

Report of Performance and Compliance Co-ordinator

Subject: Annual Report on Meeting Well-Being Objectives 2022/23

The Well-being of Future Generations Act (Wales) 2015 places a duty on the Authority to set out its Well-being Objectives and to demonstrate how these contribute to the Welsh Government's seven Well-being Goals. Under the legislation each year bodies must publish an annual report showing the progress they have made in meeting their objectives. They must also demonstrate how they have applied the 5 ways of working under the sustainable development principle of Long Term, Prevention, Integration, Collaboration and Involvement.

In order to ensure equality and biodiversity considerations are mainstreamed across the Authority it also acts as our annual equality report and forms one element of the reporting on how the Authority complies with the Section 6 Biodiversity and Resilience of Ecosystem duty under the Environment (Wales) Act 2016.

The report reflects our performance against activities noted in our Corporate and Resources Plan 2022/23 and additional developments during the year. This is the first annual report against the Authority's new Well-being Objectives which were approved by Members in March 2022. 2022/23 was a year of change for the Authority as it moved to restructure the organisation to support delivery of its new set of Well-being Objectives.

The design of the report is simple to support uploading of the report in HTML format to our website to support compliance with Web Accessibility Regulations.

A number of data sets included in this report have previously been reported in performance reports and have been reviewed and subsequently amended where needed.

Compliance

The National Park Authority is required to comply with reporting requirement under the Well-being of Future Generations (Wales) Act 2015, Equality Act 2010 and Environment (Wales) Act 2016.

The Well-being of Future Generations Act requires public bodies to act in accordance with the sustainable development principles. In this plan we have highlighted how the sustainable development principles are embedded in the Authority's work.

Human Rights/Equality issues

To ensure strategic equality actions are delivered they are mainstreamed within our corporate plan framework. As a result, this report also acts as our annual equality report. Relevant activities have [Equality Duty] against them in the report. It contains

the Authority recruitment and workforce diversity information in Appendix 1 in line with the reporting requirements of the Equality Act 2010.

The design of the report is simple to support the uploading of the report in HTML format to our website to support compliance with Web Accessibility Regulations.

Section 6 - Biodiversity and Resilience of Ecosystems Duty

The Authority has in place an Environment (Wales) Act 2016 [Section 6 \(Biodiversity and Resilience of Ecosystems Duty\) Signposting document](#) that outlines the approach taken by the Authority to embed the duty within its corporate planning framework and reporting. This report constitutes one element of the Authority's reporting on how it complies with the S6 duty. Relevant activities have [Section 6 Duty] noted against them in the report.

Welsh Language statement

The document will be published in both English and Welsh on the Authority's website and references performance information on the Welsh Language.

Recommendation:

Members are requested to approve Annual Report on Meeting Well-being Objectives 2022/23.

Pembrokeshire Coast National Park Authority

Annual Report on Meeting Well-being Objectives

2022/23



**Parc Cenedlaethol
Arfordir Penfro**

**Pembrokeshire Coast
National Park**

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Introduction

This report sets out Pembrokeshire Coast National Park Authority’s (PCNPA) performance in 2022/23 and contribution to its Well-being Objectives. It also shows how we have applied the 5 ways of working under the Well-being of Future Generations (Wales) Act in our work.

2022/23 was a year of change for the Authority as it moved to restructure the organisation to support delivery of its new set of Well-being Objectives that were approved in March 2022. It was a challenging year, however the work carried out during the year provides a good foundation for the Authority to meet its future ambitions.

We would like to thank staff, Members, volunteers, partners and communities within and beyond the Park for helping us deliver activities highlighted within this document.

Note on Section 6 Biodiversity and Resilience of Ecosystems Duty

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

noted against them.

Note on Annual Equality Report

To ensure strategic equality actions are delivered they are mainstreamed within our corporate plan framework and this report also acts as our annual equality report. Relevant activities have [Equality Duty] against them in the report and recruitment and workforce equality monitoring data is set out in the Corporate Areas of Change section under compliance at the end of the report.

National Park and its Special Qualities

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

Pembrokeshire Coast National Park's "special qualities" are

- Accessibility
- Coastal splendour
- Diverse geology
- Diversity of landscape
- Cultural heritage
- Islands
- Rich historic environment

- Space to breath
- Richness of habitats and biodiversity
- Remoteness, tranquillity and wildness
- Distinctive settlement character
- The diversity of experiences and combination of individual qualities

National Park Authority and Park Purposes

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

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

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

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

Placemaking Plans

Every five years the Authority is required to produce a National Park Management Plan which sets out how it would

like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park.

