

**Report of the Performance and Compliance Co-ordinator**

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**Subject: Performance Report for the Period Ending 31<sup>st</sup> May 2023**

Introduction

PCNPA is currently going through a transition period as it moves to consolidate its activities to support delivery of its new Well-being Objectives and high-level priorities. The Authority is in the process of developing delivery plans and in the interim relevant actions from the Corporate and Resources Plan 2022/23 have been carried forward for Q1 and Q2 2023-24. It is expected that a new performance framework will be put in place for Q3 and Q4 of 2023/24 reflecting activities within the Authority’s Delivery Plans.

The performance report follows the structure of the Corporate and Resources Plan for 2022/23. Actions previously reported for 2022/23 have been reviewed to see if they need to be amended or removed for the Q1-Q2 2023/24 reporting period. A list is provided later in the introduction report of amended/ updated actions and actions that have been removed and the reasons why.

The following report presents the performance to date up to 31<sup>st</sup> May 2023. Due to the reporting period, statistical data is only available for data inputted into the Performance Reporting System on a weekly and monthly basis. Quarter 1 statistics for data sets recorded quarterly on the system will be reported at the next Audit and Corporate Services Review Committee (this includes data for planning, education, events, social inclusion and work programme jobs completed for conservation and access.) Please note some statistics are captured annually and these are reported via our Annual Report on Meeting Well-being Objectives.

An explanation of RAG status has been added to the end of this introduction report. 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 for the year are placed in [ ] underneath any updated figures.

An explanation of RAG status is included at the end of this introduction report. In addition, the table below has been included to provide an overview of performance against different levels of priority RAG actions.

<b>Overview of Performance for RAG Items (as of January)</b>				
Classification of RAG Items		% Green	% Amber	% Red
P1	High risk for Authority if not delivered or progressed in Q1 – Q2 2023/24/ Wider risks around compliance, funding commitments and reputational risks.	74.2% (49/66)	22.7% (15/66)	3.0% (2/66)
P2	Moderate risk for Authority if not delivered	77.8%	22.2%	%

	or progressed in Q1 – Q2 2023/24 / Likely to be taken forward and further developed through delivery plans.	(14/18)	(4/18)	(0/18)
P3	Lower risk for Authority if not delivered or progressed in Q1 – Q2 2023/24/ Likely to be taken forward and further developed through delivery plans.	100% (7/7)	0% (0/7)	0% (0/7)
C	Collaboration/ Strategic Partnership Activity	95.7% (22/23)	4.3% (1/23)	0% (0/23)

### Review of RAG Actions

A review was taken of RAG actions to carry forward and included in the performance report for 2023/24 Q1 and Q2. The review took account of what is realistic for the Authority to achieve within Q1 and Q2 and impact of workplace changes. Actions removed may be addressed further down the line in terms of actions and deliverables within the delivery plans. Compliance areas have been reviewed and amended where needed to align with actions identified within our annual governance statement.

### RAG Actions Amended/ Updated for Q1 and Q2 2023/24

<b>Previous Action</b>	<b>Amended Action</b>	<b>Reason for Amendment</b>
Conservation: Update Section 6 Signposting Document and submit relevant reports to WG by 2022 deadline	Conservation: Update Section 6 Signposting Document to reflect organisational changes to plans etc.	Report submitted in 2022 - however signposting document needs to be updated to reflect organisational changes. Work has commenced on this review.
Conservation: Involvement with Foreshore Management Plan and collaborate on marine pollution prevention, contingency planning and response and support others in managing commercial gathering activity.	Conservation: Review of Foreshore Management approach, activities and responsibilities to take account of organisational changes.	Amended to reflect need to focus our work in next six months on impact of organisational change and future ways of working linked to establishment of internal working group.
Climate: Carbon sequestration work on Land - Graply Fields (S6)	Climate: Creation of Community Woodland on land purchased via SLSP.	Updated to reflect that land has been purchased and now moving into next stages of creation of community woodland.
Climate: Engagement with relevant partners to explore opportunities to improve public transport and affordable sustainable transport opportunities in the Park	Climate: Completion of SLSP Sustainable Transport Study	Updated to better reflect active work being carried out in this area in terms of completion of SLSP Sustainable Transport Study.
Connection: Activities to support digital community archaeology interpretation	Connection: Archaeology Interpretation Project - Delivery of content for three	Updated to better reflect active work/ projects being carried out in this area.

offer	sites	
Connection: Participating in developments re access guidance and review of access forum regulations Participation in the Welsh Government's Access Legislation Reform	Connection: Participating in developments re access guidance and review of access forum regulations.	Updated to reflect Welsh Government confirmation that there is unlikely to be any legislative reforms in 2023/24. Instead, guidance will be developed by NRW on responsible countryside recreation, with specific guidance on the control of dogs. Work is also ongoing to develop new regulations on the role and administration of Local Access Forums.
Communities: Depending on outcome of the feasibility study pursue in partnership with communities activities to support Dark Sky Reserve designation for Pembrokeshire	Communities: Implement Dark Skies Pembrokeshire Project	Updated to reflect appointment of Dark Sky Project officer and active Dark Skies Pembrokeshire Project.
Communities: Engage and support the Public Services Board as it develops a revised Wellbeing Plan following completion of the Well-being Assessment.	Communities: Continue to engage with PSB on delivery of its Well-being Plan and poverty in Pembrokeshire Work	Updated to reflect that updated Well-being plan is now in place and Authority's involvement with PSBs poverty in Pembrokeshire Work.
Governance and Collaboration: National Park Authorities hosting a Welsh Government funded Strategic Landscape Co-ordinator to work across the National Parks and AONBs	Progress against WG Strategic Leads Action Plans	Updated to reflect that each Strategic Lead now has an agreed action plan they are working against
Compliance: Develop and improve our communication of corporate policies, standards and procedures	Compliance: Corporate Improvement Project on Management and Communication of Corporate policies and Standards [AGS]	Updated to reflect that a Corporate Improvement Project has been put in place to progress this work. Action identified in AGS.
Compliance: Further develop corporate approach to data protection compliance.	Compliance: Record Management Project - to improve record management across the Authority and Support move to Sharepoint [AGS]	Updated to reflect that a Record Management Project has been put in place to progress this work. Ongoing monitoring of completion rates for data protection training will continue. Action identified in AGS.
Compliance: Take action to improve our health and safety reporting processes, practices, procedures and internal governance and	Compliance: Undertake a review of management of health and safety [AGS]	Updated to reflect the appointment of Health and Safety Project Officer to undertake a review of management of health and

accountability arrangements to ensure they are fit for purpose.		safety.
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RAG Actions Removed for Q1 and Q2 2023/24.

<b>RAG Action</b>	<b>Reason for removal</b>
Delivery Plans: Standard Template created for all Delivery Plans	Action completed in 2022/23. Template created.
Conservation: Nature Based Intervention activities and actions carried out in support of expanding their scale and reach in the Park (including Conserving the Park, Traditional Boundaries scheme, and development of potential new interventions or schemes) (S6)	Action closed as further activity in this area will be carried forward through SLSP project (SLSP: Wild Coast, Wild Park Nature Recovery) through the appointment of new conservation officer and development of coastal scheme.
Conservation: Recruit and train specialist volunteers to carry out reptile, Marsh Fritillary and Southern Damselfly monitoring.	Action closed as specialist training will have less prominence in Q1 and Q2 2023/24.
Climate: Involvement with Behaviour Change Project for Staff with Welsh Energy Service.	Action completed in 2022/23. Participated in project and feedback provided by Welsh Government.
Climate: Carbon sequestration work on Land - Graply Fields and other activities. (S6)	Action completed in 2022/23 – this site has entered into regular management phase.
Decarbonisation: Participate in the development of the Pembrokeshire Climate Adaptation Strategy and associated activities being led by Pembrokeshire Public Services Board.	Action completed in 2022/23. Participated in the development of Pembrokeshire Climate Adaptation Strategy. Strategy now in place.
Connection: Support Public Health Wales with its strategic activities on social and Green solutions for health/ engagement with other health partners.	Action closed. Engagement with PHW to be reviewed and picked up again once new Health and Well-being officer in post, alongside consideration of updates on national framework for social prescribing and implications for Authority's work. Further activity will be influenced by priorities within Health, Well-being and Access delivery Plan
Connection: Facilitation of Out and About Network	Action closed. 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.
Connection: Brilliant Basics: Access/ Arrival Improvements (Car Parks and PROW)	Action completed. Works has been completed and funding down down.
Communities: SLSP: Sustainable Tourism Pembrokeshire Project (Three year project).	Removed as monitored through other actions, Poppit Sands Masterplan and Sustainable Transport Study Actions which make up the Sustainable Tourism SLSP project.
Communities: Co-ordination of Managing Visitor Pressures and Visitor Experiences Document with partners.	Replaced with Review of Recreation Management approach, activities and responsibilities to take account of

