to promote the new coastal scheme.

In terms of managing the Coast Path and IROW for Biodiversity the Head of Nature Recovery is now in post and will be exploring options to mainstream this work into the Nature Recovery work programmes. 287 Pollinator habitat improvements carried out on PROW ytd.

Delivery of work programme to manage ash die back on our estate has moved from Green to Amber. Survey work on Ash Dieback continues but has been impacted due to the increase in work related to HAVS. A number of trees have been removed this year, however further planned work will take place from October 2023. An area of concern is the amount of Ash Dieback at Freshwater East. A meeting is planned with the fire brigade to determine the fuel load that exists around the boundary with

Freshwater East residents. This may highlight an increased risk and an extensive removal project may be required.

Climate

6 community decarbonisation Sustainable Development Fund (SDF) projects have been completed ytd and 12 SDF projects were approved at the SDF committee on 5/10/22.

468 Trees/ saplings have been planted ytd through the Tree Planting Scheme to commemorate 70 years of National Park designation with Community, Town and City councils. Projects include a new hedge and apple tree in Trefin play area, planting up a hedgebank adjacent to the common on Sutton Mountain, rejuvenation of a hedgebank at Nevern Village Hall and a selection of trees including crab apples and eating apples in Hayscastle Chapel Field. In addition, in January 70 trees were planted at Hundleton Community Sports Field. Pupils from Penrhyn Church in Wales VC School worked with the Rangers to plant 6 apple trees and a wind break of oak and hazel.

The Greening Agriculture; renewables for agriculture grant opened for expression of interest in December for panel decision February 2023 and funding for schemes has now been fully committed.

Activities to support the purchasing of an area of land for the Community Woodland funded by the SLSP fund is now complete.

A number of RAG actions are in Amber under Climate. It is expected that some which are on Hold will be progressed once new Head of Decarbonisation is in post. In terms of EV Charging network installation there are some minor snagging items to resolve including "back office" issues. 4 electric vans have now been received, resulting in a total of 6 electric vans now in use. 5 further electric vans are due in 2023. In terms of PV installation at Cilrhedyn the project expected to be tendered early in 2023 and work commence later in the year. Project has been delayed due to workload pressures.

Consultant report has been received for the brilliant basics funded Ebike scheme and proposed way forward agreed with CEO. Proposal is for PCNPA to deliver the e-bike hire scheme (rather than working with a third-party organisation as originally planned). However, the delayed restructure process (OyP Manager unable to start in post until April) is impacting on staff capacity and, as a result, it is unlikely that the scheme will be launched in time for Easter 2023.

Connection

Both Carew (28.9%) and Castell Henllys (48.8%) have seen an increase ytd in visitors compared to 2021/22. With 4,140 attendees at Carew for Glow over Christmas period.

Ytd we have seen a 107% increase in participants in supported walking activities through Walkability, Wild Well-being Wanders and West Wales Walking for Well-being Project Pembrokeshire supported walks compared to same period last year. A

case study has been included in the performance report with further details on Wild Well-being Wanderers. There has also been an 143% increase in participants engaged with through our social inclusion and outreach activity sessions, due to increase in supported walking, Roots to Recovery, early years sessions and ongoing Pathways sessions.

A number of RAG actions under Connection are in Amber. Organisational changes have impacted further development of the Out and About Network and it will need to be reviewed as part of wider inclusion and engagement planning.

In terms of the Dawsio ar y Dibyn SMS - LIDAR survey, during January there was no progress with obtaining the LIDAR data, the contractors have until mid-March to complete the work. Officer is monitoring the situation closely.

The Brilliant Basics funded Access and Arrival improvement funding covers eight individual projects that are being managed through partnership with local community councils and relevant landowners. Some projects are proving difficult to deliver due to the staff/volunteer capacity of third-party organisations and, in one case, due to some ambiguity over long-term management and maintenance. As a result, we are working closely with Visit Wales to ensure that the grant-aid can be spent prior to the end of the financial year.

Communities

Authority Centres have been trialling over winter period a range of free activities for local families linked to 'Winter of Wellbeing' campaign which has been developed as an umbrella for all poverty/cost of living crises actions across the organisation. This included free entry to Glow at Carew and arts and craft activities at Oriel y Parc and Castell Henllys.

Castell Henllys has been running Profwch yr Oes Haearn Sessions over summer which has had a positive impact on number of participants in Welsh Language events held by PCNPA.

Activities continued in support of development of Master Plan for Oriel y Parc. A progress meeting took place at the beginning of January for The Creative Core to present a draft document. Feedback was given and an update shared with Members in February. A meeting took place with the Building Projects Manager to discuss possible capital works.

The external Sustainable Events Research has a Red RAG rating. Work with university is now closed due to limited progress on project. Project faced challenges due to Covid and subsequent long tail of the pandemic impacting upon universities' ability to deliver the project.

The SLSP Sustainable Tourism Project is in Amber, however activities are under way with Officers meeting with stakeholders in Poppit regarding the development of a masterplan for the site and the Sustainable Tourism Transport study continuing to progress.

In terms of Welsh Language Strategy review which is in Amber Second Member/Officer working group meeting held on the 24th January 2023 to discuss content of second Welsh language strategy. Draft strategy is being prepared for comment.

Planning Performance

The % of all planning applications determined within time periods ytd is below target at 76.91% and is below 78.85% for same period last year. However, it is showing a slight improvement on 70.00% in Q2. The average time taken to determine all planning applications in days has a Red RAG rating and has increased from 112.5 days in Q2 to 119.33 days in Q3. The % of Member made decisions against officer advice (recommendation) is showing a Red RAG rating at 13.04 (3 out of 23 decisions) and % of appeals dismissed is also showing a Red RAG rating at 50% below the >66% target.

Officers are tackling the backlog that built up during covid and a period where the team were short staffed (we are also still 4 posts down with maternity leave/other absence and vacant posts that the team are trying to recruit to). Clearing older more complex applications which often require a S.106 agreement is distorting the average days taken to determine an application figure. Officers have reduced backlog in the most recent quarter but whilst they do so it will have a knock on negative impact in terms of average days to determine.

Corporate Areas of Change

Several actions are in Amber. Several corporate activities have been affected by organisational changes and related timescales including further implementation of Microsoft 365 Teams and SharePoint.

In terms of the Green Room development the December 2022 Tender process resulted in no tenders received, the contract will now be re-tendered in Spring 2023. Marine licence and consents are in place ready for commencement of works for the Carew Causeway repairs/ programme of work. Work has been delayed until March 2023 due to other more immediate repairs being completed first.

One complaint concerning the Welsh Language was made to the Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards in Q3. The complaint received was regarding English only signage referring to "Poppit Sands" and "Poppit" in the vicinity of the car park there. The complaint referred to County Council signage also. The Welsh Language Commissioner decided not to investigate the complaint as there is no official Welsh name for Poppit or Poppit Sands.

The % workforce equality monitoring information completed on people management system has seen a slight increase from 55.40% in Q2 to 59.12% in Q3, however it remains below the 70% target.

PCNPA has had 6 conflict incidents ytd, with the 2 incidents in Q3 relating to confrontational meeting and confrontational telephone call.

2 Environmental Information Regulation response have not been provided within required timescale ytd. The Q3 response was 2 days out and related to complex request with data protection considerations.

Explanation of RAG Status

RAG	What it means
Red	<p>Close monitoring and/or significant action required.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Not meeting the target or set to miss the target by a significant amount. • Projects/ Project Development: <ul style="list-style-type: none"> ○ Significant issues with the project e.g. project hasn't started within expected timescales, delays against critical milestones, failure to achieve project outcomes, significant challenges to operational delivery and issues with budget profiling. Action progress should be noted as Behind. ○ If project is on hold/ no aspect of the project can be delivered and risk project associated with has increased because of inaction. Action progress should be noted as On Hold. ○ If project is on track but there are future funding concerns. Action progress should be noted as On Track, however an explanation of Red rating regarding funding concerns should be included in the comments section. • Ways of Working: <ul style="list-style-type: none"> ○ Significant delays with progressing ways of working activities. Critical activities, milestones and outcomes not being achieved. Lack of progress raises compliance concerns. Action progress should be noted as Behind. ○ If activity is on hold and risks have increased because of inaction. Action progress should be noted as On Hold. • Strategic: <ul style="list-style-type: none"> ○ Strategic partnership or engagement failing to achieve desired outcomes, lack of sustainability within partnership, funding concerns or capacity concerns in terms of Authority involvement. Action progress should be noted as Behind. ○ Strategic partnership engagement has halted, and risks associated with partnership has increased because of inaction. Action progress should be noted as On Hold.
Amber	<p>Light touch monitoring required and/or some action should be carried out to prevent movement to Red status or to ensure progress to Green status.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Performance is currently not meeting the target or set to miss the target by a narrow margin. • Projects/ Project Development: <ul style="list-style-type: none"> ○ Minor or initial concerns around project performance and delivery

	<p>e.g. some slippage in terms of timescales, initial concerns around progress towards project milestones, outcomes, operational delivery and budget profiling. Action progress should be noted as Behind.</p> <ul style="list-style-type: none"> ○ For actions previously in red, where measures have been put in place to address any previous major concerns and are being acted upon. Action progress should be noted as Behind. ○ If project is on hold/ no aspect of the project can be delivered but there are limited risks because of inaction. Action progress should be noted as On Hold. ○ If project is on track but there are some future funding concerns. Action progress should be noted as On Track, however an explanation of Amber rating regarding funding concerns should be included in the comments section. <ul style="list-style-type: none"> ● Ways of Working: <ul style="list-style-type: none"> ○ Minor delays with progressing ways of working activities. Some activities, milestones and outcomes not being achieved. Action progress should be noted as Behind. ○ For actions previously in red, where measures have been put in place to address any previous major concerns and are being acted upon. Action progress should be noted as Behind. ○ If activity is on hold but there are limited risks because of inaction. Action progress should be noted as On Hold. ● Strategic: <ul style="list-style-type: none"> ○ Initial concerns on strategic partnership or engagement achieving desired outcomes, sustainability of partnership, funding or capacity in terms of Authority involvement. Action progress should be noted as Behind. ○ Strategic partnership engagement has halted, and there are only minor risks due to inaction. Action progress should be noted as On Hold.
Green	<p>No action required.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> ● Measures: Performance is currently meeting the target. ● Projects/ Project Development: Everything is functioning as expected, project performance is as planned with the project meeting milestones and outcomes. Action progress should be noted as On Track. If project milestones have been met ahead of schedule then action progress should be noted as Ahead. ● Ways of Working: Progress is being made against areas for action within reasonable timescales. Milestones and Outcomes are being achieved. Action progress should be noted as On Track. ● Strategic: Healthy sustainable partnership in place, delivering against desired outcomes. Action progress should be noted as On Track.
<p>Performance for some Measures are based on across year benchmarking and trend considerations, performance columns on previous year performance should be used to assess performance in these areas.</p>	

RECOMMENDATION:

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

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

Performance Report – Corporate and Resources Plan 2022/23 (April – January)

Transitional Performance Framework 2022-23

2022/23 is a transition period for PCNPA as it moves to consolidate its activities to support delivery of its new Well-being Objectives and high-level priorities. As a result, the Corporate and Resources Plan for 2022/23 aims to support this transition period while also ensuring the Authority continues to operate effectively and meet ongoing statutory obligations.



A transition performance measurement framework taking account of activities identified under the steps to delivering our Well-being Objectives in the Corporate and Resources Plan has been put in place for 2022/23. This is to help the transition process and is monitored via the Authority's Performance Reporting system. As a result of this being a transitional framework RAG Actions have been categorised as follows:

P1	High risk for Authority if not delivered or progressed in 2022/23/ Wider risks around compliance, funding commitments and reputational risks.
P2	Moderate risk for Authority if not delivered or progressed in 2022/23 / Likely to be taken forward and further developed through delivery plans.
P3	Lower risk for Authority if not delivered or progressed in 2022/23 / Likely to be taken forward and further developed through delivery plans.
C	Collaboration/ Strategic Partnership Activity

Impact Case Studies provided by staff have been included in relevant sections of the report. The aim is for these case studies to capture the initial impact of work we do but will also include relevant reflective case studies that show a longer-term impact.