Our current National Park Management Plan pursues National Park purposes through partnership action across five complementary themes.

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

During the year officers began exploring data models through a proposed vital signs approach to help inform the next National Park Management Plan.

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

Funding

The Authority's net expenditure is predominately determined by the Welsh Government, in the form of the annual National Park Grant (N.P.G.) and associated levy received from

Pembrokeshire County Council. In 2022/23 the N.P.G. was £3,561k versus £3,559k in 2021/22 and the Levy in 2022/23 remained unchanged from 2021/22 at £1,083k. The N.P.G. for 2022/23 increased from its base of £3,249k because of additional in year hypothecated grants of £312k which did not attract a Levy augmentation. The Authority's core funding has significantly reduced over the last decade or so, and when the consumer prices index is applied this equates to a reduction of over 36% since 2010/11. Operational savings and increased income from merchandise sales at the centres, car park income and other charges and grant income has compensated for the reduction in core funding.

Measuring Performance – Well-being Objectives

The Well-being of Future Generations (Wales) Act 2015 requires public bodies to act in accordance with the sustainable development principles of: Long Term, Prevention, Integration, Collaboration and Involvement. Throughout the document there are examples that demonstrate these principles being applied in practice.

We have also looked to assess our progress towards our well-being objectives through considering:

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

The Authority will explore opportunities to improve benchmarking data in 2023/24.

PCNPA’s performance measures are based on priorities within its Corporate and Resources Plan. A transitional performance framework was put in place for 2022/23 reflecting that the Authority was going through a period of change and in the process of developing delivery plans. The Authority monitors its progress against its well-being objectives during the year, through performance reports provided to Members through relevant Committees. Some statistics are captured on an annual basis. The Authority’s has adopted the Welsh Government’s net zero carbon reporting methodology for public bodies for carbon emissions with an updated methodology provided for 2022/23.

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

Development of our Well-being Objectives

PCNPA approved a new high-level strategy in July 2021, identifying four priority areas for 2022-26 and a revised vision:

Priorities	Impacts
Conservation: Boosting biodiversity and halting its decline	Nature is Flourishing

Climate: Destination Net Zero	We’re an Authority aiming for net zero and a carbon neutral National Park
Connection: Natural Health Service	People are healthier, happier and more connected to nature and heritage
Communities: Vibrant Communities	Places people can live, work and enjoy
Vision: A National Park where nature, culture and communities thrive	

Online surveys with staff, Members and wider public were carried out as part of its development. In person engagement opportunities were limited due to the impact of the Covid-19 pandemic.

The approval of the high-level strategy triggered a review of our Well-being Objectives. The Objectives were revised to align with the new priorities and to take account of key policy developments and challenges including the nature and climate emergencies. Staff, Members and the Public were consulted on the revised Objectives and associated outcomes. A new set of Well-being Objectives were approved and included in the Corporate and Resources Plan 2022/23.

Meeting the Sustainable Development Principles

Long Term: The world is facing a nature and climate emergency, lack of action now will have long term consequences for future generations and the Park. Supporting

action to address these challenges is at the heart of our Well-being Objectives.

Prevention: All our Well-being Objectives are focused on delivering interventions that will look to prevent problems occurring or getting worse across the National Park Area.

Integration: Our Well-being Objectives can only be achieved by taking a strategic and integrated approach with partners.

Collaboration: We have placed collaboration at the heart of all our Well-being Objectives. From experience we know that positive change can only be achieved through working together with others.

Involvement: Our Well-being Objectives can only be achieved by proactively involving and listening to people. Engagement plays an important part in ensuring we develop the right interventions to break down barriers to support a more diverse range of people to take action for nature or experience the outdoors and wonders of the Park.

Below we set out how our well-being objectives in the Corporate and Resources Plan 2022/23 contribute to the Well-being Goals for Wales, embed the sustainable development principles in practice and our performance against each objective for 2022/23.