Communities: Participation in Pembrokeshire Water Safety Forum and mapping of coastal and foreshore incidents.	organisational changes. Actions amalgamated into one to reflect focus of our work in next six month linked to establishment of internal working group and addressing impact of organisational change on recreation management.
Communities: Liaison with Recreation Groups and Pembrokeshire Coastal Forum.	
Communities: External Sustainable Events Research (including responding to recommendations)	Action closed. University unable to complete work due. Project faced challenges due to Covid and subsequent long tail of the pandemic impacting upon universities' ability to deliver the project. 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.
Communities: Sustainability Support Activities for World Rowing and Beach Sprint Event.	Action complete in 2022/23. PCNPA officer was seconded to provide support as their Sustainable Events Manager. The event gained Sustainable Events ISO20121 certification, achieving the aim to be the world's first rowing event to achieve ISO certification in sustainable events ISO20121.
Communities: Development of Sustainable Tourism Indicators in partnership with NP Authorities.	Action closed as joint sustainability indicators with other UK National Park Authorities not feasible. Opportunities to learn from KPI's developed as part of ISO20121 certification for world rowing championship at Saundersfoot. Activities in this area will be carried forward by deliverables within the Regenerative Tourism delivery plan.
Change Management: 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.	Action complete, new structure in place from April 2023. Action added on - Monitoring of implementation of new workforce structure following April launch.
Change Management: Pro-actively manage the transition period to ensure that statutory, external and finding obligations are still met.	Action complete as new structure now in place and have moved from transition to implementation phase.
Change Management: Pro-actively manage the transition period to ensure that staff morale, well-being and commitment is maintained.	Action complete as new structure now in place and have moved from transition to implementation phase.
Change Management: 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.	Action will be carried forward by deliverable within the Governance and Decision Making Delivery Plan.
Change Management: Develop a framework for a future trainee/ apprenticeship scheme for the Authority, with a focus on targeting groups currently	Action will be carried forward by deliverable within the Skills Development and Training Delivery Plan. Timescales to reflect that current HR priority is completion of Pay and Grading

underrepresented in the Authority's workforce.	review.
Change Management: Implementation of 3CX at OYP, CH and Carew	Action completed in 2022/23 – 3CX successfully implemented at OYP, CH and Carew.
Change Management: 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.	Action complete. Work was initiated 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.
Governance and Collaboration: Review Corporate Code of Governance, strengthening its alignment with the Well-being of Future Generations Act.	Action completed in 2022/23, revised Corporate Code of Governance approved and in place.
Governance and Collaboration: Support Members with virtual Committee meetings and carry out activities to support move to potential hybrid or in person meetings.	Action complete, multi locational and hybrid meetings being held.
Finance and Assets: Engagement with WG Sustainable Landscapes, Sustainable Places Scheme/ Nature Networks Fund/ Brilliant Basics	Action closed as projects being monitored via other actions.
Finance and Assets: Review of project prioritisation matrix to align with new priorities and monitoring funding progress of prioritised project.	Activity has been on hold and cannot be progressed until delivery plans complete. Further work in this area will be addressed via deliverables within the Resources and broadening our funding delivery plan.
Compliance: Pro-actively manage and support our workforce in response to COVID 19 related developments during the year, including managing home to office working transition.	Measure closed due to post Covid-19 situation. Monitoring of longer-term impact through sickness absence data.

### Delivery Plans

Draft delivery plans were being prepared in May ready to be presented for comment to Members at the June NPA and for circulation to staff for wider comment.

### Conservation

The SLSP: Wild Coast, Wild Park Nature Recovery Project is in Amber. A Conservation Officer is now in post and in May was preparing for the launch of the new scheme. A small setback regarding creating a strategic reserve for the long-term funding of management agreements has been experienced which may restrict the number of agreements made.

Ash dieback work programme is ongoing, surveys due to take place in July and August when trees are in full leaf. Identified felling works will take place from October onwards.

Options are being explored and developed to mainstream activities to manage the Coast Path and IROW for Biodiversity into the Nature Recovery work programme, a meeting is taking place in June to discuss in more detail. Cutting of the Coast Path has commenced which has incorporated existing actions from the People, Paths and Pollinator Project into the first cut.

A case impact study has been included on the creation of wildflower meadows within Castlemartin camp.

### Climate

In terms of Climate relevant policies and decision-making documents have been identified for review to support embedding carbon reduction across Authority activities. With process for initial review started. Review of procurement activities is currently not started and will be progressed once new decarbonisation officer starts in July.

In terms of EV Charging network installation there are still some minor snagging items to resolve including "back office" issues regarding electricity supply charges. In terms of PV installation at Cilrhedyn the consultants report has been updated due some potential additional grid export capacity. Tender documents to be amended. Should approval be received project expected to be tendered later in the year once resource is available.

Authority currently engaging with Welsh Government Energy Service in terms of buildings and fleet.

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. We have received all related monies from Visit Wales. Scheme will launch as a pilot approach over the summer.

Automated data collection and beat surveys are underway as part of the Sustainable Transport Study, A stakeholder questionnaire to identify additional traffic issues and solutions has been drafted.

In terms of activities to respond and increase resilience to the impact of coastal erosion and poor weather cycles on paths a major diversion of Coast Path at Porthyrhaw, Solva has been completed to reroute Coast Path on more stable ground. A diversion of the Coast Path at Marloes is also required in order to re-route to stable ground. SSSI consent has now been obtained for the realignment work at Marloes and this work is scheduled for September.

### Connection

Analysis of the LIDAR survey and associated activities has a Red RAG rating. During May, the contractor responsible for the lidar data contract did not complete their work by the end of the month. They were made aware that the funding window for this project would close soon and that they must complete in order to receive payment. In June, delays continued, but data has since been sent to the National Park Authority and this is currently being downloaded and verified.

A number of actions are in Amber. Some are on hold and will be progressed once new Health and Well-being Officer is recruited and in post. Roots project had to reschedule its St Brides Orchard Blossom event for 6 schools due to bad weather, however session was delivered in May. Carew Castle Access project is delayed and still in initial planning stage. Detailed plans have been drawn up for the various elements of the project, including a number of phases. As soon as the plans are finalised, they will be submitted for the relevant consents.

A case impact study has been included on a partnership Early Years Outdoors at St Brides Orchard' event delivered by Pembrokeshire Coast National Park Authority and Pembrokeshire County Council.

### Communities

In terms of Dark Sky Pembrokeshire Project a PCNPA property lighting survey is under way with site visits conducted by Dark Skies Officer. Consultants have been tasked with making recommendations for improvements to PCNPA's lighting to bring the Authority up to best-practise standards. NRW light intensity data is being analysed to identify potential improvement sites to add to the SLSP longlist.

Oriel y Parc currently preparing for launch of Lost Words exhibition. Amendments to the master plan for Oriel y Parc have been made and the plan will be taken to the NPA in July.

### Corporate Areas of Change

Several actions are in Amber. Corporate activities have been affected by organisational changes and capacity of officers. This includes further implementation of Microsoft 365 Teams and SharePoint, record management project and work on integrated assessments.