The Authority will be working with Welsh Government and other two Welsh National Parks on development of specific indicators.

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Delivery Plans

Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	Standard Template created for all Delivery Plans	Green	Green	→	Progress Status: Complete / On Track Template for Delivery Plans and Development Process document with proposed timescales created to facilitate and co-ordinate Delivery Plan process. Document circulated to lead officers allocated for the Delivery Plans and kick off meeting held as part of New Horizon session for Leadership Team and new Heads off on the 26th January. Collaborative workshops for lead officers planned for February and March.
P1	Nature Recovery Delivery Plan (S6)	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Nature Recovery.
P1	Decarbonisation Delivery Plan (Taking account of Aquatera and Small Worlds Reports) (S6)	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Decarbonisation.
P1	Adapting to Climate Change Delivery Plan	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Director of Placemaking, Decarbonisation and Engagement.
P1	Health, Well-being and Accessing the National Park (focused on groups who currently can't/ don't access the National Park)	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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					and collaborative workshops arranged. Lead Officer for this Plan will be Head of Engagement and Inclusion.
P1	Learning about the National Park	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Engagement and Inclusion.
P1	Supporting regenerative tourism through the visitor economy (taking account of Audit Wales recommendations)	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Regenerative Tourism.
P1	Supporting Pembrokeshire Life Delivery Plan	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Chief Executive.
P1	Resourcing Delivery Plan to broaden our funding	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Finance.
P1	Digital Transformation Delivery Plan	Amber	Green	↑	Progress Status: In Progress / On Track Template and supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Decarbonisation.
P1	Enabling Plan (Support from Support/ Enabling Services) Delivery Plan	Amber	Green	↑	Progress Status: In Progress / On Track Template and Supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. There will be joint lead officers for this Plan involving HR, Finance and Governance to cover relevant enabling functions.
P1	Communications and Marketing Delivery Plan	Amber	Green	↑	Progress Status: In Progress / On Track

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					Template and Supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Communications and Marketing.
	Engagement and Involvement Delivery Plan	Amber	Green	↑	Progress Status: In Progress / On Track Template and Supporting documents in place and circulated to lead officers. Kick off meeting held in January and collaborative workshops arranged. Lead Officer for this Plan will be Head of Engagement and Inclusion.

Well-being Objective – Conservation

Measure - Data Available Quarterly	2021/22 Q1 – Q3 (April - Dec)	2022/23 Q1 – Q2 (April - Sep)	2022/23 Current Period: Q1 – Q3 (April – December)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
Conservation Sites - % in line with their formal management plan (S6)	100	100	100	100%		Green	→	
Conservation Work Programme: # jobs completed ytd (S6)	122	57	62	Trend				
# Pollinator/ habitat improvements carried out on PROW ytd (S6)	89	249	287	Trend				Including 69 scallop edges cutting jobs ytd and 55 bee bank jobs ytd.
# volunteer/ social action days – conservation ytd (S6)	801.5	529.5	797.5	BM				
# volunteer days – conservation wildlife survey or monitoring ytd (S6)	181.0	81.0	89.5	BM				
# participants in PCNPA's education programme -	N/A	1,177	1,804	BD				Across 56 sessions ytd. Includes 3

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appreciating and protecting nature and biodiversity in the Park ytd (S6)								
# participants in public events and activities programme - Nature related sessions ytd (S6)	N/A	1,488	1,738	BD				
Average Feedback Rating (1-5) for Public Events - I was motivated to support the National Park's conservation efforts ytd (S6)	N/A	4.20	4.19	BD				
# participants in community and outreach engagement programme - nature related sessions ytd (S6)	N/A	2,275	2,936	BD				Across 311 sessions ytd.

Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	SLSP: Wild Coast, Wild Park Nature Recovery [Wild Coast net zero nature trail and coast path resilience] (3 year project)	Amber	Amber	→	Progress Status: In Progress / Behind New Connecting the Coast Scheme under development. Recruitment for conservation role in progress.
P2	Nature Based Intervention activities and actions carried out in support of expanding their scale and reach in the Park	Green	Green	→	Progress Status: In Progress / On Track New iteration of the Traditional Boundaries Scheme is underway. New Connecting the Coast Scheme under development as part of the SLSP.
P2	Engagement Activities with Dairy Industry/ Farmers and Greening Agriculture Project (S6)	Green	Green	→	Progress Status: In Progress / On Track The Traditional Boundaries Scheme funding window closed in December for the funding of new hedgerows and the restoration of existing hedges to lock in further carbon on our traditional boundaries. 11 applications were chosen with projects to be completed by the end of April. An EOI window closed for the Dairy Project on the

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					12th of January Applications ratified at the SDF Committee on the 25th of January.
P1	Nature Network Fund - Mewn Dau Gae – Achub Brith y Gors (S6)	Green	Green	→	Progress Status: In Progress / On Track Fencing has been completed at Maes yr Wyn (funded from a different grant) so that grazing can be reintroduced to the two fields that had marsh fritillary webs last autumn. Fencing has been completed at Llwyn Eithin so cattle grazing can be re-established. A survey report of Himalayan balsam throughout the Wern catchment has been produced, so that works to eradicate it can be undertaken in the most efficient and effective manner. Spare Succisa seeds have been sown at Glanrhyd and Cae Capel.
P1	Dawnsio ar y Dibyn SMS – Implementation of Coastal project work programme (S6)	Amber	Amber	→	Progress Status: In Progress / Behind Officers attended a best practice event on the Llyn Peninsula to share best practice with other coastal managers. One of major elements of the project the LIDAR capture is behind schedule and officers are closely monitoring the situation.
C	Participate in opportunities to influence and support the design and delivery of the new Sustainable Farming Scheme for Wales (S6)	Green	Green	→	Progress Status: In Progress / On Track Authority is contributing to a Designated Landscapes group working with Welsh Government.
P2	Delivery of Invasive Species Work programme (S6)	Green	Green	→	Progress Status: In Progress/ On Track Liaising with contractors (and where applicable landowners) on sites across all catchments (Particularly Castlemartin Corse and Molygrove/Ceibwr) to begin vegetation cutting before the end of the nesting season to increase access to areas of balsam that were not accessible during the 2022 growing season. One new contractor identified to assist with vegetation cutting and balsam control in the Cilgwyn/ Afon Clydach catchment. Liaised with National Trust on joint project to install a bridge linking National Trust ownership within Kingsmill wood and also Kingsmill wood to Coreston Marsh.

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					Consents in progress to NRW. Finalised winter work and strategy to be undertaken over winter and growing season across the Afon Wern catchment, led by contractor/consultant WWSWS. GIS layers updated to reflect this.
P1	Delivery of work programme to manage ash die back on our estate (S6)	Green	Amber	↓	Progress Status: In Progress / Behind Survey work on Ash Dieback continues but has been hampered due to the increase in work related to HAVS. A number of trees have been removed this year, however further planned work will take place from October 2023. An area of concern is the amount of Ash Dieback at Freshwater East. A meeting is planned with the fire brigade in order to determine the fuel load that exists around the boundary with Freshwater East residents. This may highlight an increased risk and an extensive removal project may be required.
P2	Manage the Coast Path and IROW for Biodiversity (including activities of People, Paths and Pollinator Project) (S6)	Amber	Amber	→	Progress Status: In Progress / On Hold Head of Nature Recovery now in post and options are being explored to mainstream this work into the Nature Recovery work programmes.
C	Participation with Pembrokeshire Nature Partnership and delivery of Pembrokeshire Nature Recovery Plan (S6)	Green	Green	→	Progress Status: In Progress / On Track The Nature Partnership Coordinator is due to give an update to the Operational Review Committee on activities of the Nature Partnership.
C	Participation with Pembrokeshire Grazing Network and Pembrokeshire Wildfire Group.	Green	Green	→	Progress Status: In Progress / On Track Meetings have been held with Carningli Graziers and NRW to shape the new burning management plan for Carningli with arrangements in the pipeline to do the same for the Preseli. Firebreaks have been cut on Frenni fach for the first time since active grazing some 25 years ago. A programme of works has been developed for CL19, and 43 for February. Pembrokeshire Wildfire Group Both fire-foggers are now back with PCNPA and have been serviced and are ready for deployment. The group have arranged fire-

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					fogger training for graziers and partner organisations to be held on March 3rd. The Communications Team has prepared an article on climate change and wildfire risk for Coast to Coast 2023.
C	Participate in Relevant Authority Groups for SAC areas and Marine protected areas management at a Wales/ Welsh Government level. (S6)	Green	Green	→	Progress Status: In Progress / On Track. The Pembrokeshire Marine SAC relevant Authorities Group met on 15th December 2022. A large amount of the SAC Officer’s time has continued to be taken up with Natur am Byth! - Pembrokeshire Marine SAC. The end of the development phase is February, with the proposed 4-year delivery phase of the project due to start in September 2023 if Lottery funding is approved (decision in June). The Officer produced two short “site visit” videos for the Wales Biodiversity Conference. Native Oyster – field work is currently being written up and results analysed. The drop-down video work benefitted from ideal underwater conditions, resulting in around 500 images which have been analysed for habitat, oysters, predators and cleanliness of cultch (good settlement surface for oyster spat). Work to inform engagement has fallen behind schedule due to central project requirements, but this will be resumed as a priority. No further updates for January.
C	Participation in planned Nutrient Management (Plan) Board and partnership opportunities to improve water quality (S6)	Green	Green	→	Progress Status: In Progress / On Track Authority staff will be mapping marine catchments against PCNPA LDP centres and waste water treatment works.
C	Involvement with Foreshore Management Plan and collaborate on marine pollution prevention, contingency planning and response and support others in managing commercial gathering activity. (S6)	Green	Green	→	Progress Status: In Progress / On Track The Pembrokeshire Beach Liaison Group met on 30/11/22. This group, chaired by PCNPA brings together partners to deliver beach management. The focus of the group is on water quality, safety and beach awards but the meeting provides a forum for all aspects of beach management to be discussed. No further updates for January.

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P3	Recruit and train specialist volunteers to carry out reptile, Marsh Fritillary and Southern Damselfly monitoring (S6)	Green	Green	→	Progress Status: Complete / On Track Complete for the season.
P1	Update Section 6 Signposting Document and submit relevant reports to WG by 2022 deadline. (S6)	Green	Green	→	Progress Status: In Progress / On Track The report was submitted on the 19th December 2022 and consisted of: Environment (Wales) Act 2016 Section 6 (Biodiversity and Resilience of Ecosystems Duty) Pembrokeshire Coast National Park Authority Signposting document, Annual Report on Meeting Well-being Objectives 2021/22, Annual Report on Meeting Well-being Objectives 2020/21, Conservation Land Management Report 2022, Conservation Land Management Report 2021 and 2022 Annual Monitoring Report on the Pembrokeshire Coast National Park Local Development Plan 2.

Conservation – PCNPA Impact Case Study

Mewn Dau Gae – Achub Brith y Gors (National Lottery Heritage Fund project)

Teams Involved: Conservation Team. Discovery and Ranger Teams.

What issue was addressed

During 2020-21, PCNPA commissioned a study on ‘The Marsh Fritillary in Pembrokeshire: its current status, future survey and management requirements’. This revealed that even the butterfly’s stronghold around Mynachlogddu was seriously under threat, with only 8 of its former 32 sites still occupied during the previous 5 years. Two internationally important marsh fritillary sites, Gweunydd Blaencleddau SAC and Mynydd Preseli SAC meet at Mynachlogddu: both sites are in unfavourable condition according to NRW. One metapopulation of the butterfly requires between 76 and 104ha of suitable habitat for its long-term survival.