Corporate Priority: Conservation

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

- Promote and deliver nature recovery on land and in the marine environment supporting the protection of 30% of our land and seas for nature by 2030.
- Favourable conservation status is achieved on high nature value sites.
- Increase in land managed for nature recovery in the Park (achieved through influencing and working with others and managing our own estate.)
- Increase in ecological connectivity.
- A wide range of people are supported to participate in taking action for nature.
- The management of marine designations has improved through working with partners, nationally and locally.

Through delivering nature recovery it supports a prosperous Wales, resilient Wales, healthier Wales and globally responsible Wales. Contributing to the '30x30' commitment to

protect 30% of our land and seas for nature by 2030 and national indicators for Wales on

- Areas of healthy ecosystems in Wales
- Status of biological diversity in Wales
- Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status

Through supporting a wide range of people to participate in taking action for nature and working in partnership with others, including landowners, farmers and communities it supports a more equal Wales and a Wales of cohesive communities.

Our activities during the year took account of the wider policy context impacting on conservation and nature recovery:

- UK and Welsh Government's public commitment to support the 30x30 target of protecting 30% of our land and seas for nature by 2030.
- The [recommendations and collective actions](#) developed as part of the Welsh Government Biodiversity Deep Dive.
- Consultation and developments linked to [Sustainable Farming Scheme for Wales](#) which will impact on how land is managed for nature in the Park.
- Working in partnership with Pembrokeshire Nature Partnership to support delivery of the [Pembrokeshire Local Biodiversity Action Plan](#) .
- Development of [Biodiversity and the Nature Emergency project](#) within the Well-being Plan for Pembrokeshire.

- [South West Wales Area Statement](#), [Marine Area Statement](#), and [State of Natural Resources for Wales Report](#).

2022/23 Conservation Overview

Organisational Change

[Section 6 Duty]

PCNPA's organisational change process has led to the establishment of a new Nature Recovery Team, appointment of a new Head of Nature Recovery and during the year it began to develop a Nature Recovery Delivery Plan. The Sustainable Landscapes Sustainable Places funded Wild Coast Wild Park Nature Recovery Project is supporting the Authority to explore opportunities to increase the reach of its nature recovery activities. An additional Conservation Officer role has been created and work undertaken to develop a connecting the coast scheme working with landowners.

Traditional Boundaries

[Section 6 Duty]

A further phase of traditional boundaries grant scheme was launched in 2022/23. A total of 2,266 Meters of traditional boundaries were restored under the Scheme in 2022/23. Including 1617m of new hedging plants which equates to over 11,000 plants in the ground. This compares to 2,708 meters in 2021/22 and cumulatively since the scheme started 5,944 meters of traditional boundaries have been restored.

Land Managed for Nature - Conserving the Park

[Section 6 Duty]

5 new formal management agreements were made through conserving the Park in 2022/23 compared to 1 in 2021/22. With budget for new management agreements fully spent. This amounts to 88.62 hectares a significant increase on additional 2.93 hectares under the 1 new agreement in 2021/22. 100% of conservation sites were in line with their formal conservation management plan in 2022/23, continuing trend from 2021/22.

There were 18 new sites where we worked with owners for conservation (outside formal management agreements) in 2022/23 compared to 49 in 2021/22. This amounts to 22.12 hectares building on the 256.10 hectares in 2021/22. Limited biodiversity budget and staff time is a constraint on what help we can give. Capital interventions mostly rely on external funding.

132.74 hectares of new pollinator habitats was created in 2022/23 building on the 256.10 hectares created in 2021/22.

PCNPA saw an increase in the property owned or leased by the National Park Authority managed for biodiversity, increasing from 474.87 hectares to 477.77 hectares. This change reflects that the Trefin site moved into the practical conservation management programme.

PCNPA saw an increase in the land managed for biodiversity in partnership with private landowners from 1,483.62 hectares in 2022/21 to 1,544.04 in 2022/23. Conservation team have

removed sites from list if PCNPA haven't been involved in the last couple of years. However, most of the sites are likely still to be under favourable management.

In 2022/23 there were 3,718.59 hectares of access land where the National Park Authority supported commons management partnerships. This is an increase on 3,183.25 hectares in 2021/22 as two commons had been omitted from previous figures.

91 conservation work programme tasks were completed by the Warden team with support from Rangers and volunteers in 2021/22, this compares to 170 in 2022/23

Positive Impact Spotlight: The Pink Ballerina fungus has been recorded for the first time at one of our management agreement sites near Freshwater East, which is being restored from intensive farming to hay meadow habitat.