In light of staff changes a revised timescale is being developed for the Pay and Grading Review. With overall activity on hold during May as Authority awaited new HR manager coming into post in June.

In terms of the Green Room development following unsuccessful efforts to appoint a contractor (December 22 & March 23) alternative methods of procurement are being investigated. Works have been postponed until Autumn 2023 due to resource issues for the Carew Causeway repairs/ programme of work. Tender documentation is ready to go out to market, all consents to be extended.



% Member attendance at training is showing Red RAG rating however this potentially reflects that the 2 training sessions held in May were both field trips. One of these was the two-day Welsh Members Seminar held this year in Crickhowell.

The Authority has seen an improvement in sickness absence for May compared to same period last year. The number of days lost through sickness absence excluding long term sickness was 19 days in May 2023/24 this compares to 88 in May 2022/23. The number of days lost through sickness absence including long term sickness was 26 days in May 2023/24 this compares to 129 in May 2022/23.

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"> <li>• <b>Measures:</b> Not meeting the target or set to miss the target by a significant amount.</li> <li>• <b>Projects/ Project Development:</b> <ul style="list-style-type: none"> <li>○ 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.</li> <li>○ 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.</li> <li>○ 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.</li> </ul> </li> <li>• <b>Ways of Working:</b> <ul style="list-style-type: none"> <li>○ 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.</li> <li>○ If activity is on hold and risks have increased because of inaction. Action progress should be noted as On Hold.</li> </ul> </li> <li>• <b>Strategic:</b> <ul style="list-style-type: none"> <li>○ 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.</li> <li>○ Strategic partnership engagement has halted, and risks associated with partnership has increased because of inaction. Action progress should be noted as On Hold.</li> </ul> </li> </ul>
Amber	<p>Light touch monitoring required and/or some action should be carried out to prevent movement to Red status or to ensure progress to Green</p>

	<p>status.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> <li>• <b>Measures:</b> Performance is currently not meeting the target or set to miss the target by a narrow margin.</li> <li>• <b>Projects/ Project Development:</b> <ul style="list-style-type: none"> <li>○ 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.</li> <li>○ 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.</li> <li>○ 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.</li> <li>○ 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.</li> </ul> </li> <li>• <b>Ways of Working:</b> <ul style="list-style-type: none"> <li>○ Minor delays with progressing ways of working activities. Some activities, milestones and outcomes not being achieved. Action progress should be noted as Behind.</li> <li>○ 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.</li> <li>○ If activity is on hold but there are limited risks because of inaction. Action progress should be noted as On Hold.</li> </ul> </li> <li>• <b>Strategic:</b> <ul style="list-style-type: none"> <li>○ 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.</li> <li>○ Strategic partnership engagement has halted, and there are only minor risks due to inaction. Action progress should be noted as On Hold.</li> </ul> </li> </ul>
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"> <li>• <b>Measures:</b> Performance is currently meeting the target.</li> <li>• <b>Projects/ Project Development:</b> 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.</li> <li>• <b>Ways of Working:</b> Progress is being made against areas for action</li> </ul>

	<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"><li>• <b>Strategic:</b> Healthy sustainable partnership in place, delivering against desired outcomes. Action progress should be noted as On Track.</li></ul>
<p><b>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.</b></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 2023/24 (April – May)

**Transitional Performance Framework Q1 - Q2 2023/24**

PCNPA is currently going through a transition period as it moves to consolidate its activities to support delivery of its new Well-being Objectives and high-level priorities. The Authority is in the process of developing delivery plans and in the interim relevant actions from the Corporate and Resources Plan 2022/23 have been carried forward for Q1 and Q2 2023-24. It is expected that a new performance framework will be put in place for Q3 and Q4 of 2023/24 reflecting activities within the Authority’s Delivery Plans.

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 Q1 – Q2 2023/24/ Wider risks around compliance, funding commitments and reputational risks.
P2	Moderate risk for Authority if not delivered or progressed in Q1 – Q2 2023/24 / Likely to be taken forward and further developed through delivery plans.
P3	Lower risk for Authority if not delivered or progressed in Q1 – Q2 2023/24/ 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.

**Please note this report does not contain measures where data is collected quarterly, performance against these measures will be reported at the next Audit and Corporate Services Committee when quarter 1 data (April – June) is available.**

**Delivery Plans**

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	Nature Recovery Delivery Plan (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Delivery Plans in progress. Specific discussions with relevant officers took place in May which has informed the development of the plan

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

↑ Performance Report – Corporate and Resources Plan 2023/24 (April – May)

P1	Decarbonisation Delivery Plan (Taking account of Aquatera and Small Worlds Reports) (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft Delivery Plans being prepared for inclusion on the next NPA agenda (21st June).
P1	Adapting to Climate Change Delivery Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft document prepared.
P1	Health, Well-being and Accessing the National Park (focused on groups who currently can't/ don't access the National Park)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft Delivery Plans being prepared for inclusion on the next NPA agenda (21st June).
P1	Engagement and Involvement / Learning about the National Park Delivery Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft Delivery Plans being prepared for inclusion on the next NPA agenda (21st June).
P1	Supporting regenerative tourism through the visitor economy (taking account of Audit Wales recommendations)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft plan submitted for June NPA
P1	Supporting Pembrokeshire Life Delivery Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft prepared to be presented to NPA in June.
P1	Resourcing Delivery Plan to broaden our funding	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft Delivery Plans being prepared for inclusion on the next NPA agenda (21st June).
P1	Digital Transformation Delivery Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft Delivery Plans being prepared for inclusion on the next NPA agenda (21st June).
P1	Enabling Plan (Support from Support/ Enabling Services) Delivery Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track This plan has now been separated out with creation of Governance and Decision Making Delivery Plan, Skills Development and Training Delivery Plan and Resources added to Resourcing Plan to broaden out funding. This is to draw together the skills development and decision-making elements originally captured across the other plans and to provide co-ordinated approach to these activities. Draft plans being prepared for inclusion on the next NPA agenda (21st June).
P1	Communications and Marketing Delivery Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track

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

↑ Performance Report – Corporate and Resources Plan 2023/24 (April – May)

					Plan development in progress - draft plan completed and currently being reviewed for inclusion on the next NPA agenda (21st June).
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**Well-being Objective – Conservation**

Action		2023/24 April	2023/24 Current Period – May		
		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)	Green	Amber	↓	<b>Progress Status:</b> In Progress / Behind Conservation Officer now in post and preparing for the launch of the new scheme. A small setback regarding creating a strategic reserve for the long term funding of management agreements has been experienced which may restrict the number of agreements made.
P2	Engagement Activities with Dairy Industry/ Farmers and Greening Agriculture Project (S6)	Green	Green	→	<b>Progress Status:</b> 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 chosen with projects to be completed by the end of April. To date 10 TBS projects have been completed. An EOI window closed for the Dairy Project on the 30th of April. Applications will be ratified at the SDF September Committee meeting. From the previous window of funding two Projects have been completed, these were 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	→	<b>Progress Status:</b> In Progress / On Track Cutting of Himalayan balsam has been undertaken in the Wern catchment, comprising 3