During 2020-21, Welsh Government funding was secured for the ‘Fritillaries and Damselflies’ project for capital works needed to reintroduce grazing to 5 sites. In addition, a ‘Greening Agriculture’ grant allowed the purchase of No Fence collars so that cattle can graze two SSSI commons (with previous marsh fritillary records) whilst keeping safe from other cattle herds and hazardous bogs.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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Further funding has now been obtained from the National Heritage Lottery Fund to facilitate the reintroduction of appropriate grazing to another 16 sites in the area (of which 5 are SSSIs). These will provide the essential connectivity needed for the marsh fritillary metapopulation to survive. It is also funding the removal of non-native invasive species and scrub from these sites and others adjoining them. Where the caterpillar's foodplant, Devil's-bit scabious, has been lost, it has been grown from local seed and planted out. This will provide further connectivity for the species.

What was achieved

Volunteers collected seeds from Trefach Holiday Park in Mynachlogddu during October 2021 and sent them to The Wildflower Nursery to be grown into plugs. 1375 plug plants were grown over the course of a year.

These have now been planted out across 7 different sites in Mynachlogddu and Pontfaen, connecting current marsh fritillary sites. Coleg Plas Dwbl have grown a further 640 plugs and their students have planted them out on land adjoining theirs, making the marsh fritillary population on their college site more resilient.

Volunteers have undertaken fencing works at 1 site and scrub clearance on 3 others, to complement the work of contractors. The warden team have fenced 1 additional site. Landowners have fenced a further 2 sites themselves with some financial assistance.

Contractors have been used for fencing works on 7 sites. Fencing is being undertaken on a further 6 sites and will be completed before the project ends in September 2023.

Mechanical vegetation clearance has been done on 12 sites so that grazing animals will be able to access all the habitat and restore it to good condition. Arisings from the Mynachlogddu sites are being composted at Coleg Plas Dwbl to aid their vegetable growing. Invasive species have been treated or cleared on 8 sites so far.

By the end of the project, works will have been completed on 115.57ha of land around Mynachlogddu and 53.17ha around Pontfaen, all with the potential to support marsh fritillaries in the future.

Those involved

So far, 327.5 hours of PCNPA volunteers' time have been spent on the project. This has included Pathways, Voluntary Wardens and Friends of the National Park. Marsh fritillary surveys have been undertaken by volunteers with professional-level skills. These were done during the flight period in June and when larval webs are visible in September. Surveys were coordinated with NRW, so that their staff and our volunteers could achieve the best coverage of sites. Coleg Plas Dwbl has worked in partnership over

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growing and planting out Devil's-bit scabious. Cwm Arian Renewable Energy are partners in the composting of arisings at Plas Dwbl that were produced during vegetation clearance. Conservation, Discovery and Rangers Teams were all involved.

Timescale

This is an ongoing project. 'Achub Brith y Gors' started in September 2021 and will finish in September 2023.

Evaluation/ Impact

Volunteers have surveyed sites where grazing has already been reintroduced (or only recently ceased) and found marsh fritillaries present at 11 out of 12 Mynachlogddu sites and at the 2 Pontfaen sites surveyed

In addition to the 8 sites identified as supporting marsh fritillaries in 2020, 2 new sites have been discovered and 7 sites which were believed to have been unoccupied are again supporting marsh fritillaries. Whilst some of these could have had populations that were simply overlooked, it is an encouraging trend. Many more sites will become suitable again through a combination of mechanical vegetation management, grazing and the planting of Devil's-bit scabious.

Well-being Objective - Climate

Measure - Data Available Monthly	2021/22	2022/23	2022/23 Current Period – January			Comments
	Jan	Dec	Actual	Original Target	Revised Target	
	Actual	Actual				
# Charging Events (EV charging points – PCNPA Sites) ytd	1,128	5,437	5,813	Trend		3 charging points available in September 2021/22, 18 charging points available at PCNPA Sites January 2022/23. Excludes charging events with 0 Kwh. Does not include PCC sites.
Total kWh from Charging Events (EV Charging points – PCNPA Sites) ytd	19,039.10	94,130.08	101,711.67	Trend		
Average Duration of Charging Event (EV Charging points – PCNPA Sites) ytd (Hours/ Minutes)	2.21	1.47	1.47	Trend		
# Changing Coast photo submissions ytd	434	468	481	BM		

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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Measure - Data Available Quarterly	2021/22 Q1 – Q3 (April - Dec)	2022/23 Q1 – Q2 (April - Sep)	2022/23 Current Period: Q1 – Q3 (April – December)					Comments
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	
% of Authority vehicles that are hybrid/ electric	N/A	28	32	BD				4 electric vans delivered in Q3.
# SDF community decarbonisation projects approved ytd (S6)	9	0	12	Trend				SDF committee on 5/10/22 – 12 projects approved.
# SDF Community Decarbonisation Projects Completed ytd (S6)	6	3	6	Trend				Completed projects in Q3: Lamphey Village Hall, installation of heat storage battery to be used with existing solar panels. Awel Aman Tawe - Innovative educational program spreading the message on climate change in innovative, engaging and creative way. Working with 6 local primary schools. Pater Hall Community Trust – improve insulation in the Community Hall.
% of Sustainable Development Fund allocated ytd (S6)	47.29	0	95.23	100% (Annual)				SDF committee held on 5/10/22.
# Trees/ Saplings planted via Community Tree Planting Project (S6)	N/A	0	468	BD				Projects include a new hedge and apple tree in Trefin play area, planting up a hedgebank adjacent to the common on Sutton Mountain, rejuvenation of a hedgebank at Nevern

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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								Village Hall and a selection of trees including crab apples and eating apples in Hayscastle Chapel Field.
% Community, Town and City Councils who have participated to date in Community Tree Planting Project (S6)	N/A	18	35	BD				17 communities have projects complete or underway and 5 further communities are considering projects.
# Volunteer/ Social Action Days for tree planting related activities ytd (S6)	121.5	22	89.5	BD				
# Volunteer/ Social Action Days for beach, foreshore and river cleaning ytd (S6)	80	37.5	61.5	BM				
# participants in PCNPA's education programme - sessions focused on climate change/ decarbonisation/ sustainability ytd (S6)	N/A	122	197	BD				Across 7 sessions ytd.
# participants in public events and activities programme - focused on climate Change/ decarbonisation/ sustainability ytd (S6)	N/A	440	4,630	BD				Glow at Carew over Christmas period provided opportunity for people to jump on a bike to have a go at generating pedal-powered energy, powering some of the lights and decorations in the Walled Garden.
# participants in community and outreach engagement programme - focused on climate change/ decarbonisation/ sustainability ytd (S6)	N/A	460	4,708	BD				

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Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	SLSP: National Park Decarbonisation Project (3 Year Project)	Green	Green	→	Progress Status: In Progress / On Track Funding fully committed for SDF – community decarbonisation schemes and Greening Agriculture – decarbonisation schemes for diary farmers.
P1	Collation and Submission of 2021/22 Carbon emissions re Welsh Government Net Zero Reporting	Green	Green	→	Progress Status: Complete / On Track Data/ spreadsheet template submitted to Welsh Government in advance of 9th September deadline. Internal Net Zero Data collectors meeting held to discuss WG December workshop and assess where we are in terms of data collection for 2022/23 submission. With positive developments in terms of moving to more accurate consumption-based model for Authority fleet emissions.
C	Strategic Engagement - Participation in Climate Strategy Panel and PSB activities	Green	Green	→	Progress Status: In Progress / On Track Work has continued and included a meeting with the Welsh Government's Energy Service who will undertake a review of the Authority
P2	Initial review of relevant decision-making templates, business and project plans, templates, policies and procedures to support embedding carbon reduction across Authority activities.	Amber	Amber	→	Progress Status: Not Started / On Hold Work will commence once new Head of Decarbonisation commences work in February.
P1	Installation of Electric Vehicle Charging Points.	Amber	Amber	→	Progress Status: In Progress / Behind Installation of EV Charging network now 100% complete, some minor snagging items to resolve including "back office" issues.
P1	Capital Programme - PV installation at Cilrhedyn	Amber	Amber	→	Progress Status: In Progress / Behind Consultants appointed, tender documents prepared and ready for tender, project delayed due to workload pressures. Project expected to be tendered early 2023 and work commence later in the year.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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P1	Capital Programme - Detailed decarbonisation feasibility survey and report to ensure our buildings contribute to meeting our Net zero objectives.	Green	Green	→	Progress Status: In Progress / On Track Commenced work to prepare tender documents for appointment of consultant.
P2	Review of Authority’s Procurement policy and strategy documents, commissioning templates and tender evaluations to support embedding decarbonisation best practice	Amber	Amber	→	Progress Status: Not Started/ On Hold Work will commence once new Decarbonisation Officer is appointed. Discussion held to arrange initial work by WRAP and Welsh Government Energy Service.
P2	Fleet Decarbonisation Activities	Amber	Amber	→	Progress Status: In Progress / Behind 4 electric vans received in Q3, a total of 6 electric vans now in use. 5 vans are on order and due in 2023.
P3	Centres activities to support biodiversity, carbon and waste reduction, sustainable retail practices and promoting decarbonisation behaviour change messages (S6).	Green	Green	→	Castell Henllys – Progress Status: In Progress / On Track During this month Castell Henllys has been coppicing our Hazel and developing sustainable and biodiversity themed trails for February half term. Castell Henllys ran a Great Garden Bird watch activity during the allocated weekend. On the 30th of January the work on creating a pond to improve wetland habitat in the lower meadow began and the pond is successfully filling with water. OYP – Progress Status: In Progress / On Track The VSM attended further meetings to plan the annual Great Big Green Week. Carew – Progress Status: In Progress / On Track Carew are currently working on a number of grant funded projects to further enhance the biodiversity of the site. These projects include planting a 213m native hedge (rewilding a strip of farmland adjacent to our carpark) as part of the Traditional Boundaries scheme and planting approx. 40 specimen trees on neighbouring farmland. We also have funding from Local Places for Nature for fruit trees, pollinator friendly plants, seeds, planters and interpretation etc. to enhance the Castle’s Walled Garden. Carew will also be hosting The Woodland Trust as a hub

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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					for households to collect a free tree during February half term.
P1	Tree Planting Scheme to commemorate 70 years of NP designation with Community, town and city councils. (S6)	Green	Green	→	Progress Status: In Progress / On Track 70 trees were planted at Hundleton Community Sports Field. Pupils from Penrhyn Church in Wales VC School worked with the Rangers to plant 6 apple trees and a wind break of oak and hazel.
P1	Trees and Woodland Siting and Design Guidance	Green	Green	→	Progress Status: In Progress / On Track The draft Tree and Woodland Guidance SPG is being prepared for public consultation. NRW and Cadw have collaborated on an invitation to tender for a pilot approach on Woodland Planting in Registered Historic Landscape Areas and LANDMAP Historic Landscape areas, focused on Pembrokeshire. This developed in part from the work commissioned by the Authority. .
P2	Interventions to support Commons Resilience including work linked to National Peatlands Action Programme. (S6)	Green	Green	→	Progress Status: In Progress / On Track A separate grant of just over £20,000 from NRW for additional peatland restoration work this winter.
P2	Carbon sequestration work on Land - Graply Fields. (S6)	Green	Green	→	Progress Status: Complete / On Track Complete. Grazing has taken place successfully this winter with two new tenants. This site has entered the regular management phase.
P1	Community Woodland (SLSP) (S6)	Amber	Green	↑	Progress Status: Complete / On Track Legal purchase of land now complete.
C	Explore opportunities through partnerships to develop projects that can support/ enhance carbon sequestration in the marine environment. (S6)	Green	Green	→	Progress Status: In Progress / On Track Seagrass is included within the Natur am Byth! project which is allowing the SAC Officer paid time to continue working on the Dale restoration trial. PCNPA officers are also looking at the feasibility of extending seagrass elsewhere in the Haven via the SLSP Wild Coast project. Additional funding may also be available for a project (to be scoped) in the Carmarthen Bay and Estuaries European Marine Sites area. No further updates for January.