Achub Brith Y Gors Project

[Section 6 Duty]

During 2020/21, PCNPA commissioned a study on 'The Marsh Fritillary in Pembrokeshire: its current status, future survey and management requirements'. This revealed that even the butterfly's stronghold around Mynachlogddu was seriously under threat, with only 8 of its former 32 sites still occupied during the previous 5 years. Two internationally important Marsh Fritillary sites, Gweunydd Blaencleddau SAC and Mynydd Preseli SAC meet at Mynachlogddu: both sites are in unfavourable condition according to NRW. One

metapopulation of the butterfly requires between 76 and 104ha of suitable habitat for its long-term survival.

During 2020/21, Welsh Government funding was secured for the 'Fritillaries and Damselflies' project for capital works needed to reintroduce grazing to 5 sites. In addition, a 'Greening Agriculture' grant allowed the purchase of No Fence collars so that cattle can graze two SSSI commons (with previous Marsh Fritillary records) whilst keeping safe from other cattle herds and hazardous bogs. Further funding was obtained from the Welsh Government through the National Heritage Lottery Fund to facilitate the reintroduction of appropriate grazing to another 16 sites in the area (of which 5 are SSSIs). 'Achub Brith y Gors' started in September 2021 and will finish in September 2023.

During 2022/23 the project has been involved in:

- Landlord liaison.
- Tendering activities to support vegetation management and fencing. Getting SSSI assent for work at sites.
- Balsalm survey and control activities.
- Vegetation clearance with support from volunteers.
- Fencing repairs and work to support grazing, including the reintroduction of grazing at some sites.
- Planting of 640 plug plants of Devil's-bit scabious across Glanrhyd, Maes yr Wyn and Llwyndrain.
- Planting of 330 plug plants of Succisa at Wern y Wig by volunteers and a further 520 planted at Erw Lon, Rhydiau and Penybank.

- Collection and sorting of Devil's-bit scabious and Succisa seed that were sent to the Wildflower Nursery to be grown into plugs for next year.

The project has succeeded in ensuring sites involved are connected with one another to create a more resilient network of habitats.

Positive Impact Spotlight: In September NRW surveyed 5 sites for Marsh Fritillary webs in partnership with PCNPA, with webs found at 4 sites. PCNPA volunteers and staff surveyed 7 additional sites for Marsh Fritillary webs, with webs present at all of them, one of which is a newly discovered site.

Invasive Species Work

[Section 6 Duty]

The Authority's INNS project secured short term funding for project continuation and extension through the Local Places for Nature Grant.

During 2022/23 the project continued to engage volunteers in removing invasive species, including sessions with PCNPA volunteers, Duke of Edinburgh participants, Friends of the National Park, Brynberian community volunteers and Moylegrove Environment Group.

Contractors were also engaged with to carry out vegetation cutting at a number of sites to create access for control of Himalayan balsam and Japanese knotweed for the 2023 growing season.

490 stems were injected during 2022/23.

The number of hectares under high intensity control varies across the year with 9 hectares under high intensity control in Q1, 24.59 in Q2, 20 hectares in Q3 and 22.62 hectares in Q4 during 2022/23.

The number of hectares under monitoring and maintenance varies across the year with 16.66 hectares under monitoring and maintenance in Q1, 7.46 in Q2, 7.46 hectares in Q3 and 0 in Q4 during 2022/23.

Positive Impact Spotlight: Project officer introduced contractor to landowner where a volunteer balsam record from last July highlighted a small satellite area of balsam, enabling issue to be addressed at early stage by the project.

Managing Public Rights of Way for pollinators

[Section 6 Duty]

The Authority's Warden teams continued to build on the work and learning of the People, Paths and Pollinator pilot project on enhancing biodiversity and connectivity along the Coast Path through carrying out a range of small-scale habitat management tasks. Despite the project ending mid-year, pollinator friendly activities continued to be embedded into day-to-day public rights of way and site management.

All Warden teams across the Park carried out pollinator work programme tasks as part of summer cutting for both the coast path and inland network.

404 pollinator/ habitat improvements work programme tasks were carried out on the Public Rights of Way network by Warden teams in 2022/23 compared to 110 in 2021/22.

Working with Volunteers and Empowering Communities

[Section 6 Duty. Equality Duty]

Volunteers and social action participants contributed 1,357 volunteer and social action days to conservation activities in 2022/23, compared to 1,183 in 2021/22. This included sessions with Duke of Edinburgh participants and volunteers from Pathways and Roots to Recovery Projects.