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

↑ Performance Report – Corporate and Resources Plan 2023/24 (April – May)

					days of machine cutting and 11 days of brushcutting. Volunteers who have worked on various sites through the winter months were taken around some of them, to see the fruits of their labours in the spring, as demonstrated by the abundance of flowers and insects.
P1	Dawnsio ar y Diben SMS – Implementation of Coastal project work programme (S6)	Amber	Red	↓	<b>Progress Status:</b> In Progress / Behind Delays to Lidar data delivery.
C	Participate in opportunities to influence and support the design and delivery of the new Sustainable Farming Scheme for Wales (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Authority represented on Landscape Wales SFS group which is engaging with Welsh Government.
P2	Delivery of Invasive Species Work programme (S6)	Green	Green	→	<b>Progress Status:</b> In Progress/ On Track Work Parties with FOTPCNP, Roots to Recovery, Brynberian Environment Group. Blaenffos: continued survey with contractor and landowner, liaison for balsam cutting to commence over May. May cut completed over new sites by contractor. Crymych: surveyed work with contractors and agreed new areas to be complete end of June. Ceibwr and Penrallt survey: Ceibwr cutting to be complete by end of June by contractor. Responded to a call from a Cwm Gwaun catchment land owner, with a small balsam outbreak, project officer and landowner undertook control. Surveyed additional areas with contractor down stream of this which is to be included in control ASAP via contractor. Castlemartin Corse: surveyed and contracted work for Chapel Hill, Underhill wood, Coreston farm/Stem bridge areas and Crickmarren North and gorse areas. Afon Wern catchment: Surveyed with contractor, to agree defined control areas ASAP. Surveyed balsam outbreak

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

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					with contractor at Cilgwyn to be included in project ASAP.
P1	Delivery of work programme to manage ash die back on our estate (S6)	Green	Green	→	<b>Progress Status:</b> In Progress/ On Track Ash dieback work programme is ongoing, surveys due to take place July and August when trees are in full leaf – all survey and works ongoing in line with the Authority’s approach. Identified felling works will take place from October onwards. An update report of the management of ash dieback on the PCNPA estate was reported to Audit and Corporate Services Committee on 17 May 2023.
P2	Manage the Coast Path and IROW for Biodiversity (including activities of People, Paths and Pollinator Project) (S6)	Amber	Green	↑	<b>Progress Status:</b> In Progress / On Track Options are being explored and developed to mainstream this work into the Nature Recovery work programme, a meeting is taking place in June to discuss in more detail. Cutting of the Coast Path has commenced which has incorporated existing actions from the People, Paths and Pollinator Project into the first cut.
C	Participation with Pembrokeshire Nature Partnership and delivery of Pembrokeshire Nature Recovery Plan (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track LNP project pot has been advertised and spend is now allocated. A successful annual gathering event was held in May with an online morning session and afternoon site visit to Goodwick Moor in the afternoon.
C	Participation with Pembrokeshire Grazing Network and Pembrokeshire Wildfire Group.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track No updates for May. Earlier in 2023 13.5K of fire breaks were cut in North Pembrokeshire before the cutting season closed, the large proportion of the work happening on Frenni Fach, a common where no active management has taken place in the last 25 years
C	Participate in Relevant Authority Groups for SAC areas and Marine protected areas	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Carmarthen Bay and Estuaries European Marine

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	management at a Wales/ Welsh Government level. (S6)				Sites relevant authorities group met on 24th March. No further updates for May.
C	Participation in planned Nutrient Management (Plan) Board and partnership opportunities to improve water quality (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Ten Pembrokeshire beaches have retained Blue Flag awards and seven beaches have retained Green Coast awards.
P1	Review of Foreshore Management approach, activities and responsibilities to take account of organisational changes. (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track This a multi-agency review that will take a year to complete.
P1	Update Section 6 Signposting Document to reflect organisational changes to plans etc. (S6)	Green	Green	→	<b>Progress Status:</b> 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.

**Conservation – PNCPA Impact Case Study**

**The creation of wildflower meadows within Castlemartin Camp**

Teams Involved: Engagement and Inclusion – Castlemartin Ranger.

**What issue was addressed:** The Defence Infrastructure Organisation (DIO) requested that all Camp Training Safety Officers (TSO's) look for grassland areas that could be turned into wildflower meadows to assist with carbon capture and the provision of food for pollinators. Previously the Castlemartin Ranger and colleagues created a small meadow outside the Camp in 2012 and the Castlemartin Ranger was also involved in the creation of meadows along the Castlemartin Range Trail (CRT) in 2010 along with the Bumblebee Conservation Trust.

**What was achieved:** Castlemartin Ranger discussed the proposal with the Training Safety Officer then walked around the Camp looking for suitable meadow areas that would not interfere with security or military training, refuelling or helicopter landing areas. The Castlemartin Ranger suggested 5 areas that could be managed and the TSO spoke with the contractor to ensure the areas would be left to grow and then the vegetation cut and collected. The Castlemartin Ranger wanted the new areas to link with the meadows mentioned above in order to provide a corridor for bees, butterflies and other pollinators.

**Those involved:** Castlemartin Ranger. Military Personnel. Landmarc (contractors).

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**Timescale:** The areas are currently being left to grow and flower and will hopefully be managed as wildflower meadows for years to come. Military Camps are normally kept tidy and all grassland is mown to look like bowling greens so allowing areas to grow ‘wild’ is a big and encouraging change

**Feedback/ Evaluation/ Longer Term Impact:**

The areas will be looked at later in the year to record their floristic value.



**Well-being Objective - Climate**

Measure - Data Available Monthly	2022/23	2023/24	2023/24 Current Period – May			
	May	April	Actual	Original Target	Revised Target	Comments
	Actual	Actual				
# Charging Events (EV charging points – PCNPA Sites) ytd	953	958	1,705	Trend		Excludes charging events with 0 Kwh. Does not include PCC sites.

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

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Total kWh from Charging Events (EV Charging points – PCNPA Sites) ytd	15,152.65	17,870.59	31,525.20	Trend		
Average Duration of Charging Event (EV Charging points – PCNPA Sites) ytd (Hours/ Minutes)	2.02	1.47	1.46	Trend		
# Changing Coast photo submissions ytd	124	31	77	BM		

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	SLSP: National Park Decarbonisation Project (3 Year Project)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track SLSP funding for SDF decarbonisation applications 2023/24 £100,000 available, 1st round of SDF funding committed £85,292. Greening Agriculture £100,000 available 2023/24 funding window open for applicants.
P1	Collation and Submission of 2022/23 Carbon emissions re Welsh Government Net Zero Reporting	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Staff collating data for input. Staff commuting survey live during the month, data will be modelled for homeworking and commuting emissions for the submission. Positive response with 88 submissions an increase on number of submission received last year. Next co-ordination meeting 16 June.
C	Strategic Engagement - Participation in Climate Strategy Panel and PSB activities	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Discussions ongoing with panel.
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	Green	↑	<b>Progress Status:</b> In Progress / On Track Relevant policies and decision making documents identified. Process for initial review started.
P1	Installation of Electric Vehicle Charging Points.	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind

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					Installation of EV Charging project complete, some minor snagging items to resolve and "back office" issues regarding electricity supply charges.
P1	Capital Programme - PV installation at Cilrhedyn	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind Consultants report updated due some potential additional grid export capacity, tender documents to be amended and revised scheme approved. Should approval be received project expected to be tendered later in the year once resource is available.
P1	Capital Programme - Detailed decarbonisation feasibility survey and report to ensure our buildings contribute to meeting our Net zero objectives.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track WGES currently working with PCNPA to look at the energy use in our buildings etc. to produce a report highlighting areas if carbon reduction / introduction of sustainable technologies including viability.
P2	Review of Authority's Procurement policy and strategy documents, commissioning templates and tender evaluations to support embedding decarbonisation best practice	Amber	Amber	→	<b>Progress Status:</b> Not Started/ On Hold Review of procurement not yet started, waiting for decarbonisation officer to start.
P2	Fleet Decarbonisation Activities	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Meeting arranged with Welsh Government Energy Services regarding support for decarbonising fleet.
P3	Centres activities to support biodiversity, carbon and waste reduction, sustainable retail practices and promoting decarbonisation behaviour change messages (S6).	Green	Green	→	<b>Castell Henllys – Progress Status:</b> In Progress / On Track Created woodland habitats for creatures to thrive across the site. Completed the dead hedging on the back end of the site, with all the material coming from the site. work started on the boardwalk by the holgar boat, so people can enjoy the pond and the wetland habitat, without infringing on it. the pond did fill at some point, but dry weather has affected that side of the project. <b>OYP – Progress Status:</b> In Progress / On Track