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P3	Monitor and research wider developments, trends and impact of private, public and community offsetting activities in the Park, looking at ongoing management, biodiversity and community impacts. (S6)	Amber	Amber	→	Progress Status: Not Started / On Hold This work will start once the Head of Decarbonisation is in post.
P1	Involvement with Behaviour Change Project for Staff with Welsh Energy Service.	Green	Green	→	Progress Status: Complete/ On Track Workshop on commuting held with staff from across Authority teams and facilitated by Welsh Gov Energy Service on 5 May. Data from staff commuting survey shared with Welsh Gov Energy Service to inform their wider report on Behaviour Change and Public Sector. Report/ Feedback presentation received from Welsh Gov Energy Service.
P3	Staff, volunteers, Members training in relation to decarbonisation and carbon literacy	Amber	Amber	→	Progress Status: Not Started / On Hold Early discussions held with Head of Decarb. No substantive news to report this month.
C	Engagement with relevant partners to explore opportunities to improve public transport and affordable sustainable transport opportunities in the Park	Green	Green	→	Progress Status: In Progress / On Track Tender has been awarded and work is being undertaken.
P1	Brilliant Basics: Ebike Scheme	Amber	Amber	→	Progress Status: In Progress / Behind. Consultant's report has been received and proposed way forward agreed with CEO. Proposal is for PCNPA to deliver the e-bike hire scheme (rather than working with a third-party organisation as originally planned). However, the delayed restructure process (OyP Manager unable to start in post until April) is impacting on staff capacity and, as a result, it is unlikely that the scheme will be launched in time for Easter 2023.
C	Participate in the development of the Pembrokeshire Climate Adaptation Strategy and associated activities being led by Pembrokeshire Public Services Board	Green	Green	→	Progress Status: Complete/ On Track Plan agreed by PSB.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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P1	Activities to respond and increase resilience to the impact of coastal erosion and poor weather cycles on path (Reactive and planned work)	Green	Green	➔	<p>Progress Status: In Progress/ On Track</p> <p>Consultant engineers engaged to prepare schemes on Coast Path revetments at Angle and the tidal crossing of the Gann, Dale. Initial sketches received for design of inter tidal crossing at the Gann. Tendering for contractor at Angle. Contractor has undertaken emergency repairs on Sandy Haven crossing. Two more footbridges’ kits ordered to replace existing with more resilient & durable structures to withstand floods.</p>
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Well-being Objective - Connection

Measure - Data Available Monthly	2021/22 Jan	2022/23 Dec	2022/23 Current Period – January					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Beach Wheelchair/ Mobility Equipment Bookings (Slots) ytd	N/A	336	336	BD			
# of online walk maps downloaded from PCNPA website ytd	25,227	14,179	15,201	Trend				
# of web wheelchair walks maps downloaded ytd	845	424	454	Trend				
# Visitors to Carew Castle ytd	43,495	55,585	56,081	BM				28.9% increase in visitors ytd compared to 2021/22.
Carew Trip Advisor rating 1-5	4.5	4.5	4.5	4.5	➔	Green		
Carew Google Review rating 1.5	4.6	4.6	4.6	4.6	➔	Green		
# Visitors to Castell Henllys ytd	12,297	18,101	18,292	BM				48.8% increase in visitors compared to 2021/22

↑ Improving Trend
 ➔ Static Trend
 ↓ Worsening Trend
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Castell Henllys Trip Advisor rating 1-5	4.5	4.5	4.5	4.5	→	Green		
Castell Henllys Google Review rating	4.6	4.6	4.6	4.6	→	Green		
Pembrokeshire Coast Path – Trip Advisor Overall Rating 1-5	5	5	5	5	→	Green		

Measure - Data Available Quarterly	2021/22 Q1 – Q3 (April - Dec)	2022/23 Q1 – Q2 (April - Sept)	2022/23 Current Period: Q1 – Q3 (April – December)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# participants in supported walking activities (Walkability, Wild Well-being Wanderers and West Wales Walking for Well-being Project Pembrokeshire supported walks) ytd	1,007	1,471	2,090	BM				Across 235 sessions ytd.
# supported walks led or supported by volunteer activity leaders ytd	N/A	100	138	BD				
# participants engaged with through social inclusion and outreach activities ytd	2,034	3,568	4,946	BM				Reflects increased supported walking, roots to recovery, early years sessions and ongoing Pathways sessions.
# participants engaged with through social inclusion and outreach activities with young people ytd	452	772	879	BM				Across 56 sessions ytd.
# participants in tailored public events (tailored to meet different needs) ytd	N/A	1,793	1,951	BD				
# participants art and craft workshops for children at OYP ytd	139	412	517	BM				Adults – 182. Children – 335.
# volunteer days ytd	1,684.7	1,452.8	2,034.7	BM				

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# participants in volunteering and social action sessions involving physical activity ytd	1,912	1,724	2,484	BM				
# attending volunteer training sessions ytd	230	35	39	BM				
# participating in Early Year /Pre School sessions (linked to 1 st 1000 days project) ytd	N/A	348	517	BD				Across 38 sessions ytd.
# participants in PCNPA's education programme ytd	6,591	3,804	5,752	BM				Across 173 sessions ytd.
# participants in PCNPA outdoor learning sessions ytd	5,395	3,340	4,820	BM				Across 147 sessions ytd.
# people engaged with through education programme at Castell Henllys ytd	1,367	1,136	1,643	BM				Across 50 sessions ytd.
# people engaged with through education programme at Carew ytd	381	392	830	BM				Across 19 sessions ytd.
# participants in historical activities and events ytd	11,851	13,196	15,149	BM				
# volunteer days – heritage sites monitoring ytd	29.5	20.0	23.0	BM				
# participants in public events and activities programme ytd	20,789	22,809	31,421	BM				4,140 attendees at Carew for Glow over Christmas period.
# participants in PCNPA led walks ytd	1,789	2,363	3,143	BM				Across 324 walks ytd. In addition Walk Leader Training Session provided for 12 Pembrokeshire College Countryside Management

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								Course participants.
% attendees rate our public events excellent/ good ytd	N/A	100	99.99	BD				In the last quarter 52 feedback forms were returned. 33 for the Archaeology Day. Out of 52 responses 41 rated the events as excellent, 10 as good and one respondent rated an event as poor. This response concerned the live streaming aspect of the Archaeology Day.
Average Feedback Rating (1-5) for Public Events - I felt moved or inspired by the National Park's landscape or seascape ytd	N/A	4.90	4.74	BD				
Average Feedback Rating (1-5) for Public Events - It made me want to know more about nature, wildlife or heritage of this special place ytd	N/A	4.35	4.38	BD				
Average Feedback Rating (1-5) for Public Events - I felt stimulated to make lifestyle changes that will benefit the environment and improve my wellbeing and wellbeing of others ytd	N/A	3.25	3.33	BD				
Average Feedback Rating (1-5) for Public Events - I was able to relax and enjoy the time with friends and family ytd	N/A	4.40	4.23	BD				
% of PROW open and accessible and meeting the quality standard ytd	86.74	87.19	87.23	85%	↑	Green		
# of people using footpath (from fixed counters)	246,708	173,424	198,858	Trend				Setting aside Covid gyrations, the 2022 high season Q2-Q3 Coast Path footfall was up 6.8% on 2019.
# concerns reported for Coast Path and IROW	249	124	149	BM				40% decrease in concerns ytd compared to 2021/22
ROW Work Programme: # Coast Path Cutting jobs completed ytd	300	364	376	Trend				

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ROW Work Programme: # Coast Path Maintenance jobs completed ytd	406	89	294	Trend				
ROW Work Programme: # Inland Rights of Way Path Cutting jobs completed ytd	657	657	682	Trend				
ROW Work Programme: # Inland Rights of Way Maintenance jobs completed ytd	610	149	313	Trend				
ROW Work Programme: # Links and Other Cutting jobs completed ytd	11	13	14	Trend				
ROW Work Programme: # Trees and Ash Dieback jobs completed ytd	68	21	38	Trend				
ROW Work Programme: # Other jobs completed (including those categorised as other, complaint, memorial and checks (e.g. AWC, drainage, gate) ytd	150	11	19	Trend				
Site Work Programme: # All Sites Work jobs completed (across all categories)	297	159	220	Trend				

Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	West Wales Walking for Well-being partnership project (Final Year).	Green	Green	→	Progress Status: In Progress / On Track In January the number of walks delivered was slightly down on previous months, of the most part down to the cancellation of walks due to poor weather and a shorter delivery period following the Christmas/New Year break (60 walks delivered with just under 500 participants across the 3 Counties of Pembrokeshire, Carmarthenshire and Ceredigion.) Walk leader training was delivered in Pembrokeshire for local volunteers and

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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					for Hywel Dda Health Board Community Development Outreach Team, who plan to provide targeted walking activity for specific groups in West Wales as part of a programme to improve health and wellbeing outcomes for these groups.
P1	Brilliant Basics: Beach Access/ Wheelchairs Project	Green	Green	→	Progress Status: In Progress / On Track Almost all orders made with final purchase of gazebo in progress. Additional 'sports style ' al terrain chairs also ordered with BBF.
P1	Carew Castle Access Project	Amber	Amber	→	Progress Status: In Progress / Behind This project has been delayed and is still in the initial stages of planning. A brief has been written; an architect has been engaged. Detailed plans have been drawn up for the various elements of the project, including a number of phases. We are now waiting for amendments to the plans to be completed following meetings. As soon as the plans are finalised, they will be submitted for the relevant consents. We hope to commence some of the work in winter 2023.
P1	Pathways Project (Final Year)	Green	Green	→	Progress Status: In Progress / On Track Six volunteer sessions took place in January comprising 4 large group days continuing the coppicing project at Jeffreyston and two days with smaller groups laying the perimeter hedge at Withybush Depot.
P1	Roots to Recovery Project (in Partnership with MIND Pembrokeshire)	Green	Green	→	Progress Status: In Progress / On Track In January the Roots to Recovery project was active from its hubs in Pembroke, Haverfordwest and Fishguard. The Pembroke group did the West Angle Bay Coastal walk and continued volunteer work as part of PCC's green infrastructure plan for Pembroke by planting up a fern garden at the Millpond in the town. In Fishguard the group enjoyed a coast path walk from Goodwick to Lower Town Fishguard. Although numbers are relatively small for this group at the moment they are starting to build as more people find out about the opportunity to get involved. The

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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					Haverfordwest group continued work on the allotment site in Withybush with a view to creating a productive small holding later in the year. The group also enjoyed a walk at Llys-y-frân Reservoir and a trip to Monk Haven Beach. Volunteer tasks included a Roots to Recovery mentors day to start work on the hospital gardens at Withybush Hospital and work on the Community Garden at the Mind Pembrokeshire drop-in centre.
P2	Responding to Experiences for All findings	Amber	Green	↑	Progress Status: In Progress/ On Track Internal meeting held to discuss next steps, plan for workshop with key Officers.
C	Facilitation of Out and About Network	Amber	Amber	→	Progress Status: In Progress / On Hold Network needs to be reviewed as part of Inclusion and Engagement Planning.
C	Co-ordinate the West Wales Nature Based Health Service Network	Green	Green	→	Progress Status: In Progress / On Track Planning for next network event in hand.
C	Support Public Health Wales with its strategic activities on social and Green solutions for health/ engagement with other health partners	Amber	Amber	→	Progress Status: In Progress/ Behind Links with PHW post covid need to be re-established.
P1	First 1000 days pilot	Green	Green	→	Progress Status: In Progress / On Track There were no outdoor sessions delivered in January, with the decision taken to focus on the development of resources (activity cards and neighbourhood maps) intended to support both nurseries and the parents/carers of pre-school children to explore and spend more time in outdoor spaces. These resources will be made available on the PCNPA and Pembrokeshire Outdoor Schools website.
P1	Roots (Gwreiddiau) Project	Green	Green	→	Progress Status: In Progress / On Track Funder has agreed to support project for a further year, increasing funding and additionally funding cost of producing a film to highlight the work of the project. Some

