

Report of the Performance and Compliance Co-ordinator

Subject: Performance Report for the Period Ending 31 March 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 March and includes Q1 – Q4 (April – March) 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. Data will be reviewed prior to inclusion in our Annual Report on Meeting Well-being Objectives

Following recommendation from internal Audit, where there has been a change in intra year data reported following review and updates to source data, previously reported figures have been placed in [] underneath the updated figure.

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.

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.	75.9% (60/79)	22.8% (18/79)	1.3% (1/79)
P2	Moderate risk for Authority if not delivered or progressed in 2022/23 / Likely to be taken forward and further developed through delivery plans.	66.7% (16/24)	33.3% (8/24)	0% (0/24)
P3	Lower risk for Authority if not delivered or progressed in 2022/23 / Likely to be taken forward and further developed through delivery plans.	87.5% (7/8)	12.5% (1/8)	0% (0/8)
C	Collaboration/ Strategic Partnership Activity	93.3% (28/30)	6.67% (2/30)	0% (0/30)

Organisational Change

Soft launch of new structure occurred in February with hard launch in April.

Development of all delivery plans underway with collaborative workshops for lead officers held during February and March. Head of Regenerative Tourism held engagement session with new team in March and Head of Nature Recovery held engagement session with new team in April to inform relevant plans.

Actions in some other areas across the Well-being Objectives are currently on hold/ not started and are in Amber and will be reviewed as part of delivery plan development process and review of actions for Q1/Q2 of 2023/24. Some have been affected by changes in officers and will be further progressed once new officers are in post.

In light of staff changes a revised timescale is being developed for the Pay and Grading Review.

Conservation

The SLSP: Wild Coast, Wild Park Nature Recovery Project is in Amber, however a new Conservation Officer has now been recruited to deliver part of this scheme from the beginning of May.

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 to date 6 TBS projects have been completed. Four applications were chosen including a battery system and Heat recovery Systems as part of Greening Agriculture Dairy Project. Capital work is underway at two farms to install battery storage for the solar array and a Heat recovery System.

In terms of managing the Coast Path and IROW for Biodiversity the Head of Nature Recovery is now in post and is exploring options to mainstream this work into the Nature Recovery work programmes. 404 Pollinator habitat improvements carried out on PROW during 2022/23.

The Authority has been engaging with Fire Service in terms of its ash dieback work in Freshwater East. In addition to the work highlighted in the October 2022 tree survey, a site survey was progressed with the Fire Service to determine risk with standing deadwood within the tree stock at Freshwater East. A site meeting with the Fire Service took place in March 2023, which has identified specific actions to be undertaken. Nine trees have been identified for removal. As these trees are covered by Tree Preservation Orders, the appropriate processes and consents will be in place; work due to be completed by end of October 2023. Further work is also required over the coming years in relation to actions identified with the Fire Service

Volunteers and social action participants contributed 1,357 volunteer/ social action days to conservation related activities in 2022/23 this compares to 1,183 in 2021/22.

Climate

11 community decarbonisation Sustainable Development Fund (SDF) projects were completed in 2022/23 and 12 SDF projects were approved at the SDF committee on 5/10/22.

1,182 trees/ saplings have been planted in 2022/23 through the Tree Planting Scheme to commemorate 70 years of National Park designation with Community, Town and City councils. In March Rangers supported tree planting projects in Kilgetty Community Garden, around Manorbier Youth Hostel, Saundersfoot Sports Ground and Angle play area where a mixture of native trees were planted to create hedgerows and copses in community spaces. The communities of Amroth, Martletwy, Uzmaston and Boulston and Carew distributed their commemorative trees to members of the community to take away and plant themselves. Activities to support the purchasing of an area of land for the Community Woodland funded by the SLSP fund is now complete.

Arrangements have been made for Welsh Government Energy Service to look at the energy use in our buildings to produce a report highlighting areas for carbon reduction / introduction of sustainable technologies.

There was delivery of 1 new electric van in March resulting in total 5 new vans delivered in Q4 with 11 electric vans overall in the fleet. 42% of the Authority's fleet is now either electric or hybrid.

A number of RAG actions are in Amber under Climate. It is expected that some which are on Hold or Behind will be addressed through Decarbonisation delivery plan and once the Decarbonisation officer is in post. In terms of EV Charging network installation there are still some minor snagging items to resolve including "back office" issues regarding electricity supply charges. There have been 6,634 EV charging incidents for EV charging points on PCNPA sites in 2022/23. In terms of PV installation at Cilrhedyn the consultants report has been updated due to some potential additional grid export capacity. Tender documents to be amended and revised scheme approved. Project expected to be tendered Summer 2023 and work commence later in the year.

In terms of SLSP funded E-Bike scheme work is underway to invest in associated ancillary facilities and to enter into a repair and maintenance agreement with a local bike shop. Supply of the bikes is delayed slightly and we have had to secure storage facilities as the bikes will arrive via separate deliveries. The associated claim has been submitted to Visit Wales in-line with the grant offer. However there has been a delay in launching the scheme due to staff capacity.

Connection

Both Carew (27.6%) and Castell Henllys (46.2%) have seen an increase in visitors compared to 2021/22. With 4,140 attendees at Carew for Glow over Christmas period.

Ytd we have seen a 94% 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. There has also been an 130% 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. An impact case study on Roots to Recovery has been included in the report.

There were 8,395 participants in PCNPA's education programme in 2022/23 compared to 8,143 in 2021/22. In terms of education participants at the centres, Castell Henllys saw 24% increase and Carew a 127% increase compared to 2021/22.

A number of RAG actions under Connection are in Amber. In terms of responding to Experiences For All project recommendations, initial work has been carried out on reviewing them and some are already being implemented. Elements of some of the recommendations will be reflected in new delivery plans. However, action is on hold pending appointment of new Health and Well-being Officer. Facilitation of Out and About Network and engagement with Public Health Wales have also been put on hold for similar reason.

In terms of the Dawsio ar y Dibyn SMS - LIDAR survey, the LIDAR data has now been captured in full. They were due to capture aerial photography with the lidar data, however they have only been able to capture around 30% due to unfavourable conditions during the capture of the lidar. The contractor will be providing the Authority with the aerial photography data that they have collected.

The Authority has had a 39.9% decrease in concerns reported about the Coast Path and IROW in 2022/23 compared to 2021/22.

Communities

Oriel y Parc has seen an increase in visitors of 28.1% compared to 2021/22. However, it has seen a 2.1% decrease in visitors to the gallery compared to 2021/22. In terms of the Master Plan for Oriel y Parc, after receiving the draft plan back the decision was made to take more time making final amendments and feeding back to the consultants. It is likely the plan will be taken to the NPA in June.

Castell Henllys held Profwch yr Oes Haeearn Sessions in 2022/23 and this has had a positive impact on number of participants in Welsh Language events held by PCNPA. The Welsh Language Strategy review is in Amber, a new officer who will lead this work will be in post from April, with aim that reviewed document will be presented to Members at June NPA.

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. However, there is potential to learn from positive work carried out around ISO20121 and world rowing championship at Saundersfoot including KPI's developed and lessons learnt from practical application of KPIS. An impact case study on this work has been included in the report.

A Dark Skies Project Officer has been appointed to implement the Dark Skies Pembrokeshire Project. Funded by SDF and SLSP Wild Coast, the project officer will work with businesses, communities and individuals to reduce inappropriate lighting and its associated energy use and carbon emissions over a 3-year period. This will also help restore nocturnal corridors and aid species resilience in the face of climate change. The work will be guided by an inventory of lighting issues and remediation costs commissioned by PCNPA and PCC. Communities and volunteers will be involved in monitoring impact.

Planning Performance

The % of all planning applications determined within time periods ytd is below target at 75.00% and is below 72.73% for same period last year. The average time taken to determine all planning applications in days ytd has a Red RAG rating and has increased from 119.33 days in Q3 to 123.75 days in Q4.

Officers are tackling the backlog that built up during covid and a period where the team were short staffed. Clearing older more complex applications which often require a S.106 agreement is distorting the average days taken to determine an application figure. Officers are reducing the backlog but whilst they do so it will have a knock-on negative impact in terms of average days to determine.

The % of Member made decisions against officer advice (recommendation) is showing a Amber RAG rating at 8.33 (3 out of 36 decisions) and % of appeals dismissed is also showing a Amber RAG rating at 57.14% below the >66% target.

The Average time taken to investigate enforcement cases in days ytd has decreased from 115.33 in Q3 to 106.25 in Q4. In terms of quarterly performance, the Authority saw a decrease from 150 days in Q3 down to 79 days in Q4. The Director of Placemaking, Decarbonisation and Engagement and Development Management Manager are to review Enforcement provision following being unable to recruit for a new post in 2022.

Corporate Areas of Change

Several actions are in Amber, corporate activities have been affected by organisational changes and related timescales including further implementation of Microsoft 365 Teams and SharePoint. 365 user training is in development in response to requests from staff meeting.

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 spring 2023 due to other more immediate repairs being completed first.