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					<p>The VSM met with Edemo for a demo of the e-bikes and App and continues to attend regular meetings regarding the setting up and launch of an e-bike offer at Oriel y Parc. Plans for the Great Big Green Week in June are continuing to develop and the VSM has continued to input into these with community group, EcoDewi, and liaise with other PCNPA departments to gain their involvement and support.</p> <p><b>Carew – Progress Status:</b> In Progress / On Track</p> <p>Over recent months we have been 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 are currently adding additional pollinator-friendly plants to the site with some additional funding received.</p>
P1	Tree Planting Scheme to commemorate 70 years of NP designation with Community, town and city councils. (S6)	Green	Green	→	<p><b>Progress Status:</b> In Progress / On Track</p> <p>No further action for this month. Tree planting season concluded in March.</p>
P1	Trees and Woodland Siting and Design Guidance	Green	Green	→	<p><b>Progress Status:</b> In Progress / On Track</p> <p>Consultation closed 26th May. Acknowledgements underway; responses on representations to be prepared.</p>
P2	Interventions to support Commons Resilience including work linked to National Peatlands Action Programme. (S6)	Green	Green	→	<p><b>Progress Status:</b> In Progress / On Track</p>

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↑ Performance Report – Corporate and Resources Plan 2023/24 (April – May)

					During May, members of the NRW Peatland team were shown around various sites where works have been undertaken over the last two years.
P1	Creation of Community Woodland (SLSP) (S6)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Further scoping of work has taken place in May, and a tender process has commenced for fencing works at this and several other sites.
C	Explore opportunities through partnerships to develop projects that can support/ enhance carbon sequestration in the marine environment. (S6)	Green	Green	→	<b>Progress Status:</b> 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. The SAC Officer is also developing another seagrass project, for which funding may be available.
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)	Green	Green	→	<b>Progress Status:</b> In Progress / On Track No updates.
P3	Staff, volunteers, Members training in relation to decarbonisation and carbon literacy	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Quote for bespoke training has been received from Cynnal Cymru. Meetings arranged to discuss training with Designated Landscapes who are interested in carbon literacy training (CLT) and representatives of the PSB Pembrokeshire Nature Decarbonisation and Climate Group (formerly Climate Change Resilience and Adaptation Group) who have identified CLT as an objective in the current wellbeing plan for Pems.
C	Completion of SLSP Sustainable Transport Study	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Automated data collection and beat surveys underway. Stakeholder questionnaire to identify additional traffic issues and solutions drafted.
P1	Brilliant Basics: Ebike Scheme – Implementation of trial scheme	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind

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					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. We have received all related monies from Visit Wales. Scheme will launch as a pilot approach over the summer.
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	→	<b>Progress Status:</b> In Progress/ On Track Major diversion of Coast Path at Porthyrhaw, Solva completed to reroute Coast Path on more stable ground. A diversion of the Coast Path at Marloes is also required in order to re-route to stable ground; SSSI consent has now been obtained for the realignment work at Marloes and this work is scheduled for September. Two more footbridges have been identified for replacement at Walwynscastle and Trefigan in order to increase spans to mitigate river bank erosion from flash flooding.

Well-being Objective - Connection

Measure - Data Available Monthly	2022/23 May	2023/24 April	2023/24 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Beach Wheelchair/ Mobility Equipment Bookings ytd	66	22	56	BD			

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# of online walk maps downloaded from PCNPA website ytd	4,684	1,860	4,088	Trend				
# of web wheelchair walks maps downloaded	128	65	125	Trend				
# Visitors to Carew Castle ytd	14,324	7,673	12,531	BM				
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	3,425	2,226	3,656	BM				
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		

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	West Wales Walking for Well-being partnership project (Final Year).	Green	Green	→	<b>Progress Status:</b> In Progress / On Track The project recruited a new administrator in May, in a role which includes data collection and management in relation to West Wales Walking for Wellbeing. The project continued to be active across the three counties in West Wales. The project team are working with Coed Lleol/Small Woods Wales to develop an accredited version of the walk leader training already provided by West Wales Walking for Wellbeing. Accreditation will be through Agored Cymru and will mean that the training provided will be more widely

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					recognised and potentially, more widely used than it is at present. A draft proposal has been submitted to Agored.
P1	Brilliant Basics: Beach Access/ Wheelchairs Project	Green	Green	→	<b>Progress Status:</b> In Progress / On Track A number of marketing opportunities took place in May involving partnership working. The opening of the changing places toilet at Whitesands had wide coverage including PCC & Welsh Government. An all inclusive event in Dale included outdoor partnership, RNLI, Calebra, Rollcastor, Windswept, Blue Yonder and Wild Swim Wales. Arthritis Society Wales received a presentation on the project and accessibility
P1	Carew Castle Access Project	Amber	Amber	→	<b>Progress Status:</b> 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	→	<b>Progress Status:</b> In Progress / On Track In May Pathways volunteers took part in 7 sessions, working at a range of locations and on varied tasks including footpath maintenance and step repair.
P1	Roots to Recovery Project (in Partnership with MIND Pembrokeshire)	Green	Green	→	<b>Progress Status:</b> 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: A walk to Abermawr with the

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					Fishguard group, continued work on the Withybush hospital garden (Haverfordwest Group) and a visit to the Springwood Mindfulness Sanctuary (Pembroke Group). At the end of May, the Roots to Recovery project had a pizza party. Having entered a competition run <a href="#">by Pembs Pizza Company</a> which the project won based on the number of votes received from the public. Roots to Recovery participants were able to enjoy free pizzas at the Mind Pembrokeshire Resource Centre in Haverfordwest.
P2	Responding to Experiences for All findings	Amber	Amber	→	<b>Progress Status:</b> In Progress/ On Hold Action on hold pending appointment of Health and Wellbeing Officer
C	Co-ordinate the West Wales Nature Based Health Service Network	Amber	Amber	→	<b>Progress Status:</b> In Progress / On Hold This action is on hold until the Health and Wellbeing Officer is appointed.
P1	First 1000 days pilot	Green	Green	→	<b>Progress Status:</b> In Progress / On Track In May work continued on the 12 week programme at the Meads School in Milford Haven. The project has been able to make use of the woodland located in the school grounds to deliver the programme of activity, allowing access to the facilities offered on the site. The 1st 1,000 days project officer continued to visit Flying Start and other supported setting across Pembrokeshire as part of the Early Years funded initiative to support nurseries in their outdoor learning activity.
P1	Roots (Gwreiddiau) Project	Amber	Amber	→	<b>Progress Status:</b> In Progress/ Behind St Brides Orchard Blossom event delivered to 6 schools (delayed/changed date due to poor weather.) Preparation for 2 trips to Gors Fawr stone circle to investigate orientation and archaeology - linked to Roots School grounds

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					and curriculum development in Johnston and Neyland. Liaising with film-maker to record school sessions and interviews. Ongoing support for Beach Art day promotion and planning.
P1	Pembrokeshire Outdoor Schools	Green	Green	→	<b>Progress Status:</b> In Progress / On Track At the end of April PODS helped celebrate Wales Outdoor Learning Week with a series of events, however some of these events were postponed until May. With a flagship event at St Brides Orchard taking place in mid-May, with more than 100 pupils from 5 local schools taking part in activities on the beach at St. Brides (SAC Officer, Pembrokeshire Marine Special Area of Conservation) and in the orchard (National Park Education Team and PODS).
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	→	<b>Progress Status:</b> In Progress / On Track In May a revised tender document for the 'Digital and Design' elements of the project was place on Sell to Wales - no suitable submissions were received following the first round of this process and it was agreed by the project team to re-submit. The project's Think Learn Challenge consultancy team created and circulated a questionnaire to all schools/teachers in and around the 8 designated landscape areas in Wales. Collecting their views on outdoor learning in general, use of DL areas specifically and seeking a 'registration of interest' in joining on of the project's planned Professional Learning Communities (PLC's).
P2	Delivery of Safeguarding Publicly Accessible Ancient Monuments Scheme	Green	Green	→	<b>Progress Status:</b> In Progress / On Track During May, monitoring by heritage volunteers continued and the community archaeologist continues to assess information submitted and put work programmes in place. Work on