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data

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					preliminary event planning with schools and considering including further schools.
P1	Pembrokeshire Outdoor Schools	Green	Green	→	Progress Status: In Progress / On Track In January the Outdoor Schools Co-ordinator continued to visit schools to provide advice on Curriculum development in relation to outdoor learning and provided advice on school grounds development associated with learning objectives and the new curriculum. The PODS project has secured funding to continue until the end of March 2024.
P1	SLSP: Designated Landscape Education Project (Working with all Wales designated landscapes on collaborative education resource project funded through SLSP. PCNPA are the lead organisation)	Green	Green	→	Progress Status: In Progress / On Track Tenders were prepared for two contractors to assist in the delivery of the project, the first to support collaborative working with teachers from each of the Designated Landscape Areas of Wales, The second, to support the design and digital elements of the resources planned as part of the project. A Delivery Plan for the project has also been completed, with a meeting of the partnership steering group planned for February.
P2	Delivery of Safeguarding Publicly Accessible Ancient Monuments Scheme	Green	Green	→	Progress Status: In Progress / On Track During January, five monitoring visits to scheduled monuments took place by heritage volunteers, also during the month heritage watch patrol and visits to assess heritage crime issues took place. Scrub clearance at two promontory forts took place and on a smaller monument with help from volunteers, including through Friends of the National Park and also ones registered with the Authority. Drone surveys were carried out at two monuments by the community archaeologist to produce 3D models so that issues could be monitored over time. Meetings relating to monuments took place between the community archaeologist and internal and external colleagues to discuss work priorities. A work brief was also produced by the community archaeologist for conservation work on the square tower at Nevern Castle. This has been shared

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					with potential contractors with a deadline to apply for the work to close in February. The community archaeologist assessed information received as a result of visits in relation to monuments also.
P2	Annual Archaeology Day	Green	Green	→	Progress Status: In Progress / On Track During January, there was no activity to report relating to the Archaeology Day event. During December, the recorded talks from Archaeology Day 2022 were uploaded onto the YouTube channel and those on the archaeology mailing list and members of the public were made aware via our social media channels.
P1	Activities to support digital community archaeology interpretation offer	Green	Green	→	Progress Status: In Progress / On Track During January, the new interpretation panel and QR code panel were installed at Fishguard Fort. Also, the community archaeologist and Authority colleagues prepared for a community engagement event in early February in connection with the archaeology interpretation project being delivered on behalf of the National Park Trust in collaboration with DAT via the CUPHAT project.
P3	Develop a range of digital and supplementary online materials for exhibitions at OYP, to help more people to engage with art works on display	Green	Green	→	Progress Status: In Progress / On Track Planning for The Lost Words exhibition is well under way, various digital elements will be incorporated. A social media plan has been drafted. No further updates for the current exhibition, On Your Doorstep.
C	Collaborating with others on Community Archaeology excavations and projects in the Park	Green	Green	→	Progress Status: In Progress / On Track During January, the community archaeologist met with members of Nevern Community Council and Durham University to discuss priorities at Nevern Castle. The brief to carry out conservation work on the square tower was prepared and sent to three potential contractors to deliver the work requirements. Deadline for applying for the work is the end of February. In addition, the community archaeologist and Authority colleagues prepared for a community engagement event in early February in

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					connection with the archaeology interpretation project being delivered on behalf of the National Park Trust in collaboration with DAT via the CUPHAT project.
P1	Dawsio ar y Dibyn SMS - Analysis of LIDAR survey and associated activities	Amber	Amber	→	Progress Status: In Progress / Behind During January, there was no progress with obtaining the lidar data. The community archaeologist continued to monitor the work closely and requested updates from the contractor on a regular basis.
C	Collaboration and activities with partners via Heritage Watch Scheme	Green	Green	→	Progress Status: In Progress / On Track During January, a heritage watch joint visit took place between the community archaeologist and colleagues from Dyfed-Powys Police and Cadw to Pentre Ifan to look at a heritage crime incident at the site. Also, the community archaeologist made three reports to Dyfed-Powys Police relating to heritage crime at three scheduled monuments in the National Park. One of the incidents was also posted on social media accounts for heritage watch to raise awareness of the issue. Two of the three incidents were identified by heritage volunteers during monitoring visits to sites. In addition, patrols by local PCSOs took place during the month, with no issues identified.
P3	Development of new footpath links and circular walks	Green	Green	→	Progress Status: In Progress / On Track Working with Ramblers' Paths to Wellbeing project in Brynberian locality to reinstate four public footpaths and create new circuit walks.
C	Collaborate with PCC on delivery of RWIP and facilitation of Local Access Forum	Green	Green	→	Progress Status: In Progress / On Track Local Access Forum meeting was held on 26th January; Forum consultation response sent to the Welsh Government regarding its Sustainable Farming Scheme proposals and response sent to Pembrokeshire Well Being Plan consultation.
C	Participation in the Welsh Government's Access Legislation Reform	Green	Green	→	Progress Status: In Progress / On Track Recent Welsh Government update has confirmed that there will be no legislative change in 2022/23, with

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					emphasis on the development of guidance on responsible recreation and specific dogs control guidance. Consultation expected from NRW in developing this guidance.
P1	Brilliant Basics: Poppit Sands Boardwalk, improved access from boardwalk onto the minor road	Green	Green	→	Progress Status: In Progress / On Track Initial sketch proposals completed and further to consultation revisions complete. Consultant appointed to draw up proposals for next stage, minor delays due to change of consultant. Alongside this work started on proposal with the Surf Lifesaving club and other stakeholders on a possible Master plan this may affect the viability of Board walk construction.
P1	Brilliant Basics: Access/ Arrival Improvements (Car Parks & PROW)	Amber	Amber	→	Progress Status: In Progress / Behind This pot of funding covers eight individual projects that are being managed through partnership with local community councils and relevant landowners. Some projects are proving difficult to deliver due to the staff/volunteer capacity of third-party organisations and, in one case, due to some ambiguity over long-term management and maintenance. As a result, we are working closely with Visit Wales to ensure that the grant-aid can be spent prior to the end of the financial year.

Connection – PNCPA Impact Case Study

Wild Well-being Wanderers

Teams Involved: Beach Wheelchair and Outdoor Mobility Coordinator, Walkability Officer, Volunteer Manager, Health and Tourism Officer, South and South-West rangers. Rights of Way team.

What issue was addressed

Testing and trying out walking routes for people with different mobility and accessibility needs. Exploring how to share those routes so that someone with mobility issues could make informed decisions as to whether the route was suitable to their capabilities and equipment. Setting up a walking group that was inclusive as to as many users as possible as part of this process.

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What was achieved

3 consultation events were initially held with professionals and potential participants, and they were asked how we could make walks in Pembrokeshire Coast National Park more accessible. One of the main themes that came back was knowing where to go and detailed information on what the walk was like. This was also highlighted in the PCNPA Experience for All report, with walking rating highly as a ‘preferred activity’, but issues around accessibility and ‘knowing where to go’ were identified as barriers for some alongside the cost of carparking and a lack of toilet facilities.

This project has sought to create solutions to some of these barriers. Following guidance from Fieldfare Trust ‘Countryside for All’ report, the Walkability officer approached Value Independence to ask if they would like to be part of a working group to pilot accessible walking opportunities. Value Independence offer day services locally to a wide demographic of people with disabilities, so within one group we can get varied feedback on how we can do better, making them an ideal partner for this project. It is also vital to include people with disabilities in this work to ensure that their views guide the development of activity in this area.

Canaston Woods was decided upon as a site for a monthly walking group due to its reasonably central location. Recent work undertaken by Sustrans and NRW (a consultee and supporting organisation in developing this project) to improve routes in this area, together with access to free parking also made it an ideal location. The possibility of providing routes to suit different walking capabilities also meant that Canaston Woods was the ideal setting for an accessible walking programme. A recent Canadian National Parks Accessibility conference highlighted the need for different users within a group to have choices of routes for variable capabilities to enjoy an area together.

Toilets were also a barrier and we have purchased a disabled ‘porta loo’ with a tent for use on the site.

Equipment to access walks was also a barrier so we have the mountain trikes, walking sticks and a walker that converts into a wheelchair on site. We also have a selection of wellington boots and ponchos for wet weather.

A programme of walks was delivered by the Walkability officer this year supported by colleagues from the National Park Authority and volunteers and professionals from stakeholder groups. This included the South Area Ranger, providing information on the natural history of the area and on the iNaturalist project and a tea party to celebrate the Pembrokeshire Coast National Park Authority 70th Anniversary, with a number of groups coming together on the day.

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As part of the Wild, Wellbeing Wanderers sessions and also on our once a month ‘discovery walks’ we have been piloting the use of [Phototrails](#), a phone based App, which grades the routes both in decent and accent and grades the path surfaces.

Those involved

VC gallery, Value Independence, Beach Wheelchair and Outdoor Mobility Coordinator, Walkability Officer, Volunteer Manager, Health and Tourism Officer, South and South West Rangers. Rights of Way team. NRW Senior Land Manager. Wild Well-being Wanderers participants.

Feedback/ Longer Term Impact

The feedback is extremely positive, with staff and participants saying how much it helps their mental health and how they look forward to the session every month. Feedback from the volunteers has also been very positive as they feel they are truly helping people who wouldn't normally access these areas. One of our participants has never been able to access woodlands like he has during our sessions, due to lack of public transport to these areas. It has also inspired staff and participants to revisit area with their families.

It is creating maps that will allow people to make choices about routes to suit their capabilities and equipment, helping to reduce the barriers to accessing the National Park and will create more opportunities for both local and visitors to access the park.

We are training all participants of Wild Wellbeing Wanderers in navigation; this will also allow staff (from for example Value Independence) to use our webwalks to independently facilitate service users into the National Park using our webwalks.

During our sessions we have open dialogue about how we can help further to make things more accessible for participants of the group but for other disabilities i.e. blind or partially sighted participants.

We are sharing this learning with other organisations including Natural Resource Wales, National Trust, Ceredigion Coast Path Officer, Visit Pembrokeshire and other National Parks.

We are hoping this work will inspire other organisations to see the value of this work and see the ability of people and passed the disability.

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Well-being Objective - Communities

Measure - Data Available Monthly	2021/22 Jan	2022/23 Dec	2022/23 Current Period – January					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# visitors to Oriel Y Parc ytd	69,930	88,055	90,556	BM			
Oriel Y Parc Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	
Oriel Y Parc Google Review Rating	4.4	4.4	4.4	4.4		Green	→	
# visitors to gallery at Oriel y Parc ytd	13,016	11,423	11,826	BM				9.1% decrease in visitors compared to 2021/22.
# Main website users ytd	258,916	222,654	238,164	BM				
# Main website page views ytd	971,695	729,538	780,386	BM				
% Authority Spend Locally (SA Postcode Area) ytd	46.99	48.78	49.17	BM				

Measure - Data Available Quarterly	2021/22 Q1 – Q3 (April - Dec)	2022/23 Q1 – Q2 (April - Sep)	2022/23 Current Period: Q1 – Q3 (April – December)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# attending pop up events/ engagement activities across the Park ytd	4,644	2,278	2,564	BM		Includes Meadow Celebration Day.
# people engaged with through Summer Rangers tourist	4,488	2,239	2,525	BM		

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information and general public networking activities ytd						
# participants in Cynefin related education sessions delivered ytd	5,065	1,970	3,244	BM		Higher 2021/22 participant figure reflects that last year in Q1 webinars were held for schools with high level of participants and school grounds activities at some schools involved high number of participants from across the school. Figures relate to Pembrokeshire schools only.
# of Cynefin related education sessions delivered ytd	103	62	95	BM		
% schools in National Park engaged with PCNPA outdoor learning sessions/ activities ytd	61.54	53.85	69.23	BM		
% schools in Pembrokeshire engaged with PCNPA outdoor learning sessions/ activities ytd	50.00	54.84	70.97	BM		
# social action participant days ytd	169	56	135	BM		
# community project/ engagement activities ytd	685	649	886	BM		
# community events held at centres ytd	34	22	40	Trend		
# of stall holders participating in fairs and events at Oriel Y Parc and Carew ytd	41	27	56	Trend		
# of artists and craft makers supported at Oriel Y Parc ytd	29	64	133	Trend		
# events and activities delivered in Welsh ytd	27	27	32	BM		Castell Henllys has been running Profwch yr Oes Haearn Sessions over the summer and 1 session was also held in Q3.
# participants in events and activities delivered in Welsh ytd	310	444	523	BM		
# Participants Castell Henllys Dished y Dysgwyr events	N/A	11	11	BD		
# education programme sessions delivered in Welsh ytd	36	21	25	BM		