PCNPA has seen a 19.9% increase in the # days lost through sickness absence excluding long term sickness in 2022/23 compared to 2021/22 and 31.6% increase in the # days lost through sickness absence including long term sickness.

1 RIDDOR incident was reported in Q4.

The % workforce equality monitoring information completed on people management remains below the 70% target at 58.45%. This will impact on accuracy of our annual workforce diversity figures. Officers will work with the Inclusion, Diversity and Governance Excellence Strategic Lead to explore how we can increase completion rates for this data.

3 Environmental Information Regulation response have not been provided within required timescale and 1 Freedom of Information Response has not been provided within required timescales. For 3 of these the response was 1-2 days out, officers to investigate if anything needs to be amended in terms of processes to prevent this from happening.

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	Light touch monitoring required and/or some action should be carried out

	<p>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 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. ○ 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. • 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

	<p>within reasonable timescales. Milestones and Outcomes are being achieved. Action progress should be noted as On Track.</p> <ul style="list-style-type: none"> • 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 – March)

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.

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

Delivery Plans

Action		2022/23 February	2022/23 Current Period – March		
		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. Templates uploaded to Microsoft Teams to facilitate collaborative working across the delivery plans.
P1	Nature Recovery Delivery Plan (S6)	Green	Green	→	Progress Status: In Progress / On Track Delivery Plans in progress. Collaborative workshops for lead officers taken place in February and March. Background work is ongoing, including engagement planned with the nature recovery team.
P1	Decarbonisation Delivery Plan (Taking account of Aquatera and Small Worlds Reports) (S6)	Green	Green	→	Progress Status: In Progress / On Track Development of plan in progress.
P1	Adapting to Climate Change Delivery Plan	Green	Green	→	Progress Status: In Progress / On Track In progress and on track.
P1	Health, Well-being and Accessing the National Park (focused on groups who currently can't/ don't access the National Park)	Green	Green	→	Progress Status: In Progress / On Track Development of plan in progress.
P1	Engagement and Involvement / Learning about the National Park Delivery Plan	Green	Green	→	Progress Status: In Progress / On Track Development of plan in progress.
P1	Supporting regenerative tourism through the visitor economy (taking account of Audit Wales recommendations)	Green	Green	→	Progress Status: In Progress / On Track Basic areas of plan have been drafted and now need further development. A Regenerative Tourism team meeting took place in March, input from this will be included in the Delivery Plan.

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

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

P1	Supporting Pembrokeshire Life Delivery Plan	Green	Green	→	Progress Status: In Progress / On Track Draft being developed.
P1	Resourcing Delivery Plan to broaden our funding	Green	Green	→	Progress Status: In Progress / On Track Work on the creation of delivery plan is underway.
P1	Digital Transformation Delivery Plan	Green	Green	→	Progress Status: In Progress / On Track Development of Plan in progress.
P1	Enabling Plan (Support from Support/ Enabling Services) Delivery Plan	Green	Green	→	Progress Status: In Progress / On Track Draft being developed.
P1	Communications and Marketing Delivery Plan	Green	Green	→	Progress Status: In Progress / On Track Plan development in progress.

Well-being Objective – Conservation

Measure - Data Available Quarterly	2021/22 Q1 – Q4 (April - March)	2022/23 Q1 – Q3 (April - Dec)	2022/23 Current Period: Q1 – Q4 (April – March)					
	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)	170	64 [62]	91	Trend				
# Pollinator/ habitat improvements carried out on PROW ytd (S6)	110	287	404	Trend				Including 110 scallop edges cutting jobs, 67 bee bank jobs and 98 ant hill jobs.
# volunteer/ social action days – conservation ytd (S6)	1,183	844.5 [797.5]	1,357	BM				
# volunteer days – conservation wildlife survey or monitoring ytd (S6)	194	84.5	104	BM				

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

# participants in PCNPA's education programme - appreciating and protecting nature and biodiversity in the Park ytd (S6)	N/A	1,814 [1,804]	2,810	BD				Across 92 sessions in 2022/23.
# participants in public events and activities programme - Nature related sessions ytd (S6)	N/A	1,742 [1,738]	1,763	BD				
Average Feedback Rating (1-5) for Public Events - I was motivated to support the National Park's conservation efforts ytd (S6)	N/A	4.19	4.08	BD				
# participants in community and outreach engagement programme - nature related sessions ytd (S6)	N/A	2,961 [2,936]	3,870	BD				Across 426 sessions.

Action		2022/23 February	2022/23 Current Period – March		
		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 A new Conservation Officer has now been recruited to deliver part of this scheme from the beginning of May.
P2	Nature Based Intervention activities and actions carried out in support of expanding their scale and reach in the Park	Green	Green	→	Progress Status: Closed / On Track A new Conservation Officer has been recruited as part of the SLSP. This will increase the reach of the team in terms of conservation.
P2	Engagement Activities with Dairy Industry/ Farmers and Greening Agriculture Project (S6)	Green	Green	→	Progress Status: In Progress / On Track 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

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

					chosen with projects to be completed by the end of April to date 6 TBS projects have been completed. An EOI window closed for the Dairy Project on the 12th of January. Applications were ratified at the SDF Committee on the 25th of January. At that Meeting four applications were chosen including a battery system and Heat recovery Systems. To date 4 grant letters have been drafted with 2 of the projects returning agreements. Capital work is underway at two farms to install battery storage for the solar array and a Heat recovery System.
P1	Nature Network Fund - Mewn Dau Gae – Achub Brith y Gors (S6)	Green	Green	➔	Progress Status: In Progress / On Track Clearance work has been completed at Dolau Newydd, ready for fencing when ground conditions are drier. At March Pres, 16 volunteer hours have been spent clearing encroaching willows. A total of 19.7ha of vegetation has been cleared in the Afon Wern catchment in preparation for Himalayan balsam control during the growing season
P1	Dawnsio ar y Dibyn SMS – Implementation of Coastal project work programme (S6)	Amber	Green	↑	Progress Status: In Progress / On Track. The Lidar work has now been carried out.
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 Engagement ongoing with Welsh Government via Landscape Wales
P2	Delivery of Invasive Species Work programme (S6)	Green	Green	➔	Progress Status: In Progress/ On Track Submitted cash flow forecast for the Nature Networks Grant. Volunteer, Ranger and project officer cut dead knotweed stems at Ceibwr head, Pencastell SSSI and areas near the footpath, Penrallt. Received delivery of timber for Kingsmill wood bridge. Worked with contractor at Freshwater east removing dead knotweed stems to make this year's access easier. Introduced contractor to landowner where a volunteer balsam record from last

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

					July has highlighted a small satellite area of balsam to nip in the bud during this project. Volunteer records submitted and interest will initiate balsam control around Waterwynch, Tenby. Surveyed areas of Afon Brynberian, recording 4 stands of Japanese knotweed and some areas of Rhododendron to include in control later in the project. Received permission from the Church in Wales to survey and undertake INNS management on their land in St Davids, specifically adjacent to Afon Alun.
P1	Delivery of work programme to manage ash die back on our estate (S6)	Green	Green	→	<p>Progress Status: In Progress / On Track</p> <p>Ash dieback work completed February 2023 at Saundersfoot Planation. All trees in the wood highlighted in the October 2022 level 3 survey have been removed. A single mature pine that was earmarked for removal has been reduced to a 6 metre monolith for standing deadwood. By reducing the tree height to 6m the target zone was reduced in size which enabled the tree to be left as standing deadwood habitat, annual monitoring will be implemented. Tree planting work will take place in February 2024 to replace the lost trees. Ash dieback work has been completed on a strip of woodland on the main B4316 entering Saundersfoot in 2022 all trees highlighted had advanced Ash Dieback and have subsequently been reduced in height and left as standing deadwood habitat. Further planned work has been programmed at Freshwater East, this work has been given a 12 month timeframe and is due to be started after the bird nesting season 2023. In addition to the work highlighted in the October 2022 tree survey, a site survey was progressed with the Fire Service to determine risk with standing deadwood within the tree stock at Freshwater East. A site meeting with the Fire Service took place on March 13th 2023, which has identified specific actions to be undertaken.</p>

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

					Nine trees have been identified for removal, as these trees are covered by Tree Preservation Orders, the appropriate processes and consents will be in place; work due to be completed by end of October 2023. Further work is also required over the coming years in relation to actions identified with the Fire Service.
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 Options are being explored and developed 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 LNP has significant new streams of funding opening up through the Local Places for Nature Programme and partners have met to discuss project plans.
C	Participation with Pembrokeshire Grazing Network and Pembrokeshire Wildfire Group.	Green	Green	➔	Progress Status: In Progress / On Track In February with the cutting season closed, 13.5k of fire breaks have been cut in North Pembrokeshire, the large proportion of the work happening on Frenni Fach, a common where no active management has taken place in the last 25 years. Working with the Fire Service and their I-cutter, firebreaks were arranged on Carningli in specific locations to aid the graziers with their controlled burns, which were conducted successfully. The Group organised to have 2 fire-foggers brought back into service with a training day held at Cilrhedyn Woodland Centre for Graziers and partner agencies. No further update for March.
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. Carmarthen Bay and Estuaries European Marine Sites relevant authorities group met on 24th March.
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

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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 22/3/23. The partners discussed proposals and plans for the coming summer season including lifeguarding, safety and signage plans.
P3	Recruit and train specialist volunteers to carry out reptile, Marsh Fritillary and Southern Damselfly monitoring (S6)	Green	Green	➔	Progress Status: Complete / On Track In February National Park volunteers have taken part in the annual monitoring of the Brown Hairstreak butterfly. All projects complete.
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 signposting document has been updated and will be circulated to key staff, including staff who have recently joined, for awareness and comment.