Volunteers contributed to

- Hedgelaying and hedge bank creation at Withybush
- Annual litter pick between cattle grids on Presli Hills
- Coppicing of hazel to create woodland hide for silver wash fritillary in Jeffreyton
- Fencing work to support grazing in Cwm Gwaun Area, Rosemoor, Dinas Head, Whitesands and St Davids Airfield. Activities including clearing scrub, removing barb wire, resetting fence posts and fixing new stock netting.
- Hay raking and making across number of sites
- Balsam survey and removing invasive species
- Scrub management to improve biodiversity at Broad Haven Slash Ponds, Fresh Water East and Sychpant.

104 days were contributed by volunteers to wildlife surveying and monitoring in 2022/23 compared to 194 in 2021/22.

Including bee walks, butterfly surveys including Brown Hairstreak butterfly and Marsh Fritillary, cricket surveys, and wetland birds survey.

During 2022/23 the Rangers used funding from Local Places for Nature to pilot nature recovery planning activities with local communities. The aim was to identify potential biodiversity opportunities within a specific locality. Focusing on creating nature in 'everyday places' to connect people with local nature around them so that communities can take steps to restore and enhance nature closest to them. Ranger worked with communities in Saundersfoot and Tenby to review the Pembrokeshire Green Infrastructure Study to develop suggested projects to the point of deliverability. A Local Nature Recovery Plan for Broad Haven Village was also created in partnership with the Haven Community Council.

Engaging People with Nature

[Section 6 Duty. Equality Duty]

In 2022/23 there were 966 participants in PCNPA's education programme sessions focused on appreciating and protecting nature and biodiversity in the Park. Themes covered included beach, river and habitat studies, seal walk, mud, wildlife and seashore safari, meadows and orchards in the Park.

In 2022/23 there were 1,763 participants in PCNPA's nature related sessions as part of the public events and activities programme. With public experiencing and learning about wildlife on the Castlemartin range, wildflowers, bats at Carew and in St Davids and nesting birds at Stack Rocks. With an

average feedback rating (1-5) of 4.08 in 2022/23 in terms of respondents noting "I was motivated to support the National Park's conservation efforts" following attending an event. In 2022/23 there were 3,870 participants in nature related sessions as part of our community and outreach (social inclusion) engagement programme. Including

- Early years visit to St Brides Orchard as part of 1st 1000 days project.
- Habitat creation and vegetation maintenance with volunteers from Value Independence at Castell Henllys
- Use of gardening volunteering opportunities at Carew Castle and as part of Roots to Recovery project to bring people closer to nature.
- Walwyns Castle birdsong community walk
- Woodland Study group activity at Pentre Ifan Woods with Pembrokeshire County Council's Kinship families group

Interpretation can play an important role in engaging people with nature. PCNPA's Conservation Team commissioned a local artist to create an illustration of a hay meadow aimed at children and families. This illustration will be used on picnic tabletops, interpretation boards for schools involved with making meadows and on some farm sites.

Supporting Biodiversity at our Centres

[Section 6 Duty]

At Castell Henllys staff carried out work to create a pond to improve wetland habitats in the lower meadow. They also

created a dead hedge to promote tree growth and biodiversity on the site and continued to strengthen the willow dome structures that are growing on the site, to create natural nooks for visitors to connect with the environment.

Carew has been working on grant funded projects to further enhance biodiversity of the site. These projects include planting a 213m native hedge (rewilding a strip of farmland adjacent to our car park) as part of the Traditional Boundaries scheme and planting approximately 40 specimen trees on neighbouring farmland. They also have funding from Local Places for Nature for fruit trees, pollinator friendly plants, seeds, planters and interpretation to enhance the Castle's Walled Garden.

At Oriell y Parc the site warden has spent time planting wildflower seeds throughout the grounds.

Working Collaboratively with Others for Nature Recovery

[Section 6 Duty]

The Pembrokeshire Nature Partnership provides a strategic overview and forum for collaboration in implementing UK, Welsh and local priorities for biodiversity action via the Nature Recovery Plan for Pembrokeshire. PCNPA continued to attend partnership meetings and wider events in 2022/23. The partnership has been involved in delivering the Local Places for Nature Grant and launched a new small grant pot for biodiversity in Pembrokeshire during 2022/23. Following a successful application to the project pot, PCNPA let a contract to create a strategic action plan for threatened butterflies

including Small Pearl Bordered Fritillary and Brown Hairstreak. The Biodiversity Implementation Officer for the Partnership presented [further information](#) on impact of the partnership to Operational Review Committee during 2022/23.