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# participants in education programme sessions delivered in Welsh ytd	1,047	601	723	BM		
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Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	SLSP: Sustainable Tourism Pembrokeshire Project (Three year project)	Amber	Amber	→	Progress Status: In Progress / Behind Officers continue to meet with stakeholders in Poppit regarding the development of a masterplan for the site. Sustainable Tourism Transport study is progressing.
C	Co-ordination of Managing Visitor Pressures and Visitor Experiences Document with partners (S6)	Green	Green	→	Progress Status: Complete / On Track Document for 2022 season completed in Spring 2022.
P1	External Sustainable Events Research (including responding to recommendations) (S6)	Red	Red	→	Progress Status: Closed / On Hold Work with university now closed due to limited progress on project. Project faced challenges due to Covid and subsequent long tail of the pandemic impacting upon universities' ability to deliver the project. Potential opportunities for regenerative tourism.
P1	Sustainability Support Activities for World Rowing and Beach Sprint Event (S6)	Green	Green	→	Progress Status: In Progress / On Track Work nearing completion. Report to Operational Review Committee in March 2023.
C	Participation in Pembrokeshire Water Safety Forum and mapping of coastal and foreshore incidents. (S6)	Green	Green	→	Progress Status: In Progress / On Track PCNPA contributed to two groups actioning WSF priorities; Personal Water Craft (jetskis or PWC) and Stand Up Paddleboards (SUP). A review of the 2022 season showed that only two anti-social PWC incidents had been logged and having completed all agreed actions during 2022, group members agreed to focus our priorities elsewhere during 2023. PCNPA has undertaken to maintain an incident log so that if issues spike again we can work to address them promptly. The SUP group reviewed RNLI rescue data showing an exponential rise in the use of SUP over the last 3 years and a suite of

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					actions was agreed mostly relating to education and promotion and sharing of safety advice between partners and our audiences. No further updated for January.
C	Liaison with Recreation Groups and Pembrokeshire Coastal Forum. (S6)	Green	Green	→	Progress Status: In Progress / On Track No partnership meetings held in January. In December partner organisations including PCF met for a post season recreation review meeting. Actions included further work on reporting of wildlife disturbance and wildlife crime.
P2	Development of Sustainable Tourism Indicators in partnership with other NP Authorities (S6)	Amber	Amber	→	Progress Status: Closed / On Hold Closed. Joint sustainability indicators across NP not possible, however new regenerative tourism indicators may be developed following restructure.
C	Collaborate with destination management partners to ensure a shared regenerative tourism approach to destination promotion is delivered for the Park (S6)	Green	Green	→	Progress Status: In Progress / On Track PCNPA is working closely with Visit Pembrokeshire, as the Destination Marketing Organisation (DMO), to constantly review our collective promotional approach throughout 2022/23. Joint meetings are regularly organised by Visit Pembrokeshire to ensure that the visitor pressures on local communities and infrastructure are carefully managed.
P1	Celtic Routes Partnership Project	Green	Green	→	Progress Status: In Progress / On Track Golly Slater are developing the next phase of the Celtic Routes Marketing Plan. This phase of the campaign will include international markets and secure a long-term legacy once the partnership and funding come to an end. Therefore, in contrast to previous campaigns which have centred firmly on awareness and website traffic, this campaign will focus on how we grow our social following to the Celtic Routes social platforms, as these will be managed long term via the partnership team. The marketing objective for the campaign is to raise the awareness of the Celtic Routes, to educate users on the range of holiday options available to them and to drive

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					both web traffic to the campaign landing pages, and also grow their organic reach with social following.
P1	Ancient Connections Partnership Project	Amber	Green	↑	Progress Status: In Progress / On Track An overview of the Autumn marketing campaign is now available and was discussed at the most recent Ancient Connections Board meeting. This will be used to inform the Summer 2023 campaign. A new arts exhibition ('Sift') opens at Oriel y Parc on Thursday 23rd February including commissioned works by Seán Vicary, Linda Norris, John Sunderland and Sylvia Cullen.
P2	Depending on outcome of the feasibility study pursue in partnership with communities activities to support Dark Sky Reserve designation for Pembrokeshire.	Green	Green	→	Progress Status: In Progress / On Track Dark Sky Officer interviews held.
P2	Re-positioning Oriel y Parc as Discovery Centre and implementing its interpretation plan	Green	Green	→	Progress Status: In Progress / On Track A progress meeting took place at the beginning of January for The Creative Core to present a draft document. Feedback was given and an update will be shared with members in February. A meeting took place with the Building Projects Manager to discuss possible capital works.
P2	Develop a framework to support the Authority to work more closely with National Park communities and Community, Town and City councils to better understand and support local priorities	Amber	Amber	→	Progress Status: Not Started / On Hold Work will commence once new Head of Engagement and Inclusion commences work.
C	Engage and support the Public Services Board as it develops a revised Wellbeing Plan following completion of the Well-being Assessment.	Green	Green	→	Progress Status: In Progress / On Track Pembrokeshire Well-being plan is currently out for consultation.

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P1	Facilitation of Youth Committee and Next Generation Activities	Green	Green	→	<p>Progress Status: In Progress / On Track</p> <p>The January Youth rangers session was held at Minwear/Canaston Woods, with South Area Ranger supporting a workshop aimed at developing navigation skills within the group. The Next Generation Youth Committee held two meetings during the month, the second of which was hosted by Pembrokeshire College. The agenda included a sign off for the Youth Manifesto, which will be presented to the NPA later in the year and planning for an 'all Wales National Parks Youth meeting, to be held in February. The final draft of the Next Gen short film was also agreed at the meeting in mid-January. The group has received an invite from Milford Haven Port Authority for Spring half-term, with the opportunity to find out more about the work that goes on there and career opportunities.</p>
P3	Centres engagement activity with local communities.	Green	Green	→	<p>Oriel Y Parc – Progress Status: In Progress / On Track</p> <p>Planning for the annual Dragon Parade continued, with several school groups taking up the opportunity of free artist-led workshops. Community groups returned after the Christmas break and continue to make regular use of the meeting rooms. The VSM attended a meeting with the City Council to help plan St Davids Day celebrations and to inform the group of Oriel y Parc's events. An adult art workshop has been planned for early February, the first workshop aimed at adults for a number of years, booking have been going well. The VSM continued to meet with the St Davids Peninsula Tourism and Trade Association. The VSM attended an exhibition opening at Tenby Museum representing Oriel y Parc and PCNPA. The exhibition was part of a programme which included an exhibition at Oriel y Parc in October.</p> <p>Castell Henllys - Progress Status: In Progress / On Track</p>

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					<p>We continue to provide free craft materials and Welsh language/ learner magazines in the cafe for people to use in our warm space in the cafe. We also held an afternoon lecture on the subject of the Mari lwyd for a small charge which was popular with the local community. Stori a chan sessions have restarted and are run every Wednesday at 10am and is well attended. We have seen a positive increase in the number of local people within the Meline and Eglwyswrrw post code area utilising the free entry to the site.</p> <p>Carew – Progress Status: In Progress / On Track</p> <p>We continue to engage with our local community through regular communication with the Community Council and other local businesses. We regularly hosted school visits in autumn/winter 2022 and have lots of school bookings for early 2023. Many local people frequent Nest Tearoom in the Walled Garden on a daily basis. The Walkability Officer has been using the site regularly with groups including the tearoom. We have visited/held events at the Castle/site recently including Roots to Recovery and Pembrokeshire Outdoor Schools. The 'Walking for Wellbeing' group meet at Carew, and walk the paths surrounding the site weekly and then use our Tearoom for refreshment. This has continued over the winter months, even though the tearoom has been closed, by special arrangement. Our volunteer team continues to go from strength to strength, working alongside our team on a variety of projects, a minimum of one day per week.</p>
C	Joint curation of Exhibitions with Amgueddfa Cymru/ National Museum Wales	Green	Green	→	<p>Progress Status: In Progress / On Track</p> <p>The VSM continues to meet regularly with National Museum Wales to plan upcoming exhibitions. A meeting took place to discuss a possible RNLi 200 exhibition in partnership with Swansea Waterfront Museum for 2024. The Lost Words exhibition planning is well underway with</p>

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					several meetings planned for February to discuss interpretation and learning.
P3	Activities to realign our education offer with the New Curriculum, focusing on 'Cynefin' and linking with the Humanities What Matters statements	Green	Green	→	Progress Status: In Progress / On Track Submitting tender documentation for procurement of contractors to deliver education resourcing and digital presentation for the Designated Landscape Education Resource project. Several curriculum linked "Cynefin Discovery Days" delivered to schools in January.
P2	Developing Castell Henllys as a Welsh Language Hub	Green	Green	→	Progress Status: In Progress / On Track The Stori a chan sessions continue on Wednesdays run by Cymraeg i Plant Penfro and continue to be popular. We ran an afternoon lecture on the tradition of the Mari Lwyd which is a part of Welsh culture that has grown in popularity over the last few years. We have planned a number of Welsh language events including live music and Welsh language/ learner activities and tours in the Iron Age village for the coming season. A team member after completed her A2 welsh language qualification has now started her B1 intermediate course.
P1	Review of Welsh Language Strategy	Amber	Amber	→	Progress Status: In Progress / Behind Second Member/Officer working group meeting held on the 24th January 2023 to discuss content of second Welsh language strategy. Draft strategy being prepared for comment.

Communities – Impact Case Study

Creation of new footpath: St Dogmaels Footpath Association/Llwybrau Llandudoch, path opening celebratory walk

Teams Involved: Wardens, Rangers, Direction – Access Officer

What issue was addressed

The St Dogmaels Footpath Association wanted to celebrate the opening of a path linking the communities of St Dogmaels and Moylegrove. This path has taken a long time to open due to flooding in 1994 which washed a section away with no obvious alternative route. There was local concern and demand for the link which forms part of a strategic link between St Dogmaels and

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Moylegrove 1.47km long. Eight landowners, with multiple party boundaries as well as the storm damaged original route were all issues which need to be tackled. Public Path Diversion Order & Management Agreement made to formalise changes. Thanks to perseverance of staff, helped with the co-operation of a neighbouring landowner the path is now open.

What was achieved

Celebratory walk held with Harpist playing on route. Important link path now open, the landowner who allowed the permissive diversion publicly thanked and a sizeable group of people encouraged to walk and tell others about the new path.

Those involved

St Dogmaels Footpath Association and local residents from St Dogmaels and Moylegrove. Contractors & suppliers. A wide range of volunteers. Welsh Government Access Improvement Grant funding. PCNPA Wardens, Rangers and Direction – Access Officer.

Timescale

Celebratory walk on 3/9/22. Path opened over the course of 2019-21 by Warden team, Rangers working with volunteers and contractors.

Feedback

32 people attended the walk and lots of positive comments and conversations had en route. Following text feedback received:

“We wanted to give the PCNPA a big public thank you for all your support in getting this 87/40 path reopened. We did 2 ‘Thank you PCNPA’ posts on Facebook’. In the meantime HUGE THANKS from St Dogmaels Footpath Association/Llwybrau Llandudoch.”

Longer Term Impact

Two public rights of way have been reopened – length of 1.47km. A large circular route has been created to join the communities of St Dogmaels and Moylegrove hence improving connections. Local contractor gained extra employment and income. Path is now maintained for the enjoyment and visitors and residents alike. Event focussed awareness to the newly re-opened paths and provided opportunity to celebrate them.