Well-being Objective - Climate

Measure - Data Available Monthly	2021/22 March	2022/23 Feb	2022/23 Current Period – March			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# Charging Events (EV charging points – PCNPA Sites) ytd	1,322	6,216	6,634	Trend		Excludes charging events with 0 Kwh. Does not include PCC sites.
Total kWh from Charging Events (EV Charging points – PCNPA Sites) ytd	22,046	110,051	118,944	Trend		
Average Duration of Charging Event (EV Charging points – PCNPA Sites) ytd (Hours/ Minutes)	2.27	1.46	1.47	Trend		
# Changing Coast photo submissions ytd	486	502	522	BM		

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

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

Measure - Data Available Quarterly	2021/22 Q1 – Q4 (April - March)	2022/23 Q1 – Q3 (April - Dec)	2022/23 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% of Authority vehicles that are hybrid/ electric	N/A	32	42	BD				5 electric vans delivered in Q4.
# SDF community decarbonisation projects approved ytd (S6)	15	12	12	Trend				SDF committee on 5/10/22 – 12 projects approved.
# SDF Community Decarbonisation Projects Completed ytd (S6)	8	6	11	Trend				Completed projects in Q4: Ludchurch Village Committee, installation of batteries for solar PV storage and ensure efficient use of energy generated through the day. Hubberston and Hakin Community Centre, installation of batteries in order to benefit from the solar electricity generated, particularly during the evenings when the Centre is regularly used. The Pater Hall Community Trust completed a carbon reduction project, increasing insulation in community building. Ecodewi, community led decarbonisation project, raising community awareness and action to

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								change behaviours, decarbonisation and carbon sequestration in St Davids. Fynnone Community Resilience North East Pembrokeshire, Sow it to grow it pilot project. Expanding the growing space on 2 sites in Cilgerran and Blaenffos, running food growing courses and a community wellbeing day.
% of Sustainable Development Fund allocated ytd (S6)	82.15	95.23	97.18	100% (Annual)				Budget 2022/23 for SDF £200,000. £194,359.68 allocated. 2 projects previously awarded grants have requested and approved a grant increase total of £3,903.68. Lawrenny community shop, increase of £1,487 due to refreshed quotation after roof repairs. Llanteg Village Hall, increase of £2,416.68 after re-design of lighting to mitigate light pollution.
# Trees/ Saplings planted via Community Tree Planting Project (S6)	N/A	468	1,182	BD				A large number of trees planted this quarter with several large community planting projects and three communities holding tree 'give-aways' to local

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								residents to take home and plant.
% Community, Town and City Councils who have participated to date in Community Tree Planting Project (S6)	N/A	35	37	BD				18 Communities have undertaken tree planting projects in total this season.
# Volunteer/ Social Action Days for tree planting related activities ytd (S6)	246.5	89.5	355.0	BD				Increase reflects volunteering/ social action activities linked 70 @ 70 community tree planting.
# Volunteer/ Social Action Days for beach, foreshore and river cleaning ytd (S6)	117.0	61.5	122.5	BM				
# participants in PCNPA's education programme - sessions focused on climate change/ decarbonisation/ sustainability ytd (S6)	N/A	225 [197]	645	BD				Across 25 sessions in 2022/23.
# participants in public events and activities programme - focused on climate Change/ decarbonisation/ sustainability ytd (S6)	N/A	4,630	4,736	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	4,785 [4,708]	5,055	BD				

Action	2022/23 February	2022/23 Current Period – March		
	RAG	RAG	Trend	Comments

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P1	SLSP: National Park Decarbonisation Project (3 Year Project)	Green	Green	→	Progress Status: In Progress / On Track Year 1 SLSP funding for National Park decarbonisations (SDF and Greening Agriculture) fully committed and claimed. A new round will commence in the next financial year.
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 2022 deadline. Internal Net Zero Data collectors meeting held in March to assess where we are in terms of data collection for 2022/23 and to review updated Welsh Government guidance and template. September 4th deadline for 2022/23 submission. Positive developments in terms of moving to more accurate consumption based model for Authority fleet emissions. Land use will need to take account completion of purchase of area for Community Woodland. Performance and Compliance Officer to support facilitation of net zero data collectors group, collation and submission for 2022/23 as part of handover process to Decarbonisation Team. The Decarbonisation Team will then take the lead for 2023/24 submission.
C	Strategic Engagement - Participation in Climate Strategy Panel and PSB activities	Green	Green	→	Progress Status: In Progress / On Track Officers attend relevant PSB and WLGA meetings
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 / Behind Review of templates not yet started.
P1	Installation of Electric Vehicle Charging Points.	Amber	Amber	→	Progress Status: In Progress / Behind Installation of EV Charging project almost complete, some minor snagging items to resolve and "back office" issues regarding electricity supply charges.

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P1	Capital Programme - PV installation at Cilrhedyn	Amber	Amber	→	Progress Status: In Progress / Behind Consultants report updated due some potential additional grid export capacity, tender documents to be amended and revised scheme approved. Project expected to be tendered Summer 2023 and work commence later in the year.
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 WGES to look at the energy use in our buildings to produce a report highlighting areas for carbon reduction / introduction of sustainable technologies.
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/ Behind Review of procurement not yet started.
P2	Fleet Decarbonisation Activities	Amber	Green	↑	Progress Status: In Progress / On Track Delivery of 1 new electric van in March, resulting in total of 5 new vans delivered in Q4 with 11 electric vans overall in the fleet.
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 Spent time creating a dead hedge to promote tree growth and biodiversity on the site. Continued to strengthen the dome structures that are growing on the site, to create natural nooks for visitors to connect with the environment. Work has started on the walkway over our pond. OYP – Progress Status: In Progress / On Track The new VSM has been introduced to local community group Eco-Dewi and has taken over the planning of PCNPA events for the Great Big Green Week, discussions have taken place with partnership organisations such as RSPB regarding events for the week. The e-bike scheme continues to progress behind the scenes but is not yet in place at OyP. Trade waste agreement has been arranged for the recycling and disposal of waste for 2023/24.

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					Carew – Progress Status: In Progress / On Track We 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. We hosted The Woodland Trust as a hub 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 Rangers supported tree planting projects in Kilgetty Community Garden, around Manorbier Youth Hostel, Saundersfoot Sports Ground and Angle play area where a mixture of native trees were planted to create hedgerows and copses in community spaces. The communities of Amroth, Martletwy, Uzmaston and Boulston and Carew distributed their commemorative trees to members of the community to take away and plant themselves. The tree planting season has now concluded with 1182 trees planted.
P1	Trees and Woodland Siting and Design Guidance	Green	Green	→	Progress Status: In Progress / On Track SPG consultation underway - the consultation period runs until 26th May 2023.
P2	Interventions to support Commons Resilience including work linked to National Peatlands Action Programme. (S6)	Green	Green	→	Progress Status: In Progress / On Track In February firebreaks were cut at Rhos Hescwm, a common near Dinas, as part of this year's Peatland Restoration programme. Volunteers have cleared regenerating trees and scrub at the site to help prevent the peat from drying out and oxidising. Rhododendron has been treated by stem injection at Trerhos Common SSSI, also as part of the Peatland Restoration programme. No further updates for March.

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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)	Green	Green	→	Progress Status: Complete / On Track Purchase 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. No further updates for March.
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	Green	↑	Progress Status: Not Started / On Hold Members workshop delivered on the Small World Consulting Carbon Baseline Study for the Pembrokeshire Coast National Park.
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	Green	Amber	↓	Progress Status: In Progress / Behind Early discussions held with Cynal Cymru.
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 SLSP Project tender to undertake a review of options has been awarded and work is underway.
P1	Brilliant Basics: Ebike Scheme	Amber	Amber	→	Progress Status: In Progress / Behind. Work is underway to invest in associated ancillary facilities and to enter into a repair and maintenance agreement with

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					a local bike shop. Supply of the bikes is delayed slightly and we have had to secure storage facilities as the bikes will arrive via separate deliveries. We have submitted the associated claim to Visit Wales in-line with the grant offer. 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. PCNPA support for implementation of the Plan will be reflected in actions/ deliverables in Authorities Adapting to Climate Change Delivery plan.
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	→	Progress Status: In Progress/ On Track Major diversion of Coast Path at Porthyrhaw, Solva in progress following consents obtained from Cadw and Public Path Diversion Order made and confirmed. Diversion required as existing Coast Path route is at risk due to unstable/eroding cliff. New route will provide long term continuity for Coast Path on stable ground. Diversion of Coast Path at Marloes will also be required in order to re-route to stable ground.