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					scheduled monuments continues by the community archaeologist and internal and external colleagues.
P2	Annual Archaeology Day	Green	Green	→	<b>Progress Status:</b> In Progress / On Track During May, a meeting took place at the Pembrokeshire College to discuss the venue including event requirements. Further planning meetings are scheduled for this event.
P1	Archaeology Interpretation Project - Delivery of content for three sites	Green	Green	→	<b>Progress Status:</b> In Progress / On Track During May, school trips took place in connection with the project, including Ysgol Maenclochog visiting Gors Fawr and Foel Drygarn. Also, the creation of interpretation reconstruction artwork was ongoing for Foel Drygarn and the Old Castle at 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	→	<b>Progress Status:</b> In Progress / On Track Coming soon webpage now live for The Lost Words and the exhibition has been added to event pages.
C	Collaborating with others on Community Archaeology excavations and projects in the Park	Green	Green	→	<b>Progress Status:</b> In Progress / On Track During May, the National Park Authority community archaeologist has supported the Ancient Connections project work to create a video on St Patrick's Chapel's history. Also, the community archaeologist continues to collaborate with the Dyfed Archaeological Trust on the CUPHAT project in connection with lidar and interpretation work that the Authority are delivering in the Preseli area.
P1	Dawsio ar y Diben SMS - Analysis of LIDAR survey and associated activities	Red	Red	→	<b>Progress Status:</b> In Progress/ Behind During May, the contractor responsible for the lidar data contract did not complete their work by the end of the month. They were made aware that the funding window for this project would close soon and that they must complete in order

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					to receive payment. In June, delays continued, but data has since been sent to the National Park Authority and this is currently being downloaded and verified.
C	Collaboration and activities with partners via Heritage Watch Scheme	Green	Green	→	<b>Progress Status:</b> In Progress/ On Track During May, one report of heritage crime at a scheduled monument was identified. In addition, social media posts were made to highlight events and issues.
P3	Development of new footpath links and circular walks	Green	Green	→	<b>Progress Status:</b> In Progress / On Track National Park Authority staff are continuing to work with the Ramblers' Paths to Wellbeing project in the Brynberian locality to reinstate four public footpaths and create new circuit walks. Work ongoing.
C	Collaborate with PCC on delivery of RWIP and facilitation of Local Access Forum	Green	Green	→	<b>Progress Status:</b> In Progress / On Track The last meeting of the Local Access Forum was held on 27th April. The next meeting will be held on 6th July.
C	Participating in developments re access guidance and review of access forum regulations	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Welsh Government has confirmed that there is unlikely to be any legislative reforms in 2023/24. This is due to an already full legislative timetable during this Senedd term. Instead, guidance will be developed by NRW on responsible countryside recreation, with specific guidance on the control of dogs. Consultation is expected from NRW in developing this guidance. Work is also ongoing to develop new regulations on the role and administration of Local Access Forums and consultation on this is expected later in the year.
P1	Brilliant Basics: Poppit Sands Boardwalk, improved access from boardwalk onto the minor road	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Boardwalk proposals put on hold further to consideration of "masterplan" proposal by Surf

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					lifesaving club. Stakeholder group formed to look into feasibility of proposals. Feasibility study commissioned to look at highways and drainage options.
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**Conservation – PNCPA Impact Case Study**

**Early Years Outdoors at St Brides Orchard’ - A partnership event delivered by Pembrokeshire Coast National Park Authority and Pembrokeshire County Council**

Teams Involved: Engagement and Inclusion – First 1000 Days Project

**What issue was addressed:**

As part of Wales Outdoor Learning Week 2023 ([Outdoor Learning | Wales Council For Outdoor Learning](#)) teams from Pembrokeshire Coast National Park Authority’s 1st 1000 Days project and Pembrokeshire County Council’s Early Years Team came together to put on an event for Flying Start and funded non-maintained settings in and around Milford Haven and Haverfordwest. The event was one of a series designed to give children and staff at pre-school setting a different kind of experience in the outdoors, designed to be challenging to those involved, whilst providing an enriching learning experience with ideas and motivation for those involved in delivering the Early Years Curriculum ([A curriculum for funded non-maintained nursery settings \(gov.wales\)](#)).

The partnership between the National Park Authority through its 1st 1,000 Days initiative and the local authority’s Early Years team has evolved over recent years, with a shared goal to enable more pre-school children to spend more time outdoors, understanding that these experiences have significant benefits for the children involved, staff employed at pre-school settings and parents/carers. The work has been enabled by support from the Early Years Intervention Grant via the County Council.

**What was achieved:**

Children from Flying Start settings at Little Acorns, Happy Days, The Meads (Milford Haven), Fenton (Haverfordwest), and Broad Haven Playgroup attended our orchard event. For many, this was a first ‘school trip’ and an adventurous experience that they will remember at the start of their learning journey.

At the St Brides Orchard event the children took part in hands on activities with the theme of ‘blossom and pollination’. These included collecting natural resources from the orchard such as blossom, dandelions and daisies. Sorting and matching the colours to coloured charts. Groups enjoyed toast and honey around the firepit whilst learning how the honey has been made locally. The groups played a pollinator game collecting and returning pollen, whilst learning the names of flowers within the orchard and were encouraged to use their fine motor skills

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threading dandelions to create wildflower crowns. The children took part in a bug hunt along the stone walls searching for minibeasts in the long grass. Staff and children enjoyed snack time under the blossom whilst listening to their favourite stories. Groups enjoyed physical activity with use of sports equipment to support co-ordination, gross and fine motor skills and free play through the vast open space.

The children had the opportunity to explore and both staff and children had a strong connection with nature which is significantly important for our wellbeing. Overall children engaged in meaningful learning, through multi-sensory experiences.



**Those involved:** Participants from Flying Start settings at Little Acorns, Happy Days, The Meads (Milford Haven), Fenton (Haverfordwest), and Broad Haven Playgroup. PCNPA's Engagement and Inclusion Team – First 1000 Days Project. Pembrokeshire County Council's Early Years Team.

**Timescale:** Held as part of Wales Outdoor Learning Week 2023

### **Evaluation/ Longer Term Impact:**

There were challenges in planning and running this type of event for young children at nursery settings. Arranging suitable transport, working with parents to provide the right car seat for the minibus coach and creating a timetable that allowed for a meaningful experience all challenged those organising the event, but the experience of having run similar activities before made this much easier.

Each setting took home a bag of seed bombs to scatter at their own setting to encourage bees to their local area.

We hope that this experience is a lasting memory for all the children who had the opportunity to attend and that the children develop an appreciation for their local environments and the need to care for it.

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One of the goals of the partnership remains that of building the confidence and competence of nursery setting staff to take children outdoors and, where possible, provide opportunities to experience new places and environments for young learners. In addition to the event described here, the project also provides visits to settings from the 1st 1,000 Days team, showcasing new approaches to time spent in the outdoors and providing new resources and support to add value to their experience.

### Well-being Objective - Communities

Measure - Data Available Monthly	2022/23 May	2022/23 April	2023/24 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# visitors to Oriel Y Parc ytd	20,426	10,824	20,864	BM			
Oriel Y Parc Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	
Oriel Y Parc Google Review Rating	4.4	4.4	4.4	4.4		Green	→	
# visitors to gallery at Oriel y Parc ytd	3,196	1,466	2,398	BM				
# Main website users ytd	57,921	42,493	90,997	BM				
# Main website page views ytd	204,972	125,741	259,173	BM				
% Authority Spend Locally (SA Postcode Area)	59.97	21.92	26.37	BM				

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	Review of Recreation Management approach, activities and responsibilities to take account of organisational changes.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track This a multi-agency review that will take a year to complete.