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Well-being Objective – Planning Policy and Service

Measure - Data Available Quarterly	2021/22 Q1 – Q3 (April - Dec)	2022/23 Q1 – Q2 (April - Sep)	2022/23 Current Period: Q1 – Q3 (April – December)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% of all planning applications determined within time periods required ytd	78.85	70.00	76.91	80%		Amber	↑	
Average time taken to determine all planning applications in days ytd	114.67	112.5	119.33	<67 days		Red	↓	
% of Member made decisions against officer advice (recommendation) ytd	8	7.14	13.04	<5%		Red	↓	3 out of 23 decisions
% of appeals dismissed ytd	40	60	50	>66%		Red	↓	
Applications for costs at section 78 appeal upheld in the reporting period ytd	2	0	0	0		Green	→	
% of planning applications determined under delegated power ytd	93.13	95.00	94.84	BM				
# planning applications registered ytd	497	335	467	Trend				
% of planning applications approved ytd	88.74	100	97.09	Trend				
% of enforcement cases investigated (within 84 days) ytd	80.63	93.18	89.66	BM				
Average time taken to investigate enforcement cases in days ytd	118.33	98.00	115.33	BM				

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Average time taken to take enforcement action in days ytd	104.33	91.50	87.00	BM				
Conservation - # of applications for works to protected trees determined ytd	18	10	15	Trend				
Conservation - # of new tree preservation orders made ytd	0	0	0	Trend				
Connection - % Buildings at Risk	5.0	5.5	5.5	<6		Green	→	
Connection - # listed building applications determined under CADW delegated scheme ytd	19	10	14	Trend				

Action		2022/23	2022/23 Current Period – January		
		December	RAG	Trend	Comments
P1	Adoption of Supplementary Planning Guidance	Amber	Amber	→	Progress Status: In Progress / Behind The programme will continue to be behind schedule due to delays adopting the Local Development Plan. Mail out week beginning 20th of February on two supplementary planning guidance documents for consultation. Those who commented on adopted guidance (October 2022 National Park Authority) also notified. Officers working on further draft guidance to be brought before Members.
C	Continue to engage with Welsh Government and Pembrokeshire County Council on planning legislation and policy developments related to second homes, holiday lets, affordable housing and Welsh Language Communities Housing Plan	Green	Green	→	Progress Status: In Progress / On Track Discussions ongoing with Pembrokeshire County Council. Looking to work being done in North Wales regarding the role of Article 4 Directions. Officers also considering the implications for day to day development management.
C	Proactively contribute to setting local and regional planning policy, including through	Green	Green	→	Progress Status: In Progress / On Track

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	the CJC structure and through regional and national collaboration				Initial meetings regarding future Strategic Development Plan work taking place, which PCNPA officers are attending.
C	Provide further guidance on green infrastructure in the Park through completion of the Green Infrastructure Assessment in collaboration with Pembrokeshire County Council.	Green	Green	→	Progress Status: In Progress / On Track Website almost complete. Final report eminent.
P1	Continue to streamline our processes, aided by digital ways of working to help improve performance for planning applications and enforcement activities and service user experience.	Green	Green	→	Progress Status: In Progress / On Track APAS review is continuing with meetings held fortnightly with AGILE towards a significant update.
P1	Undertake a review of the current enforcement service and implement any changes required from the review.	Green	Green	→	Progress Status: In Progress / On Track. DM team leader and Director of Placemaking, Decarbonisation and Engagement to review Enforcement provision following being unable to recruit for new post in 2022.
P1	Review of Conservation Areas.	Green	Green	→	Progress Status: In Progress / On Track We have always reviewed the CA's every 3 years in terms of condition and whether Article 4(2) Directions are needed. Members have approved 5 A4 Directions to date. Covid has disrupted the surveys, 12 of which were last done in 2018, one in 2016 (one is up to date). Building Conservation Officer has always done the surveys on foot, but note that Googlemap was locally updated 2021-22, so it makes sense to use that as a base and only personally survey the bits the google camera did not reach. 6 conservation areas surveyed 2022 Remaining 8 to be surveyed by May 2023
P2	Engagement with community councils and seek opportunities in collaboration with others to provide training on planning to them	Green	Green	→	Progress Status: In Progress / On Track Community Councils are being responded to as and when issues arise, but a programme of engagement to provide training is being

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					investigated. Saundersfoot, Stackpole and Nevern identified as being particularly in need of positive engagement.
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Well-being Objective – Corporate Areas of Change

Change Management

Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	Realign in consultation with staff, Unions and Members the Authority’s workforce structure to support the delivery of the Authority’s new Well-being Objectives and priorities	Green	Green	→	Progress Status: In Progress / On Track Action Plan being developed for migrating to the new structure from February (soft launch) through to 1 April 2023 (hard launch).
P1	Complete pay grade review, taking account of gender pay gap considerations.	Green	Amber	↓	Progress Status: In Progress / Behind The deadline set for line managers to complete stage 1 (completion of Job Descriptions and Questionnaires) has now ended. There has been limited commitment from managers to the deadline due to the work commitments and changes in reporting lines as a result of the restructure. Line Managers have been provided with an extension and a communication drafted and sent out by CE.
P1	Pro-actively manage the transition period to ensure that statutory, external and funding obligations are still met	Green	Green	→	Progress Status: In Progress / On Track Meeting with new Management team discussed some of these issues.
P1	Pro-actively manage the transition period to ensure that staff morale, well-being and commitment is maintained.	Green	Green	→	Progress Status: In Progress / On Track Soft 'go live' commences February, with some staff already in new posts. Morale is high with the formation of new management team and efforts to refocus staff on new strategy. Chief Executive has plans for all staff wide meeting in March with agenda

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					to be agreed. This will be a further opportunity to engage and motivate staff further behind the new strategy.
P1	Carry out a range of activities to embed Authority's new values and support its leadership and managers in implementing effective change and new ways of working	Amber	Green	↑	Progress Status: In Progress / On Track All new Heads of department in place with the exception of the Head of People role. Work is being progressed locally to build the Delivery Plans and new operational processes. Work on defining a set of values has been paused due to other priorities. Specifically ensuring compliance against Health and Safety.
P2	Develop a framework for a future trainee/apprenticeships scheme for the Authority, with a focus on targeting groups currently underrepresented in the Authority's workforce	Green	Amber	↓	Progress Status: In Progress / Behind A previous discussion with the Chief Executive paused this project. This project requires a wider discussion regarding the new structure and creating capacity and gaps in the organisation to support a formal apprenticeship programme. Positive discussions have been held with the Head of Nature Recovery and Head of Education & Inclusion with a view to seek additional funding to support a project.
P2	Leadership teams activities to proactively look at how they can shape and drive improvements in the diversity of the Authority's workforce and the Authority's wider approach to equality and inclusion	Green	Green	→	Progress Status: In Progress / On Track Strategic Advisor has drafted an Action Plan.
P1	Assessment of Authority's Risk Appetite with Members to help inform future approaches to delivering Well-being Objectives and Priorities.	Amber	Green	↑	Progress Status: In Progress / On Track Discussion undertaken at Leadership Team to revise Risk Register. Further discussion, including considering Risk Appetite will be discussed with the new Management Team in February
P2	Further embed Integrated Assessment Approach in Authority's decision making process	Amber	Amber	→	Progress Status: In Progress / Behind Integrated assessment template has been used for Integrated Assessments, including assessment for December NPA report relating to change re Car Park Season ticket. Template and draft guidance still need

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					to be reviewed, including looking at decarbonisation/ biodiversity aspect and then go back to Leadership Team. Officers will consider how key improvement areas for EIA from Audit Wales Equality Impact Assessments: more than a tick box exercise? can be taken forward in terms of PCNPA's integrated assessments.
P1`	Implementation of Microsoft 365 across the Authority	Amber	Amber	→	Progress Status: In Progress/ Behind No further work on Teams and SharePoint file migration due to previously stated issues regarding restructure and staff levels.
P1	Implementation of 3CX at OYP, CH and Carew	Green	Green	→	Progress Status: Complete / On Track Action Complete. Implementation completed in April: OYP: 4/4 Carew: 21/3 CH: 17/3
P2	Starting with Conservation and Climate initiate development of clear external and internal corporate communication messages supporting promotion, understanding and delivery of the Well-being Objectives and priorities.	Green	Green	→	Progress Status: In Progress / On Track Work is nearing completion on advertising sales and editorial content for the 2023 edition of Coast to Coast. Nationally, plans are being developed to partner with Transport for Wales on sustainable transport marketing campaigns in 2023.
P2	Update our Volunteer Action Plan in response to the recommendations of the volunteer review and embed recommendations within proposed delivery plans.	Green	Amber	↓	Progress Status: In Progress / Behind Quiet month due to annual leave. Organising events for February and March, including trial of volunteer management software, inviting members and senior staff to attend volunteering sessions in February and March, organising a 'guest speaker' talk on footpaths as suggested by volunteer forum members and organising an opportunity for volunteers to share skills / experience with other volunteers. Overall, behind on implementing actions, though recognise that the action plan will need to be valid for longer than a 12 month period to take into account restructure, and staff capacity to deliver.

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Corporate Area of Change Impact Case Study

Joint Members and Volunteers Study Day

Teams Involved: Discovery – Volunteering, Rangers, Admin and Democratic Services.

What issue was addressed

At a volunteer forum meeting, volunteers expressed a disconnect with senior staff and Members.

The Volunteer Review noted in terms of organisational strategy and culture “Review discussions reflected on the current PCNPA strategy and culture around volunteering. This included how volunteers are perceived amongst staff teams and the Authority’s Members; understanding of the real value and impact of volunteering activity; and the contribution volunteering makes to the organisation’s public duties.”

What was achieved

The Volunteer Development Officer spoke with the Admin and Democratic Services Manager about organising a study day, who mentioned that the Ranger Service Manager was planning a day for new Members. The events were combined, and volunteers were invited to come along to the new Member study day on 12 October 2022.

The combined event provided an opportunity for Volunteers and Members to engage with one another and

- Demonstrated that volunteers are valued
- Volunteers benefitted by learning more about the National Park, history, planning etc. which helped put their roles in context. It also provided them with an opportunity to better understand Members and their roles and responsibilities.
- Provided opportunity for Volunteers and Members to connect and there is now potential for future collaborative effort and activities.
- Increased Members awareness of the important role volunteers play, the variety of tasks they do, and it is hoped this will encourage Members to come out and join in with some volunteer days.
- Mutually beneficial for both volunteers and Members.

Those involved

Volunteers, Members, Volunteer Development Office, Admin Democratic Services Manager, Ranger Service Manager.

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Timescales

Study day held on 12 October

Feedback / Evaluation

Feedback from volunteer:

“From a volunteer perspective view, it was nice to be recognised in front of the Members who all seemed appreciative and positive about volunteering. We had a chance to talk to Members which was interesting in itself.”

“It was also interesting for me to find out about the planning activity and processes as well as hearing about the history of Fresh East.”

“I think involving appropriate volunteers in such events is an excellent idea which benefits both the volunteers and the Members. Hopefully the Members will be influential in ensuring that the volunteers enjoy an excellent experience volunteering for the Park, doing worthwhile work that probably would not happen without them. One very important aspect of volunteering in my opinion is for volunteers to feel included as part of the organisation, hence PCNPA, being part of a wider team. This helps develop loyalty and commitment and hence the Park get more out of volunteers. This type of involvement can only help develop this relationship.”

Longer Term Impact

The joint study day for Members and Volunteers provided opportunity for Volunteers and Members to connect and there is now potential for future collaborative effort and activities. It is hoped we can build on this positive event by inviting Members to participate in practical volunteering activities in the coming months.