Well-being Objective - Connection

Measure - Data Available Monthly	2021/22 March	2022/23 Feb	2022/23 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
# Beach Wheelchair/ Mobility Equipment Bookings (Slots) ytd	N/A	389	399	BD				
# of online walk maps downloaded from PCNPA website ytd	27,721	16,345	17,397	Trend				

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# of web wheelchair walks maps downloaded ytd	919	476	510	Trend				
# Visitors to Carew Castle ytd	46,329	57,821	59,132	BM				27.6% 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	13,022	18,845	19,036	BM				46.2% increase in visitors compared to 2021/22
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 – Q4 (April - March)	2022/23 Q1 – Q3 (April - Dec)	2022/23 Current Period: Q1 – Q4 (April – March)					
	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	1,578	2,078 [2,090]	3,067	BM				Across 315 sessions in 2022/23. Increase of 94% compared to 2021/22.
# supported walks led or supported by volunteer activity leaders ytd	N/A	138	183	BD				

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# participants engaged with through social inclusion and outreach activities ytd	3,111	5,282 [4,946]	7,168	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	637	1,153 [879]	1,338	BM				Across 88 sessions.
# participants in tailored public events (tailored to meet different needs) ytd	N/A	1,951	2,223	BD				
# participants art and craft workshops for children at OYP ytd	163	553 [517]	718	BM				Includes Warm Space Arts and Craft sessions over winter. Mixture of children and adult participants.
# volunteer days ytd	2,294.2	2,077.2 [2,034.7]	2,847.7	BM				
# participants in volunteering and social action sessions involving physical activity ytd	2,650	2,587 [2,484]	3,797	BM				
# attending volunteer training sessions ytd	290	40 [39]	96	BM				
# participating in Early Year /Pre School sessions (linked to 1 st 1000 days project) ytd	N/A	517	590	BD				Across 44 sessions in 2022/23.
# participants in PCNPA's education programme ytd	8,143	5,753 [5,752]	8,395	BM				Across 258 sessions in 2022/23.
# participants in PCNPA outdoor learning sessions ytd	6,846	4,827 [4,820]	6,819	BM				Across 211 sessions in 2022/23.

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# people engaged with through education programme at Castell Henllys ytd	1,950	1,643	2,433	BM				Across 69 sessions in 2022/23.
# people engaged with through education programme at Carew ytd	595	830	1,351	BM				Across 34 sessions in 2022/23
# participants in historical activities and events ytd	12,477	15,219 [15,149]	16,403	BM				
# volunteer days – heritage sites monitoring ytd	47.5	25.0 [23.0]	30.0	BM				
# participants in public events and activities programme ytd	22,080	31,546 [31,421]	33,830	BM				4,140 attendees at Carew for Glow over Christmas period.
# participants in PCNPA led walks ytd	2,472	3,218 [3,143]	4,374	BM				Across 430 walks in 2022/23.
% attendees rate our public events excellent/ good ytd	N/A	99.32 [99.99]	99.34	BD				In this quarter only one Around the Park event was held to celebrate the Welsh Dark Sky week in February, as the A&E programme will start in April. 6 feedback forms were returned, 5 rated the events as excellent and one as good. 3 people found the event via social media, 1 via website and 2 via word of mouth.
Average Feedback Rating (1-5) for Public Events - I felt moved or inspired by the National Park's landscape or seascape ytd	N/A	4.74	4.67	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	4.38	4.41	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	3.33	3.38	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	4.23	4.18	BD				

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% of PROW open and accessible and meeting the quality standard ytd	86.87	87.23	87.19	85%	↓	Green		
# of people using footpath (from fixed counters)	270,525	198,858	-	Trend				Awaiting Q4 counter statistics from external contractor. Q3 ytd 2021/22 246,708
# concerns reported for Coast Path and IROW	313	149	188	BM				39.9% decrease in concerns ytd compared to 2021/22
ROW Work Programme: # Coast Path Cutting jobs completed ytd	303	382 [376]	387	Trend				
ROW Work Programme: # Coast Path Maintenance jobs completed ytd	534	294	379	Trend				
ROW Work Programme: # Inland Rights of Way Path Cutting jobs completed ytd	667	700 [682]	710	Trend				
ROW Work Programme: # Inland Rights of Way Maintenance jobs completed ytd	996	315 [313]	468	Trend				
ROW Work Programme: # Links and Other Cutting jobs completed ytd	11	14	14	Trend				
ROW Work Programme: # Trees and Ash Dieback jobs completed ytd	165	38	47	Trend				
ROW Work Programme: # Other jobs completed (including those categorised as other, complaint, memorial and checks (e.g. drainage, gate) ytd	180	17 [19]	29	Trend				

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Site Work Programme: # All Sites Work jobs completed (across all categories)	428	220	280	Trend				
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Action		2022/23 February	2022/23 Current Period – March			
		RAG	RAG	Trend	Comments	
P1	West Wales Walking for Well-being partnership project.	Green	Green	→	Progress Status: In Progress / On Track In March, both the Ceredigion and Pembrokeshire walking groups held 'wellbeing walk celebration days'. In Ceredigion, the event was attended by around 70 walkers and volunteers at Llanerchaeron (National Trust property) and in Pembrokeshire at Carew Castle, with a similar number of walkers and volunteers present. March is the final month of Healthy and Wellbeing funding support for the project. In April the project begins a 9 month period of funding through NRW's Resilient Communities Fund.	
P1	Brilliant Basics: Beach Access/ Wheelchairs Project	Green	Green	→	Progress Status: In Progress / On Track Preparation underway for start of new season and roll out of fleet to host organisations.	
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 8 Pathways volunteering days took place in March. Projects included coppicing in Jeffreyston, laying the hedge around Withybush depot and hedgelaying at Ysgol	

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					Casmael. Volunteer numbers continue to be good with some groups of 13 going out this month.
P1	Roots to Recovery Project (in Partnership with MIND Pembrokeshire)	Green	Green	→	Progress Status: In Progress / On Track The Haverfordwest, Pembroke and Fishguard hubs were all active during the month with a mix of practical volunteering activity and 'wellbeing experiences' included in the programmes. Sessions included: Work on the community garden at the Gateway Hub in Fishguard. Bulb planting around Fishguard. Continued work on the Withybush hospital garden. A 'mystery trip' to Castell Henllys. Building planters for a community project in Pembroke. A trip to St David's - A visit to the Milkwood Project with participants able to try their hand at a range of woodland crafts and skills.
P2	Responding to Experiences for All findings	Amber	Amber	→	Progress Status: In Progress/ On Hold Initial work carried out on reviewing recommendations, some are already being implemented. Elements of some of the recommendations will be reflected in new delivery plans. Action on hold pending appointment of new Health and Well-being Officer.
C	Facilitation of Out and About Network	Amber	Amber	→	Progress Status: In Progress / On Hold Currently on hold, will be reviewed as part of wider delivery plan development and review of what health related networks we are part of once new Health and Well-being officer in post.
C	Co-ordinate the West Wales Nature Based Health Service Network	Green	Green	→	Progress Status: In Progress / On Track PCNPA involvement reduced, but group continue to be active particularly through Basecamp. Our involvement will be reviewed as part of review of what health related networks we are part of once new Health and Well-being Officer in post.
C	Support Public Health Wales with its strategic activities on social and Green solutions for health/	Amber	Amber	→	Progress Status: In Progress/ On Hold Engagement with PHW to be reviewed and picked up again once new Health and Well-being officer in post,

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	engagement with other health partners				alongside consideration of updates on national framework for social prescribing and implications for Authority's work.
P1	First 1000 days pilot	Green	Green	→	Progress Status: In Progress / On Track In March First 1,000 days continued to work in local pre-school settings. Plans for the spring programme of 'mother and toddler sessions' were completed, with an agreement to base the 12 week programme at the Meads in Milford Haven, making use of their woodland area. Opportunities to get involved will be targeted at local parents/carers and in particular those with an older sibling at the Meads School. The sessions are due to commence after the Easter school break. At a meeting with the Early Years team, the date, time and organisational details for the 1st 1,000 Days celebration event at St.Brides Orchard were agreed. The event will take place in April, with children from six Milford Haven and Haverfordwest nurseries invited to the event.
P1	Roots (Gwreiddiau) Project	Green	Green	→	Progress Status: In Progress / On Track Planning St Brides orchard blossom event (27th April) to coincide with Wales Outdoor learning week. Organising beach art day on Newgale 6th June.
P1	Pembrokeshire Outdoor Schools	Green	Green	→	Progress Status: In Progress / On Track Free teacher training event – In February, outdoor schools delivered 'Ship Wrecked' training in partnership with the Natural Resources Wales Education team (at Scolton Manor) - 10 teachers booked for each of the 2 days of training provide (1 Welsh language specific session). PODS co-ordinated a response to the Outdoor Education Bill consultation on behalf of members – partnership members PCNPA and the National Trust also did responses of their own. Pembrokeshire County Council is undertaking an audit on outdoor education in the County which PODS has been able to contribute to the Schools and Learning Scrutiny Committee in April. The Outdoor Schools partnership welcomed a new