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C	Collaborate with destination management partners to ensure a shared regenerative tourism approach to destination promotion is delivered for the Park (S6)	Green	Green	→	<b>Progress Status:</b> 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	→	<b>Progress Status:</b> In Progress / On Track Celtic Routes is commissioning a new round of photography to capture the cultural offer across the programme area (including Pembrokeshire Coast National Park). Once completed, the image library will be made available to businesses across Pembrokeshire to help promote out of season travel to the area. Further details to follow in due course.
P1	Ancient Connections Partnership Project	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Pembrokeshire hosted an official delegation from Wexford including the Chathaoirleach (Chair) of Enniscorthy Municipal District on the 29th and 30th May; with the aim of discussing and exploring future Pembs/Wexford collaboration and connections. The event was kindly attended by Cllr Di Clements on behalf of PCNPA.
P2	Implement Dark Skies Pembrokeshire Project	Green	Green	→	<b>Progress Status:</b> In Progress / On Track PCNPA property lighting survey under way with site visits conducted by Dark Skies Officer. Ridge consultants have been tasked with making recommendations for improvements to PCNPA's lighting to bring the Authority up to best-practise standards. NRW light intensity data is being analysed to identify potential improvement sites to add to the SLSP longlist. Appointed

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					consultants (Ridge) due to begin conducting SLSP Prosiect Nos survey of Pembrokeshire in June.
P2	Re-positioning Oriel y Parc as Discovery Centre and implementing its interpretation plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Amendments to the plan have been made and the plan will be taken to the NPA in July.
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	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Approaches to this work are being considered as part of the Delivery Plan development process.
C	Continue to engage with PSB on delivery of its Well-being Plan and poverty in Pembrokeshire Work	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Poverty Officer Working Group met on 28/4/23. Health and Wellbeing Officer role will be recruited in June and will pick up this workstream.
P1	Facilitation of Youth Committee and Next Generation Activities	Green	Green	→	<b>Progress Status:</b> In Progress / On Track In May there were 2 PCNPA Next Gen Youth Committee meetings. Agenda items included representation at events over the summer, future use of the graffiti boards for consultation with young people, recruitment of new members and planning for a summer residential. At the meeting on the 11th of May officer from Pembrokeshire Coast Charitable Trust joined the group to talk about future initiatives and the work of the Trust. The planned youth ranger event in May was cancelled due to poor weather.
P3	Centres engagement activity with local communities.	Green	Green	→	<b>Oriel Y Parc – Progress Status:</b> In Progress / On Track The Cherish project held a resource sharing day at the centre, for local businesses to learn about the research at Caerfai Promontory Fort and the surrounding area. The Oriel y Parc team delivered a successful offer to celebrate the

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					<p>Coronation of King Charles III, linking up with the City Council to ensure a coordinated approach to the celebrations in St Davids. Pembrokeshire Coastal Forum held a storytelling event at the centre, as part of their Rock Shore Event.</p> <p><b>Castell Henllys - Progress Status:</b> In Progress / On Track</p> <p>The Stori a Chan sessions are ongoing, a free session for local parents, held at the tipi. The cafe is seen as a hub for local communities, with a morning brew or a Friday breakfast becoming a habit to a lot of local people.</p> <p><b>Carew – Progress Status:</b> 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. We have hosted 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. As our 2023 events programme gets underway we are seeing many local people visiting. We are currently planning an event called 'Unearthing History' which will focus on the historical and archaeological history of Pembrokeshire. We are working with many different partners including DAT, Pembroke Dock</p>
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					Heritage Centre, Tenby Museum, Carew Cheriton Control Tower amongst many others.
C	Joint curation of Exhibitions with Amgueddfa Cymru/ National Museum Wales	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Preparations for The Lost Words exhibition are continuing, with regular project meetings taking place. Plans for both the official opening and three additional pre-view opportunities with our local school, Wild Wellbeing – Milford Haven group, and local families are taking shape. The VSM met with our learning team and PCNPA Interpretation Officer to progress discussions around the resources on offer to schools from the autumn term. Local links are being explored, to make connections and gather information, to inform the exhibition narrative of the 2024 exhibition to celebrate the RNLI's 200 anniversary.
P3	Activities to realign our education offer with the New Curriculum, focusing on 'Cynefin' and linking with the Humanities What Matters statements	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Managing a good response to the promotion of discovery days. Delivery of Cynefin Discovery Days (funded by Friends support.) Ranger team supporting delivery and introducing new Ranger team members to resources and delivering school days. Preparing materials and approach to Lost Words Exhibition at Oriol y Parc.
P2	Developing Castell Henllys as a Welsh Language Hub	Green	Green	→	<b>Progress Status:</b> In Progress / On Track The cafe unfortunately has been busy with a Wednesday bounce from the Stori a Chan group, along with the local farmers/builders who call in on a Friday filling the place with local Welsh speaking people. We had plenty of Welsh speaking school groups on the site, and also had S4C filming a piece for children's television on iron age life, which will be of benefit to children

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					across Wales who tune in and will also be available on BBC iplayer at some point.
P1	Review of Welsh Language Strategy	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind Aim for Strategy to go to July NPA

**Well-being Objective – Planning Policy and Service**

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	Adoption of Supplementary Planning Guidance	Amber	Amber	→	<b>Progress Status:</b> 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. Consultation closed May 26th. Officers will now look at responses and prepare a report to Members. Officers working on further draft guidance to be brought before Members as well.
C	Continue to engage with Welsh Government and Pembrokeshire County Council on planning legislation and policy developments related to second homes, holiday lets, affordable housing and Welsh Language Communities Housing Plan	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Discussions ongoing with Pembrokeshire County Council. Looking to work being done in North Wales regarding the role of Article 4 Directions. Meeting with WG. April 23. Expecting to be invited to a Housing Group meeting to discuss the lessons learnt from the North Wales pilot project and next steps. 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.

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C	Proactively contribute to setting local and regional planning policy, including through the CJC structure and through regional and national collaboration	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Ongoing. Still very early days but PCNPA attending appropriate meetings.
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	→	<b>Progress Status:</b> In Progress / On Track Awaiting Welsh translation of the final elements. Given current suggested amendments to Planning Policy Wales further work will be needed to ground truth the strategic green infrastructure suggestions set out in the Green Infrastructure Assessment for Pembrokeshire. Officers also need to consider how to take the Assessment forward and used. Meeting planned with PCC officers early June 2023.
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	→	<b>Progress Status:</b> In Progress / On Track APAS review is continuing with meetings held fortnightly with AGILE towards a significant update. Officers are currently testing the systems.
P1	Undertake a review of the current enforcement service and implement any changes required from the review.	Amber	Green	↑	<b>Progress Status:</b> In Progress / On Track Director of Placemaking, Decarbonisation and Engagement and DM Manager to review Enforcement provision following being unable to recruit for a new post in 2022. A potential way forward has been identified and is being progressed.
P1	Review of Conservation Areas.	Green	Green	→	<b>Progress Status:</b> In Progress / Complete All Conservation Areas reviewed by Building Conservation Officer, report to be provided to Operational Review Committee.
P2	Engagement with community councils and seek opportunities in collaboration with others to provide training on planning to them	Amber	Green	↑	<b>Progress Status:</b> 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 scheduled for the autumn by Director of

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					Placemaking, Decarbonisation and Engagement and DM Manager.
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**Well-being Objective – Corporate Areas of Change**

**Change Management**

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	Monitoring of implementation of new workforce structure following April launch.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Progress being monitored
P1	Complete pay grade review, taking account of gender pay gap considerations.	Amber	Amber	→	<b>Progress Status:</b> In Progress / On Hold On hold until new HR Manager starts work.
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	Amber	↓	<b>Progress Status:</b> Not Started / On Hold Management Development programme to be organised. Strategic Advisor action plan agreed. NPA to look at impact on its work
P1	Assessment of Authority’s Risk Appetite with Members to help inform future approaches to delivering Well-being Objectives and Priorities.	Green	Green	→	<b>Progress Status:</b> Not Started / Behind Workshop arranged for July
P2	Further embed Integrated Assessment Approach in Authority’s decision making process	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind Exploratory meeting arranged for July with new Heads of and Strategic Advisor, outcome from this meeting will inform next steps. Officers have identified need to also consider implications of Environmental Outcomes Reports that will potentially replace Environmental IA and SEA from 2027 linked to levelling up and regen bill.