Governance and Collaboration

Measure - Data Available Monthly	2021/22	2022/23	2022/23 Current Period – January					
	Jan	Dec	Actual	Original Target	Revised Target	RAG	Trend	Comments
	Actual	Actual						
# Committee Webcasts ytd	26	21	22	Trend				

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# People viewing online webcasts for Committees ytd	420	240	242	BM				
% Member Attendance at Committee ytd	86.62	90.06	90.23	75		Green	↑	
% Member attendance at training ytd	62.50	78.43	79.17	65		Green	↑	

Action		2022/23 December	2022/23 Current Period – January			
		RAG	RAG	Trend	Comments	
P1	Review Corporate Code of Governance, strengthening its alignment with the Well-being of Future Generations Act	Green	Green	→	Progress Status: Complete / On Track Revised Corporate Code of Governance approved by Members at 26 October NPA. Copy of revised Corporate Code of Governance published on PCNPA website. AGS for 2022/23 being drafted to take account of new Corporate Code of Governance.	
P1	Actively participate in WLGA sector-led improvement and support programme and deliver internal training and support to Members, including induction training for new Members	Green	Green	→	Progress Status: In Progress / On Track Member induction programme for the most part on track, with only one module out of eight outstanding. Results of PDR process will inform new training programme, together with issues that have arisen from Development Management Committee. Workshop session on what constitutes a material planning consideration arranged for the afternoon of 25 January 2023.	
P1	Provide support to the Member Support and Development Committee and continue to complete Personal Development Plans for Members and engage with annual performance reporting for Welsh Government appointees	Green	Amber	↓	Progress Status: In Progress / Behind Personal development review process rolled out in November 2022. 5 have been completed to date, although others are in the process of being arranged.	
P1	Support Members with virtual Committee meetings and carry out activities to	Green	Green	→	Progress Status: In Progress / Behind	

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	support move to potential hybrid or in person meetings.				All National Park Authority and Development Management Committee meetings being hosted as multi-locational meetings, while all other Committees continue to be hosted online until such time as the "new Green Room" is functional.
C	Engagement with Tirweddau Cymru (National Designated Landscape Partnership) as it develops its strategic vision for action 2022-24.	Green	Green	→	Progress Status: In Progress / On Track Revised proposal submitted to Welsh Government.
C	National Park Authorities hosting a Welsh Government funded Strategic Landscape Co-ordinator to work across the National Parks and AONBs	Green	Green	→	Progress Status: In Progress/ On Track Officer commenced work in September and meetings held with the officers employed by Eryri and Brecon Beacons.
C	Support NRW and Welsh Government as the designation process for a new National Park progresses	Green	Green	→	Progress Status: In Progress / On Track The Authority has asked for a presentation on the process at a future Landscape Wales meeting.

Finance and Assets

Measure - Data Available Monthly	2021/22 January	2022/23 December	2022/23 Current Period – January					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	£ from sponser a gate scheme ytd	15,000	9,600	10,800	BM			
£ Centres Merchandise ytd	222,547.56	265,895.74	270,232.99	BM				21.4% increase compared to 21/22.
£ Admissions Carew & Castell Henllys ytd	260,319.29	275,909.38	278,124.35	BM				6.8% increase compared to 21/22.
£ Centres Other Income ytd	51,867.45	84,059.80	86,206.30	BM				66.2% increase compared to 21/22.

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£ Cafe Rental Income – Castell Henllys and Oriol Y Parc ytd	25,467	28,331	28,331	BM				
£ Carew Cafe Sales Income ytd	109,505.75	134,671.00	135,569.56	BM				23.1% increase compared to 21/22.
% Invoices paid on time (Average)	97.00	95.48	95.22	97	↓	Amber		

Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	Engagement with WG Sustainable Landscapes, Sustainable Places Scheme/ Nature Networks Fund/ Brilliant Basics (Project bid development and delivery)	Amber	Amber	→	Progress Status: In Progress / Behind. SLSP work ongoing. Recruitment for decarbonisation and conservation role in progress (back out for recruitment for a second time). Sustainable transport study begun. Engagement work with stakeholders at Poppit sands continues. Allocation of SDF funding and greening agriculture on track for completion by March 2023. Brilliant Basics Fund monitoring meeting held. Poppit Sands boardwalk architect appointed for redesign, ebike pilot scheme progressing, beach wheelchairs and capital funding for car park improvements on track.
P1	Capital Programme - Carew Causeway Repairs/ Programme of work	Amber	Amber	→	Progress Status: In Progress / Behind. Marine licence and consents in place ready for commencement of works, works delayed until March 2023 due to other more immediate repairs being completed first etc. Tender docs to be completed by consultants for tender process Feb 2023.
P1	Capital Programme - Green Room Development	Amber	Amber	→	Progress Status: In Progress/ Behind December 2022 Tender process resulted in no tenders received, contract will now be re-tendered in Spring 2023.

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C	Providing continued support to Pembrokeshire Coast National Park Trust.	Green	Green	→	Progress Status: In Progress / On Track A successful Trustee meeting was held updating progress on Q3. Supporter event planned for February.
P2	Review of project prioritisation matrix to align with new priorities and monitoring funding progress of prioritised projects	Amber	Amber	→	Progress Status: Not Started / On Hold No new prioritisation round of funding.

Compliance

Measure - Data Available Monthly	2021/22 January	2022/23 December	2022/23 Current Period – January					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Days Lost through Sickness Absence excluding Long Term Sickness	37.5 (Jan)	46.5 (Dec)	13.0 (Jan)	BM			
# Days Lost through Sickness Absence including Long Term Sickness	57.5 (Jan)	72.5 (Dec)	58.0 (Jan)	BM				Average ytd: 2022/23 – 87.5. 2021/22 – 57.6.
% of hours lost as a result of Sickness absences per employee excluding Long Term Sickness	1.51 (Jan)	1.69 (Dec)	0.43 (Jan)	BM				Average ytd: 2022/23 – 1.8. 2021/22 – 1.3.
% of hours lost as a result of Sickness absences per employee including Long Term Sickness	2.32 (Jan)	2.70 (Dec)	2.05 (Jan)	BM				Average ytd: 2022/23 – 3.1. 2021/22 – 2.1.
Job Vacancy Rate	N/A	4.4	4.0	BD				Measure added following Member Request
% Positive/ neutral media coverage ytd	100	99.75	99.76	Trend				

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# formal complaints received ytd	8	8	15	BM				7 re price increase for season tickets
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Measure - Data Available Quarterly	2021/22 Q1 – Q3 (April - Dec)	2022/23 Q1-Q2 (April - Sep)	2022/23 Current Period: Q1 – Q3 (April – December)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# RIDDOR (Reportable Incidents) ytd	1	0	0	0		Green	→	
# accidents (Injury) over 3 days/ up to 7 days absence ytd	0	0	0	0		Green	→	
# accidents (Injury) Minor incidents ytd	8	13	14	Trend				
# vehicle damage incidents ytd	4	4	5	Trend				
# conflict incidents ytd	2	4	6	Trend				Q3: 1 Confrontational Meeting / 1 Confrontational Telephone Call
# safeguarding incidents ytd	0	0	0	Trend				
# complaints concerning the Welsh Language made to the Authority ytd	0	1	1	BM				
# complaints to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards ytd	0	0	1	0		Amber	↓	Complaint received regarding English only signage referring to "Poppit Sands" and "Poppit" in the vicinity of the car park there. The complaint

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								referred to County Council signage also. The Welsh Language Commissioner decided not to investigate the complaint as there is no official Welsh name for Poppit or Poppit Sands.
% of staff with Welsh Language skills at Work Welsh Level 1 or above ytd	42.0	38.0	39.6	BM				
% of new and vacant posts advertised Welsh Language essential ytd	21.74	7.14	9.38	BM				
# Welsh Language Impact Assessments completed (Completed as part of integrated assessments) ytd	2	1	2	Trend				
# Integrated Assessments for Strategic Plans and Decisions completed (Equality Impact Assessments form part of the integrated assessment) ytd	2	1	2	Trend				
% workforce equality monitoring information completed on people management system ytd	55.70	55.40	59.12	70		Red	↑	Reflects impact of move to new HR System in 2021/22
# Data Protection Impact Assessments completed ytd	3	2	2	Trend				
# Data Protection Breaches reported to ICO ytd	0	0	0	0				
# of Freedom of Information requests ytd	10	1	7	Trend				

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# of Environmental Information Requests responses ytd	11	13	18	Trend				
# of Subject Access Requests ytd	2	4	4	Trend				
% of Freedom of Information responses within required timeframe ytd	90.00	100	100	100%		Green	→	
% of Environmental Information Regulations responses within required timeframe ytd	90.91	92.31	88.89	100%		Red	↓	2 responses provided outside of required timeframe ytd.
% of Subject Access Requests responses within required time frame ytd	50 (1 out of 2)	100	100	100%		Green	→	

Action		2022/23 December	2022/23 Current Period – January		
		RAG	RAG	Trend	Comments
P1	Respond to Audit Wales recommendations – 5 Ways of Working.	Green	Green	→	Progress Status: In Progress / On Track Audit Wales to observe a number of Committee Meetings during February as part of their Governance Review. CEO's National Park Authority's had meeting with Audit Wales about the Review. Requested documents sent to Audit Wales for the Review. Meeting arranged for 2nd February for discussion on initial findings from Income Diversification work.
P1	Develop business continuity approach informed by our COVID 19 response experience	Amber	Amber	→	Progress Status: In Progress / On Hold Plan will be completed once 365 fully implemented
P1	Respond to Internal Audit Recommendations.	Green	Green	→	Progress Status: In Progress / On Track All agreed recommendations being actioned
P1	Take action to improve our health and safety reporting processes, practices, procedures and internal governance and accountability	Green	Amber	↓	Progress Status: In Progress/ Behind The Authority have yet to recruit a new member of the IT team to progress this project internally. Interviews are due to take place in February. Discussions have however been

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	arrangements to ensure they are fit for purpose				held with a third party health and safety advisory company who can provide this service. Costs are being explored but a full tender process will need to be followed in due course, due to the size of contract and cost.
P1	Pro-actively manage and support our workforce in response to COVID 19 related developments during the year, including managing home to office working transition	Green	Green	→	Progress Status: Closed/ On Track Measure closed due to post Covid-19 situation.
P1	Further develop corporate approach to data protection compliance.	Amber	Amber	→	Progress Status: In Progress / Behind Online Data Protection Training and Cyber Security Training rolled out to all relevant staff (proposed that other staff due to nature of their roles will receive in person briefings next year.) Priority areas of work for this financial year agreed with DPO focused on records of processing, retention and actions relating to document management as a result of transition to Microsoft 365. Timescales for activities impacted by Authority reorganisation and some delay to activities relating to records of processing and retention due to other pressures on officer time. Meeting has been arranged for February between DPO, Director of Placemaking, Decarbonisation and Engagement, Head of Decarbonisation, IT team leader and Performance and Compliance Co-ordinator to progress data protection related considerations and activities related to transition to Microsoft 365 including record management considerations.
P1	Develop and improve our communication of corporate policies, standards and procedures	Green	Green	→	Progress Status: In Progress / On Track A Corporate Improvement Project proposal focused on management and Communication of Corporate Policies and Standards has been developed. Aim is to carry out a number of activities that will lead to creation of new Corporate Policy Hub on Sharepoint. Proposal went to Leadership Team in January. Amendments applied to proposal including grouping of policies and standards.

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					Leadership Team to agree who will lead on each grouping to enable next step of project to progress.
P1	Test and pilot further approaches to improve our corporate accessible communications offer	Amber	Amber	→	Progress Status: In Progress / On Hold Officers met in April to discuss accessible communication and further developing work Walkability Officer had presented to engagement action plan group on principles of inclusive communication. Draft report and recommendations on accessible communication for Leadership Team discussed. Report has been circulated to members of Engagement Action Plan Group. Following discussion at Engagement Action Plan Group Meeting in January this work has been placed on hold due to organisational changes. Wider service area work is ongoing in some areas, including signalong activities.
P1	Test and pilot further approaches to improve our Website accessibility	Amber	Amber	→	Progress Status: In Progress / Behind New monitoring platform now available. Both will be used for time being. Work continuing to improve accessibility score.
P1	Annual performance report on Welsh Language Standards	Green	Green	→	Progress Status: Complete / On Track Annual report approved by Members at the National Park Authority meeting held on the 15 June 2022, subject to minor amendments. Report submitted to the Welsh Language Commissioner on the 30 June 2022.
P1	Integrate equality training and awareness into the Training and Development Plan for the Authority.	Green	Green	→	Progress Status: In Progress / On Track 34 staff members have completed the on-line training; out of 179 staff who are required to complete the mandatory training course. Staff have been given a deadline of 1 March 2023 to complete the 30 minute on-line module. A request will be sent to all 'people managers' to ask them 1) to set a personal example as a manager and complete the mandatory training and 2) encourage their team to complete the module.
P1	Annual Equality report	Green	Green	→	Progress Status: Complete / On Track Annual Equality Performance Report 2021/22 incorporated into the Annual Report on Well-being Objectives approved

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				at NPA held on the 26th October. Plan translated and published on website.
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