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					partner - RSPB in March. They have recently run a few workshops in Pembrokeshire as part of their Wild Isles Project and plan to become more active in the County.
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 In March Think Learn Challenge (TLC) were appointed as consultants for the educational resources element of the Designated Landscapes Learning project. It was agreed by the project team to re-submit the Tender (on Sell 2 Wales) for the design and digital elements of project, as no suitable applications were received. An inception meeting was held with TLC to discuss a project delivery plan.
P2	Delivery of Safeguarding Publicly Accessible Ancient Monuments Scheme	Green	Green	→	Progress Status: In Progress / On Track During March, 29 visits took place to scheduled monuments, including several visits by heritage volunteers and the community archaeologist. In addition, 27 visits were assessed by the community archaeologist, including putting some action plans in place. Scrub clearance for autumn/winter 2022-23 were completed at two promontory forts.
P2	Annual Archaeology Day	Green	Green	→	Progress Status: In Progress / On Track During March, there were no activities relating to the Archaeology Day event. Meetings are scheduled for April to start planning for the event in November 2023.
P1	Activities to support digital community archaeology interpretation offer	Green	Green	→	Progress Status: In Progress / On Track During March, a school trip to Nevern Castle and Cardigan Castle took place with pupils from Ysgol Bro Ingli in connection with the archaeology interpretation project currently taking place in Newport.
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 A webpage for The Lost Words has been created.

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C	Collaborating with others on Community Archaeology excavations and projects in the Park	Green	Green	→	Progress Status: In Progress / On Track During March, a school trip to Nevern Castle and Cardigan Castle took place with pupils from Ysgol Bro Ingli in connection with the archaeology interpretation project currently taking place in Newport. Also, the community archaeologist met with the Dyfed Archaeological Trust to discuss collaboration elements as part of their CUPHAT project.
P1	Dawsio ar y Dibyn SMS - Analysis of LIDAR survey and associated activities	Red	Amber	↑	Progress Status: In Progress / Behind During March, the original mid-March deadline was missed by the contractor, however it was agreed that the deadline for capture could be extended until the end of March 2023. The contractor has confirmed that the lidar data has been captured in full and they are now working on processing the data. They were due to capture aerial photography with the lidar data, however they have only been able to capture around 30% due to unfavourable conditions during the capture of the lidar. The contractor will be providing the Authority with the aerial photography data that they have collected. They have the end of April as their deadline to provide the final data. The Authority is monitoring progress closely.
C	Collaboration and activities with partners via Heritage Watch Scheme	Green	Green	→	Progress Status: In Progress / On Track During March, two incidents of heritage crime were identified at scheduled monuments. Social media posts continue to be made on Facebook and Twitter. Several meetings also took place during the month, including a communications meeting, a meeting to discuss how heritage crime should be recorded on the historic environment records system and a catch up heritage watch meeting with all partners. The community archaeologist also attended a marine heritage crime training session during the month.
P3	Development of new footpath links and circular walks	Green	Green	→	Progress Status: In Progress / On Track

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					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 Next meeting of Local Access Forum is to be held on 27th April.
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 emphasis on the development of guidance on responsible recreation and also specific dogs control guidance. Consultation expected from NRW in developing this guidance. Local Access Forum regulations now also under review.
P1	Brilliant Basics: Poppit Sands Boardwalk, improved access from boardwalk onto the minor road / Poppit Sands Master Plan	Green	Green	→	Progress Status: In Progress / On Track Boardwalk proposals put on hold further to consideration of "masterplan" proposal by Surf lifesaving club. Stakeholder group formed to look into feasibility of proposals. Feasibility options investigated jointly with PCC.
P1	Brilliant Basics: Access/ Arrival Improvements (Car Parks & PROW)	Amber	Green	↑	Progress Status: In Progress / On Track This pot of funding covers eight individual projects that are being managed through partnership with local community councils and relevant landowners. Some projects have proved difficult to deliver due to the staff/volunteer capacity of third-party organisations but all projects are now underway and the claim has been submitted to Visit Wales.

Connection – PCNPA Impact Case Study

Roots to Recovery

Teams Involved: Discovery

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

What issue was addressed

The Roots to Recovery project aims to improve mental health and physical wellbeing through giving individuals access to the National Park and providing practical skill sessions. Roots to Recovery is delivered in partnership by Pembrokeshire Coast National Park Authority and Mind Pembrokeshire and supported through the National Lottery Community Fund until September 2024.

What was achieved

The project has achieved:

- successful launch of R2R Hub locations in Haverfordwest (session every week - one engagement, then one practical), Pembroke (session every week (one engagement, one practical), and now Fishguard (session every other week).
- Mind Pembrokeshire Garden renovations.
- R2R Withybush allotment production and care.

The project has ongoing practical tasks for Pembroke Town Council, Withybush Hospital, South Pembs Hospital, Haven Way, Pembrokeshire County Council and Local Nature Partnership Fund.

Alongside practical volunteering tasks the project has also provided a range of activities that are designed to be accessible, fun and sometimes relaxing, with the opportunity to learn new skills and meet new friends. This has included guided walks including walks at Rosebush quarry, Marloes coastal walk, Ty Canol Woodland, Minwear forest walk, Colby Woodland Gardens to Amroth Beach, Whitesands to St Davids Head and visit Coetan Arthur burial chamber, Canaston Woods and walks in a number of other locations across the Park.

The project includes mentors who support other participants and activities taking place from the hubs. The project has been providing training and development opportunities for mentors including first aid, safeguarding and minibuss courses.

Those involved

Pembrokeshire Coast National Park Authority. Mind Pembrokeshire. Pembroke Town Council. Pembrokeshire County Council. NHS. Over 100 registered participants.

Timescales

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Ongoing project.

Evaluation/ Impact

Participants feel good when doing good things, litter picking, conservation activities. They feel they have done some good and that they have contributed and worked as a team to achieve a goal.

Participants love a beach day – they enjoy the beach and not many have the means of accessing locations by themselves.

Participants have commented that they have learned a lot from PCNPA staff and Mind staff.

Participant confidence has shot up! Many participants were quiet and would stand away from the busier people and tasks, now they all help each other and work as a team.

The project has a 'peer to peer' group, the members of which contribute to the development and management of the project through the steering group. The project aims to be people led and the recent evaluation workshop at Oriol Y Parc was part of that process, getting a clearer understand of what work and doesn't work so well as part of the project. We gather feedback from the public as well through the Mind R2R FB page – this is proven most popular when working in Pembroke.

To find out more about impact of the project and activities undertaken visit the [Roots to Recovery – Mind Pembrokeshire Facebook page](#).

Well-being Objective - Communities

Measure - Data Available Monthly	2021/22 March	2022/23 February	2022/23 Current Period – March					Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	
# visitors to Oriol Y Parc ytd	77,193	95,093	98,864	BM				28.1% increase in visitors compared to 2021/22
Oriol Y Parc Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	

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

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Oriel Y Parc Google Review Rating	4.4	4.4	4.4	4.4		Green	➔	
# visitors to gallery at Oriel y Parc ytd	13,550	12,552	13,259	BM				2.1% decrease in visitors compared to 2021/22.
# Main website users ytd	295,656	259,200	290,110	BM				
# Main website page views ytd	1,096,366	845,16	936,219	BM				
% Authority Spend Locally (SA Postcode Area) ytd	51.13	51.57	52.72	BM				

Measure - Data Available Quarterly	2021/22 Q1 – Q4 (April - March)	2022/23 Q1 – Q3 (April - Dec)	2022/23 Current Period: Q1 – Q4 (April – March)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# attending pop up events/ engagement activities across the Park ytd	4,644	2,564	2,662	BM		Includes Meadow Celebration Day.
# people engaged with through Summer Rangers tourist information and general public networking activities ytd	4,488	2,564 [2,525]	2,666	BM		
# participants in Cynefin related education sessions delivered ytd	5,848	3,212 [3,244]	5,035	BM		
# of Cynefin related education sessions delivered ytd	137	95	146	BM		
% schools in National Park engaged with PCNPA outdoor learning sessions/ activities ytd	69.23	69.23	69.23	BM		
% schools in Pembrokeshire engaged with PCNPA outdoor learning sessions/ activities ytd	59.68	70.97	75.81	BM		