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P1	Implementation of Microsoft 365 across the Authority	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind No significant changes to progress. 365 user training in development in response to requests from staff meeting.
P2	Update our Volunteer Action Plan in response to the recommendations of the volunteer review and embed recommendations within proposed delivery plans.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Working with new volunteer line managers and their volunteers to explore different ways of working and listen to volunteer voice. Started the process of asking volunteers to register on the new online management system. Collecting more information relating to skills, interests, needs to allow better use of existing skills Preparation for volunteers week - social media content to reflect the range of opportunities available, the outcomes and impacts. Employee volunteering policy approved and adopted. Volunteering prominent in draft delivery plans.

Governance and Collaboration

Measure - Data Available Monthly	2022/23 May	2023/24 April	2023/24 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Committee Webcasts ytd	4	2	5	Trend			
# People viewing online webcasts for Committees ytd	62	23	30	BM				
% Member Attendance at Committee	70.37	95.65	94.12	75	↓	Green	N/A	
% Member attendance at training	N/A	N/A	35.29	65	↓	Red	N/A	No Training sessions held in April. There were 2 training sessions held in

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C	Support NRW and Welsh Government as the designation process for a new National Park progresses	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Positive response to requests for engagement.
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Finance and Assets

Measure - Data Available Monthly	2022/23 May	2023/24 April	2023/24 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	£ from sponser a gate scheme ytd	2,400	0	1,800	BM			
£ Centres Merchandise ytd	57,719.09	27,935.04	61,399.24	BM				6.4% increase on 2022/23.
£ Admissions Carew & Castell Henllys ytd	66,585.41	34,585.96	72,747.46	BM				9.3% increase on 2022/23.
£ Centres Other Income ytd	11,879.23	8,018.51	15,224.70	BM				28.2% increase on 2022/23.
£ Cafe Rental Income – Castell Henllys and Oriel Y Parc ytd	10,000	0	10,000	BM				
£ Carew Cafe Sales Income ytd	28,081.08	15,464.83	35,285.35	BM				
% Invoices paid on time (Average)	94.42	96.39	94.68	97	↓	Amber		

Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	Capital Programme - Carew Causeway Repairs/ Programme of work	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind. Works have been postponed until Autumn 2023 due to resource issues, tender documentation ready to go out to market, all consents to be extended.
P1	Capital Programme - Green Room Development	Amber	Amber	→	<b>Progress Status:</b> In Progress/ Behind

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					Following unsuccessful efforts to appoint a contractor (Dec 22 & Mar 23) alternative methods of procurement are being investigated.
C	Providing continued support to Pembrokeshire Coast National Park Trust.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track 20 plus sign ups during the month for the Networking event. First supporter event of the financial year at Minwear Woods. Launched The Birds and The Bees campaign.

Compliance

Measure - Data Available Monthly	2022/23 May	2023/24 April	2023/24 Current Period – May					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Days Lost through Sickness Absence excluding Long Term Sickness	88 (May)	29 (April)	19 (May)	BM			
# Days Lost through Sickness Absence including Long Term Sickness	129 (May)	62 (April)	26 (May)	BM				Average ytd: 44. Average ytd 2022/23: 114.75
% of hours lost as a result of Sickness absences per employee excluding Long Term Sickness	3.06 (May)	1.15 (April)	0.52 (May)	BM				Average ytd: 0.84 Average ytd 2022/23: 2.75
% of hours lost as a result of Sickness absences per employee including Long Term Sickness	4.53 (May)	2.52 (April)	0.74 (May)	BM				Average ytd: 1.63. Average ytd 2022/23: 4.26.
Job Vacancy Rate	N/A	2.3 (April)	4.8 (May)	BD				
% Positive/ neutral media coverage	99.88	94.97	94.24	Trend				
# formal complaints received	2	2	5	BM				Themes: Newport Sands,

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								Welsh Language, SARs.
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Action		2023/24 April	2023/24 Current Period – May		
		RAG	RAG	Trend	Comments
P1	Respond to Audit Wales recommendations – 5 Ways of Working.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Draft income diversification report received from Audit Wales. Officers reviewed draft report and have provided organisational response (new part of performance audit process) to Audit Wales in advance of the report being finalised. Actions agreed from recommendations within the organisational response will be included in action log being developed linked to Internal Audit actions to support monitoring of implementation.
P1	Develop business continuity approach informed by our COVID 19 response experience	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Internal Audit report has outlined new actions to complete this work.
P1	Respond to Internal Audit Recommendations.	Green	Green	→	<b>Progress Status:</b> In Progress / On Track All agreed audit recommendations are being implemented.
P1	Undertake a review of management of health and safety [AGS]	Green	Green	→	<b>Progress Status:</b> In Progress / On Track A Safety Action Plan draft has been submitted to the Chief Executive for review. The anticipated visit by the HSE at Cilrhedyn has not materialised and as Wood working centres were part of the 2022/2023 site visit plan by the HSE, this site may now be out of scope for 2023/2024 as the HSE plan will have changed. However, this should not be assumed to be the case. The contractor producing the COSHH assessments has been chased as they are now beyond their own target date. The refreshed H&S Policy has

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					been sent to staff reps and approved, so will now move to the Management Team as no significant changes have been made. 11 Policies have been updated in May, but it was subsequently identified that an old policy template was used and these will be updated in June. There are 3 new policies also drafted including Contractor Management, Fire Safety and a substantially revised Lone Working Policy, again on old templates. The HAVS Action Plan is 90% completed with only one or two actions due this side of the main summer period and other actions due in the Autumn as part of the first season review.
P1	Record Management Project - to improve record management across the Authority and Support move to Sharepoint [AGS]	Amber	Amber	→	<b>Progress Status:</b> In Progress / Behind Officers are working through actions within record management project, however activities were delayed during May due to other work load pressures.
P1	Corporate Improvement Project on Management and Communication of Corporate policies and Standards [AGS]	Green	Green	→	<b>Progress Status:</b> In Progress / On Track A Corporate Improvement Project proposal focused on management and Communication of Corporate Policies and Standards has been developed. Actions being progressed, revised policy template has been approved by Management Team. Meetings arranged for June with Management team leads for different corporate policy areas to look at current policies and identify what can be reformatted to go on to the Corporate Policy hub and what needs to go into a forward work programme.
P1	Test and pilot further approaches to improve our corporate accessible communications offer	Amber	Amber	→	<b>Progress Status:</b> 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.

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					Wider service area work is ongoing in some areas, including signalong activities and development of Easy Read photo consent form. Potential for us to explore elements of this work through the Corporate Improvement Project on Management and Communication of Corporate policies and Standards. Through looking at what documents need to be readily available in particular formats and also what additional policies or procedures we need corporately in terms of this area of work.
P1	Test and pilot further approaches to improve our Website accessibility	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Training of new accessibility platform completed. Further work on PDFs required.
P1	Annual performance report on Welsh Language Standards	Green	Green	→	<b>Progress Status:</b> In Progress / On Track Annual report on Welsh Language Standards considered by Members at the Authority meeting held on 10 May 2023.
P1	Integrate equality training and awareness into the Training and Development Plan for the Authority.	Amber	Amber	→	<b>Progress Status:</b> In Progress / On Hold Online Equality training available on ELMS and now part of induction process. Discussions with Strategic Advisor and HR Manager.
P1	Annual Equality report	Green	Green		<b>Progress Status:</b> In Progress / On Track Equality Annual Report 2022/23 will be incorporated into the draft Annual Report on Well-being Objectives. Request made to HR for workforce/ employment data.

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