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

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# social action participant days ytd	267	181 [135]	482	BM		Pupils from range of schools participated in tree planting activities linked to 70 @ 70 community tree planting project in Q4.
# community project/ engagement activities ytd	959	881 [886]	1,170	BM		
# community events held at centres ytd	49	39 [40]	63	Trend		
# of stall holders participating in fairs and events at Oriel Y Parc and Carew ytd	41	56	73	Trend		
# of artists and craft makers supported at Oriel Y Parc ytd	38	133	160	Trend		30 of this is pupils from Ysgol Penrhyn Dewi as they had a Discovery Room Window exhibition.
# events and activities delivered in Welsh ytd	37	37 [32]	44	BM		Positive impact of Castell Henllys Profwch yr Oes Haearn Sessions held during the year. Figure updated to include OYP Trails.
# participants in events and activities delivered in Welsh ytd	414	946 [523]	1,010	BM		
# Participants Castell Henllys Dished y Dysgwyr events	N/A	11	11	BD		
# education programme sessions delivered in Welsh ytd	43	25	41	BM		
# participants in education programme sessions delivered in Welsh ytd	1,231	723	1,229	BM		

Action		2022/23 February	2022/23 Current Period – March		
		RAG	RAG	Trend	Comments
P1	SLSP: Sustainable Tourism Pembrokeshire Project (Three year project)	Amber	Green	↑	Progress Status: In Progress / On Track

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

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					Sustainable Tourism - transport study ongoing. Sustainable Tourism - masterplan at Poppit Sands. Quote for application for Weltag 1 has been received.
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. Further internal discussion needed on who will be taking forward and facilitating Recreation Plan Group with Stakeholders and monitoring/ updating the managing visitor pressure and visitor experience document following organisation restructure.
P1	External Sustainable Events Research (including responding to recommendations) (S6)	Red	Red	→	Progress Status: Closed / On Hold Research closed. 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. Officer looking for alternatives re spending funding. Potential to learn from positive work carried out around ISO2012a1 and world rowing championship at Saundersfoot including KPI's developed, and lessons learnt from practical application of KPIS.
P1	Sustainability Support Activities for World Rowing and Beach Sprint Event (S6)	Green	Green	→	Progress Status: Complete / On Track Report provided to Operational Review Committee in March 2023, including presentation from Events Producer, British Rowing, to give an overview of the impact and learnings from the event.
C	Participation in Pembrokeshire Water Safety Forum and mapping of coastal and foreshore incidents. (S6)	Green	Green	→	Progress Status: In Progress / On Track Pembrokeshire Water Safety Forum met in March. The group's focus remains on stand-up paddle boards as there have been a significant and growing number of incidents in Pembrokeshire. Beach managers plan to collaborate and review signage with a funding bid to be prepared by PCC.
C	Liaison with Recreation Groups and Pembrokeshire Coastal Forum. (S6)	Green	Green	→	Progress Status: In Progress / On Track

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					Ranger Service Manager attended the Outdoor Charter Steering Group to support work planning for the coming season such as instructor training and use of sites.
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, but new data from regenerative tourism may be developed following restructure. Opportunities to learn from positive work carried out around ISO20121 and world rowing championship at Saundersfoot including KPI's developed and lessons learnt from practical application of KPIS.
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 The mid-campaign report by Golly Slater highlights that the latest marketing campaign has delivered 3,097,859 impressions and 54,293 link clicks so far. This has generated 44,012 users to the landing page The objective of the campaign is to drive high volumes of digital traffic to the campaign landing page to encourage users to review what bookable experiences are available and ultimately influence purchase.
P1	Ancient Connections Partnership Project	Green	Green	→	Progress Status: In Progress / On Track Light-Boats is a creative art experience funded by Ancient Connections that takes place at Whitesands Beach on the 26th March. Led by artist Tracy Breathnach the event invites participants to co-create a palm-sized clay boat, filled with a tiny bundle of native plants, shells and pebbles along with your thoughts, prayers and wishes for

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

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					those who were buried at this site and for all those who have arrived and departed on Whitesands Beach throughout history.
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 Skies Project Officer appointed and due to commence role in April to implement the Dark Skies Pembrokeshire Project. Funded by SDF and SLSP Wild Coast, a Dark Skies project officer will work with businesses, communities and individuals to reduce inappropriate lighting and its associated energy use and carbon emissions over a 3-year period. This will also help restore nocturnal corridors and aid species resilience in the face of climate change. The work will be guided by an inventory of lighting issues and remediation costs commissioned by PCNPA and PCC. Communities and volunteers will be involved in monitoring impact. The project will add value locally to Prosiect Nos, which has 3 years of successful collaboration across protected landscapes in North Wales. Prosiect Nos now covers all 8 of Wales' designated landscapes following a successful bid to SLSP.
P2	Re-positioning Oriel y Parc as Discovery Centre and implementing its interpretation plan	Green	Green	→	Progress Status: In Progress / On Track After receiving the draft plan back the decision was made to take more time making final amendments and feeding back to the consultants. It is likely the plan will be taken to the NPA in June.
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	Green	↑	Progress Status: In Progress / On Track Work to be undertaken by Head of Engagement and Inclusion on the framework. This work is likely to build on work carried out by Rangers this year funded by Local Places for Nature involving nature recovery engagement - working with community councils to review the Pembrokeshire Green Infrastructure Study in order to develop suggested projects to the point of deliverability (Saundersfoot /Tenby) and develop place-based nature

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					action plans and identify projects and develop to the point of deliverability (The Havens). A number of meetings have also been held by Members and officers with Town and Community Councils.
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 Wellbeing Plan agreed for sign off
P1	Facilitation of Youth Committee and Next Generation Activities	Green	Green	→	Progress Status: In Progress / On Track In March youth Rangers were at Canaston / Minwear Woods for a session alongside Walkability Officer, looking at the issue of accessibility and mobility in the countryside. Members of the group had the opportunity to try out equipment on local trails. There were two PCNPA Next Gen meetings (1 on-line, the second at Pembrokeshire College). Discussion items included: Plans for the Brecon Beacons trip (joint event with BBNPA Youth Wardens.) A short 'workshop' to plan a presentation to PCNPA Members at the end of the month. Next Gen member and Youth and Inclusion Coordinator presented to the March NPA on the Youth Manifesto and also showed the latest Next Gen short film.
P3	Centres engagement activity with local communities.	Green	Green	→	Oriel Y Parc – Progress Status: In Progress / On Track Oriel y Parc hosted a successful Dragon Parade in St Davids on 4th March to celebrate St Davids Day. Schools, community groups and members of the public joined in the celebrations. The centre also hosted the Cathedral dignitaries as part of their St Davids Day pilgrimage on 1st March and witnessed the 'lighting of the stone' in the OyP Courtyard. The centre hosted a St Davids Peninsula Tourism and Trade EGM, the VSM represented OyP at the meeting. A book launch by a local artist was held at the centre, with the author hiring a meeting room for the event, which was very well attended. Planning is

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					<p>underway for the Easter holidays with several events planned, including a children's trail, art & craft workshops and a spring market. The West Area Ranger interviews were held at the centre in March, representing the centre as an important base for the new ranger and a hub for them to utilise within their community.</p> <p>Castell Henllys - Progress Status: In Progress / On Track</p> <p>Story a chan is in full flow with lots of new families calling in and using the cafe space. We've continued to engage with local schools, by arranging a visit to the site with two of the education team, on a trip of theirs around the area. Henllys will be place for them to engage with nature and heritage in their locality.</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, local businesses and members of the local community. School group bookings are increasing steadily following the dip due to Covid 19. 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. 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. In April Carew is due to host a large wedding for a local couple from Carew village.</p>
C	Joint curation of Exhibitions with Amgueddfa Cymru/ National Museum Wales	Green	Green	→	<p>Progress Status: In Progress / On Track</p> <p>Representatives from Amgueddfa Cymru, including a designer, visited site again in March in order to help preparations for The Lost Words exhibition. Project meetings continue to take place, with the PCNPA</p>

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					interpretation officer working on interpretation and exhibition panels ready for sign off. Exhibition planning is going well. The VSM is working with comms to organise the official opening. The VSM attended a second meeting in Swansea to discuss the 2024 RBLI exhibition and plans are being developed.
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 Educators Workshop Carew Castle Team held at CC. Focus on strategies to make more use of the Mill for school visits. Planning Lost Words at OyP curriculum linked school visits. Inception meeting with DL education resource contracted company.
P2	Developing Castell Henllys as a Welsh Language Hub	Green	Green	→	Progress Status: In Progress / On Track From the end of March, the cafe was open 7 days a week, making it a week long space for locals to engage with their completely fluent staff. The Stori a Chan Plat Penfro group continue to use the tipi. They are continuing the use of Welsh in the cafe after their session has ended.
P1	Review of Welsh Language Strategy	Amber	Amber	→	Progress Status: In Progress / Behind New Officer in post from April. Aiming to present review document to June NPA

Communities – PCNPA Impact Case Study

Supporting World Rowing Coastal Championships and Beach Sprint Finals to achieve ISO certification

Teams Involved: Direction.

What issue was addressed

In October 2022, the World Rowing Coastal Championships and Beach Sprint Finals were hosted in Saundersfoot. The event was an opportunity to show case delivering a high quality global event in a protected designated landscape that meets globally recognised sustainability certification.

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The ISO 20121 certification in sustainable events has been developed in recognition that events take a heavy toll on resources, society and the environment, and can often generate significant waste. In addition to promoting more responsible consumption, the ISO 20121 standard has been developed to relieve the strain on local infrastructure and utilities, reducing the potential for conflict in communities where events are hosted.

What was achieved

The National Park Authority's Health and Tourism Policy Officer acted as the Sustainability Manager for the event, and the event set out and achieved its aspiration to be the world's first rowing event to achieve ISO certification in sustainable events ISO 20121.

The Sustainability Manager developed a sustainable event management system to better manage the event's social, economic, and environmental impacts. To help the event be more sustainable, the event organisers engaged with stakeholders in both Pembrokeshire and the rowing community nationally and internationally to help identify what issues needed to be addressed.

To be awarded the ISO Sustainable Events certification the event organisers needed to undertake key actions as part of the agreed Sustainability Management System (SMS). A robust SMS was vital in order to demonstrate how the event met all the standards of the ISO. In order to meet the standard, the SMS System was audited twice. The first audit to identify any areas that needed improvement and the second audit to fully check the system's operation and process.

In order to meet the ISO Standard the event organisers defined the Sustainability Policy, developed a bespoke Sustainability Manual for the event and identified the key performance Indicators that would be used to plan, record and evaluate the process and outcomes. Key Performance Indicators (KPIs) were developed as an iterative process and were part of a continued process to help refine, improve and learn from event as it developed. Four key areas were identified as a focus for the KPIs, these were responsible use of resources, participation and reach, protecting people and the planet and operation and ethos.

Further information on approach, event and KPI's can be found in following [Operational Review report](#).

Those involved

National Park Authority's Health and Tourism Policy Officer. British Rowing. Volunteers. Swansea University Undergraduates.

Timescale

ISO 20121 certification in August 2022. Event held in October 2022/

Evaluation/ Impact

The ISO is about ‘the process’ and on-going learning from the process. Overall, the event achieved the vast majority of the KPIs, with some KPI expectations being exceeded. 70% of KPIs were achieved or exceeded their original targets. 6% were not achieved and 24% were partly achieved. Achieving the KPIs is important but the learning from why they were not achieved is also important.

Key learning included:

- Sustainable supply chains can be difficult to source and needs to be done in the early stage of event planning
- An event location may not have the infrastructure in place to support the original KPI targets – i.e power supply from mains is not possible and so generators need to be used (mains power uses less resources than generator power). This learning is useful for future planning and development for both organisers and location managers.
- Consider the onwards journey of ‘resources’ so that they do not go into landfill. Before an event do a ‘resource audit’ with the ‘waste hierarchy’ and try and reduce as much potential waste as possible and identify onwards journeys for everything so that it as far up the ‘waste hierarchy’ as possible

Ensuring that the event left a legacy was an important KPI. The ongoing legacy include:

- Learning shared with key officers and members from Pembrokeshire Coast National Park Authority
- Pembrokeshire County Council to include ISO approach to events management and planning.
- Event cited by Welsh Government as an example of good practice.
- Sustainable merchandise opportunities highlighted with World Rowing.
- Learnings distilled to both British and Welsh Rowing events.
- Event received extensive media coverage due to its ISO certification.
- Students in Welsh Universities engaged in learning opportunities.
- Wav
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- emakers/volunteers upskilled.

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Well-being Objective – Planning Policy and Service

Measure - Data Available Quarterly	2021/22 Q1 – Q4 (April - March)	2022/23 Q1 – Q3 (April - Dec)	2022/23 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% of all planning applications determined within time periods required ytd	72.73	76.91	75.00	80%		Amber	↓	Officers are reducing the backlog that built up during covid and a period where the team were short staffed, but whilst they do so it will have a knock-on negative impact in terms of average days to determine.
Average time taken to determine all planning applications in days ytd	117.25	119.33	123.75	<67 days		Red	↓	
% of Member made decisions against officer advice (recommendation) ytd	6.45	13.04	8.33	<5%		Amber	↑	3 out of 36 decisions
% of appeals dismissed ytd	37.50	50.00	57.14	>66%		Amber	↑	
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	94.13	94.84	93.53	BM				
# planning applications registered ytd	680	467	599	Trend				
% of planning applications approved ytd	85.23	97.09	92.81	Trend				

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

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% of enforcement cases investigated (within 84 days) ytd	79.46	89.66	86.67	BM				
Average time taken to investigate enforcement cases in days ytd	124.00	115.33	106.25	BM				Down from 150 in Q3 to 79 in Q4.
Average time taken to take enforcement action in days ytd	96.75	87.00	94.75	BM				
Conservation - # of applications for works to protected trees determined ytd	26	15	21	Trend				
Conservation - # of new tree preservation orders made ytd	0	0	0	Trend				
Connection - % Buildings at Risk	5	5.5	5.5	<6		Green	→	
Connection - # listed building applications determined under CADW delegated scheme ytd	30	14	19	Trend				

Action		2022/23 February	2022/23 Current Period – March		
		RAG	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	Green	Green	→	Progress Status: In Progress / On Track

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	planning legislation and policy developments related to second homes, holiday lets, affordable housing and Welsh Language Communities Housing Plan				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. Report to NPA end of March 2023 followed a workshop. Dealing with proposals in two ways: day to day development management and evidence required for Article 4 Directions.
C	Proactively contribute to setting local and regional planning policy, including through the CJC structure and through regional and national collaboration	Green	Green	→	Progress Status: In Progress / On Track Initial meetings regarding future Strategic Development Plan work taking place, which PCNPA officers are attending. No further updates since last month.
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. Translations being undertaken.
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. Admin are currently in the testing phase to check whether the updates will work.
P1	Undertake a review of the current enforcement service and implement any changes required from the review.	Green	Amber	↓	Progress Status: In Progress / Behind. Director of Placemaking, Decarbonisation and Engagement and Development Management Manager to review Enforcement provision following being unable to recruit for a 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 had disrupted the surveys, 12 of which were last done in 2018, one in

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					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 Summer 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 investigated. Saundersfoot, Nevern, Marloes and Stackpole identified as being particularly in need of positive engagement.

Well-being Objective – Corporate Areas of Change

Change Management

Action		2022/23 February	2022/23 Current Period – March		
		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 Soft launch carried out in February and full launch in April. New Management Team bi monthly meetings started in March.
P1	Complete pay grade review, taking account of gender pay gap considerations.	Amber	Amber	→	Progress Status: In Progress / Behind In light of staff changes a revised timescale is being developed.
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 Work on Track. Change process commenced on 16th February, with aim of completing by 1st April.

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

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P1	Pro-actively manage the transition period to ensure that staff morale, well-being and commitment is maintained.	Green	Green	➔	Progress Status: Complete / On Track In person staff meeting held in March at Pembrokeshire College. Positive feedback received about event.
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	Amber	➔	Progress Status: In Progress / On Hold Work on defining a new set of values is on hold. Further work to develop revised set of values and activities to embed them will be carried forward through activities within the Enabling Delivery Plan that is being developed.
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	Amber	Amber	➔	Progress Status: In Progress / On Hold Training programme in place for DM and proving successful. However wider training / apprenticeships scheme for Authority will be carried forward through activities within the Enabling Delivery Plan that is being developed.
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 Action Plan by Strategic Advisor agreed with Welsh Government
P1	Assessment of Authority's Risk Appetite with Members to help inform future approaches to delivering Well-being Objectives and Priorities.	Green	Green	➔	Progress Status: In Progress / On Track Draft new Risk Register presented to Audit and Corporate Services Review Committee. Work being discussed with Management Team.
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 to be reviewed, including looking at decarbonisation/ biodiversity and aspect and then go back to Management Team. Further discussions needed with new Heads of and Strategic Advisor, exploratory meeting arranged for July.

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

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

P1`	Implementation of Microsoft 365 across the Authority	Amber	Amber	➔	Progress Status: In Progress/ Behind No significant changes to progress. 365 user training in development in response to requests from staff meeting.
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: Complete / On Track The work relating to this action is now complete and has been supported through our general communications approach via Coast to Coast, website, social media, interpretation projects and press coverage. Campaigns such as winter of wellbeing, the 3 Parks 'Diolch' campaign and wider partnership work with Transport for Wales has also been developed in support of this. Further development of approach will be driven via priority actions in the Communications and Marketing Delivery Plan.
P2	Update our Volunteer Action Plan in response to the recommendations of the volunteer review and embed recommendations within proposed delivery plans.	Green	Green	➔	Progress Status: In Progress / On Track Better Impact - Volunteer Management System purchased and set up process beginning. Several events held for specific volunteer groups to report back on the impact of their volunteering. Training event held for A&E volunteers re geology and marine code. Training re climate and nature emergencies. Staff were invited to attend the events alongside volunteers. Forum remains active - issues raised passed on to leadership team. Arranging a taster event on a weekend in June.

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Governance and Collaboration

Measure - Data Available Monthly	2021/22 March	2022/23 Feb	2022/23 Current Period – March					Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	
# Committee Webcasts ytd	33	26	30	Trend				
# People viewing online webcasts for Committees ytd	509	259	296	BM				
% Member Attendance at Committee ytd	87.24	89.55	89.69	75		Green	↑	
% Member attendance at training ytd	62.22	76.09	72.92	65		Green	↓	

Action		2022/23 February	2022/23 Current Period – March		
		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 Several training events held in recent weeks. Further encouragement provided for Members to complete their Personal Development Review.
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	Amber	Amber	→	Progress Status: In Progress / Behind Recent Member Support and Development Committee provided with updates on Induction, Personal Support Plans, Member Training Plan, Policy on contributions towards Costs of Care Allowance and attendance. Further encouragement provided for Members to complete their Personal Support Plans.

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

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

P1	Support Members with virtual Committee meetings and carry out activities to support move to potential hybrid or in person meetings.	Green	Green	→	Progress Status: Complete/ On Track 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 Funding secured and meeting organised with partners to discuss future plan.
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 Action Plan agreed with Welsh Government.
C	Support NRW and Welsh Government as the designation process for a new National Park progresses	Green	Green	→	Progress Status: In Progress / On Track Issue discussed with Minister and Chief Executive of NRW.

Finance and Assets

Measure - Data Available Monthly	2021/22 March	2022/23 February	2022/23 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
£ from sponser a gate scheme ytd	16,200	12,000	12,000	BM				20 in 2022/23.
£ Centres Merchandise ytd	238,425.38	279,383.21	288,635.73	BM				21.1% increase compared to 21/22.
£ Admissions Carew & Castell Henllys ytd	274,189.12	286,223.91	291,819.84	BM				6.4% increase compared to 21/22.
£ Centres Other Income ytd	56,987.15	90,046.87	95,457.81	BM				67.5% increase compared to 21/22.

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

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£ Cafe Rental Income – Castell Henllys and Oriel Y Parc ytd	25,467.00	28,331.00	28,331.00	BM				
£ Carew Cafe Sales Income ytd	116,654.49	140,114.56	144,349.34	BM				23.7% increase compared to 21/22.
% Invoices paid on time (Average)	97.43	94.43	94.58	97	↑	Amber		

Action		2022/23 February	2022/23 Current Period – March			
		RAG	RAG	Trend	Comments	
P1	Engagement with WG Sustainable Landscapes, Sustainable Places Scheme/ Nature Networks Fund/ Brilliant Basics (Project bid development and delivery)	Amber	Green	→	Progress Status: In Progress / On Track. SLSP work ongoing. Claim and end of year report supplied to WG.	
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 Spring 2023 due to other more immediate repairs being completed first etc. Tender docs to be completed by consultants for tender process.	
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.	
C	Providing continued support to Pembrokeshire Coast National Park Trust.	Green	Green	→	Progress Status: In Progress / On Track Puffin Party launched on Thursday 30th April in preparation for July. 4 committed to hold party in July already. Discussions for support with DP Energy and confirmation of support from Princes Gate Water. Presented in front of NPA Committee. Force for Nature 2022 completed.	

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

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

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. - Spoke to CEO and was advised not to run the round until Heads have completed their delivery plans.
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Compliance

Measure - Data Available Monthly	2021/22 March	2022/23 February	2022/23 Current Period – March					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
# Days Lost through Sickness Absence excluding Long Term Sickness	104.83 (March)	7.00 (Feb)	70.50 (March)	BM				Total days lost: 2022/23 – 579.07. 2021/22 – 482.83.
# Days Lost through Sickness Absence including Long Term Sickness	127.83 (March)	41.00 (Feb)	111.50 (March)	BM				Total days lost: 2022/23 – 1,027.57. 2021/22 – 780.83.
% of hours lost as a result of Sickness absences per employee excluding Long Term Sickness	3.60 (March)	0.27 (Feb)	2.32 (March)	BM				Average: 2022/23 – 1.72. 2021/22 – 1.51.
% of hours lost as a result of Sickness absences per employee including Long Term Sickness	4.40 (March)	1.60 (Feb)	3.71 (March)	BM				Average: 2022/23 – 3.01. 2021/22 – 2.41.
Job Vacancy Rate	N/A	5.5	4	BD				Measure added following Member Request
% Positive/ neutral media coverage ytd	100	99.60	99.52	Trend				

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

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

# formal complaints received ytd	10	19	24	BM				13 re price increase for season tickets
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Measure - Data Available Quarterly	2021/22 Q1 – Q4 (April - March)	2022/23 Q1-Q3 (April - Dec)	2022/23 Current Period: Q1 – Q4 (April – March)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# RIDDOR (Reportable Incidents) ytd	2	0	1	0		Red	↓	
# accidents (Injury) over 3 days/ up to 7 days absence ytd	0	0	0	0		Green	→	
# accidents (Injury) Minor incidents ytd	13	14	19	Trend				
# vehicle damage incidents ytd	5	5	5	Trend				
# conflict incidents ytd	2	6	6	Trend				
# 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	1	1	0		Red	→	1 complaint received however Welsh Language Commissioner decided not to investigate the complaint.
% of staff with Welsh Language skills at Work Welsh Level 1 or above ytd	41.00	39.60	41.62	BM				
% of new and vacant posts advertised Welsh Language essential ytd	20.63	9.38	13.21	BM				
# Welsh Language Impact Assessments completed (Completed as part of integrated assessments) ytd	3	2	3	Trend				

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

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# Integrated Assessments for Strategic Plans and Decisions completed (Equality Impact Assessments form part of the integrated assessment) ytd	3	2	3	Trend				
% workforce equality monitoring information completed on people management system ytd	36.00	59.12	58.45	70		Red	↓	Reflects impact of move to new HR System in 2021/22
# Data Protection Impact Assessments completed ytd	3	2	4	Trend				
# Data Protection Breaches reported to ICO ytd	0	0	0	0				
# of Freedom of Information requests ytd	14	7	10	Trend				
# of Environmental Information Requests responses ytd	16	18	21	Trend				
# of Subject Access Requests ytd	2	4	4	Trend				
% of Freedom of Information responses within required timeframe ytd	92.86	100.00	90.00	100%		Amber	↓	1 response provided outside of required timeframe. 1 by 1 day.
% of Environmental Information Regulations responses within required timeframe ytd	93.75	88.89	85.71	100%		Red	↓	3 responses provided outside of required timeframe. 2 by 1 - 2 days.
% of Subject Access Requests responses within required time frame ytd	50 (1 out of 2)	100	100	100%		Green	→	

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

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Action		2022/23 February	2022/23 Current Period – March		
		RAG	RAG	Trend	Comments
P1	Respond to Audit Wales recommendations – 5 Ways of Working.	Green	Green	→	Progress Status: In Progress / On Track Audit Wales observed Operational Review Committee during March as part of their Governance Review. Meetings held between officers, Chair and Deputy Chair with Audit Wales representatives as part of this review during March. Awaiting Audit Wales report on Income Diversification.
P1	Develop business continuity approach informed by our COVID 19 response experience	Amber	Amber	→	Progress Status: In Progress / On Hold Draft plan developed and work to be completed once 365 fully implemented
P1	Respond to Internal Audit Recommendations.	Green	Green	→	Progress Status: In Progress / On Track Agreed recommendations are being implemented
P1	Take action to improve our health and safety reporting processes, practices, procedures and internal governance and accountability arrangements to ensure they are fit for purpose	Green	Green	→	Progress Status: In Progress/ On Track New health and safety project officer appointed to review all our health and safety work, policies and practices. Project officer will begin role in April.
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. Staff consultation on room allocation at Llanion to take account of flexible working requests and re-organisation.
P1	Further develop corporate approach to data protection compliance.	Amber	Amber	→	Progress Status: In Progress / Behind Evaluation carried out with DPO. Record management action plan activities being progressed by Head of Decarbonisation and Performance and Compliance Co-ordinator. Reminder sent out to relevant staff with outstanding data protection and cyber security training. Staff have been given until 28th April to complete the training. Where any training is outstanding after this date it will be followed up with relevant management team member

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

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					to discuss any training that remains outstanding for teams they cover.
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/ Document Hub on Sharepoint. Teams being used to support this process, initial documents uploaded for review and initial discussions and exploration had with IT on Corporate Documents Sharepoint layout and design. Lead officers for relevant areas have been asked to review documents uploaded to Teams, with meetings arranged for June to confirm with them which policies/ standards and procedures can be reformatted and uploaded to Corporate Policy and Corporate Procedure Hub on Sharepoint and which need to go into a forward work programme for review/ consolidation or development. Work carried out to update corporate policy template.
P1	Test and pilot further approaches to improve our corporate accessible communications offer	Amber	Amber	→	Progress Status: In Progress / On Hold 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	Green	↑	Progress Status: In Progress / On Track Work to improve accessibility ongoing using web platforms to identify issues and working with web developers to implement solutions.
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.

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

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P1	Integrate equality training and awareness into the Training and Development Plan for the Authority.	Green	Green	➔	Progress Status: In Progress / On Track Online Equality training available on ELMS and now part of induction process. Requests sent for staff to complete it, follow up reminders to be sent in due course where staff have yet to complete the training.
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 at NPA held on the 26th October. Plan translated and published on website