The Pembrokeshire Grazing Network aim is to facilitate grazing for nature conservation by setting up a system whereby sites or stock available and sites or stock required can be matched up wherever possible. The efforts of conservation organisations and the farming community can therefore be co-ordinated and integrated so that stock, sites, equipment and expertise can be shared to mutual benefit. The Authority continued to support the network during 2022/23.

PCNPA continued to be represented on and contribute to funding Relevant Authority Groups for Pembrokeshire Marine SAC, Cardigan Bay SAC and Carmarthen Bay and Estuaries European Marine Sites.

A new [Pembrokeshire marine special area of conservation website](#) commissioned and delivered by the SAC officer and funded by PCNPA went live in 2022/23. The SAC officer is engaged with Natur and Byth! partnership project, leading on the Pink Sea Fan and Native Oyster work packages of the Welsh Marine Treasures aspect of the project.

The Authority is involved with the Cleddau Nutrient Management Board led by Pembrokeshire County Council. Membership is drawn from Dŵr Cymru Welsh Water, Natural Resources Wales and the constituent planning authorities. The Board's role is to identify and deliver a Nutrient Management Plan, which will assign actions to Board

members to achieve NRW conservation targets. During 2022/23 Members through National Park Authority authorised delegation of decisions relating to Board to PCNPA Director level or CEO.

PCNPA continued in 2022/23 to chair the Pembrokeshire Beach Liaison Group that brings together partners to deliver beach management. The Ranger Service Manager participated in Newgale Coastal Adaptation task and finish group meetings on beach access and safety and working group for Freshwater West.

PCNPA continued to engage with partner organisation on foreshore management. This included working with NRW to manage bait digging at the Gann, Dale. With PCNPA ranger installing new bait digging signage at the Gann on behalf of NRW to support management of the site.

During 2022/23 PCNPA has worked with other designated landscapes through Tirweddau Cymru / Landscape Wales to contribute to the Welsh Government's co design process for the new Sustainable Farming Scheme for Wales. The Authority is also involved in Designated Landscape group working with Welsh Government on implementation of the recommendations of the Biodiversity deep dive.

Positive Impact Spotlight: Over the last 25 years there has been a concerted effort from PCNPA, NRW (then CCW) and the National Trust to address the issues of land abandonment on the coast. During that time large areas of the coast have been brought back into traditional management. The success

has been down the consistency of effort throughout this period of PCNPA and other partners who have consistently funded this on-going work and now we are seeing the benefits in a more resilient chough population.

Over the years landowners around the coast have been assisted to manage the scrub in their coastal slopes and to re-institute coastal grazing either with their own stock or with ponies provided through the Pembrokeshire Grazing Animals Scheme. Grants have helped managers to re-instate fencing and to provide water troughs to help with the task. Habitat management for Choughs also helps a range of other species such as wildflowers and butterflies along the National Trail as well as helping with the management as grazed units require less cutting.

Through annual chough surveillance programme that has been in place since 1996 the Authority has a strong data set on Chough. Recent analysis has shown that the Chough population in Pembrokeshire appears relatively stable when it is in decline elsewhere in Wales.

On the 27th a July 2022 a group of coastal managers from across Wales gathered at Strumble to find out more about nature conservation efforts on the coastal slopes and positive impact it has had on chough population. The event was organised as part of the Dawnsio ar y Dibyn Project and included a range of organisations including NRW, RPSB and Local Nature Partnerships with participants representing both policy and practice.

PCNPA through the Dawnsio ar y Diben Coastal project also completed coastal habitat creation at Lleine during 2022/23.

Ash Dieback and Avian Flu

[Section 6 Duty]

Ash Dieback on the Authority's estate remains a key challenge for the Authority. Ash dieback impacts biodiversity in terms of those species which are reliant on ash trees (e.g. invertebrates, lichens and mosses, and some bat species). Risks to public safety also need to be considered whereby ash trees are shedding limbs or becoming unstable and falling.

Targeted ash dieback surveys have been completed on all PCNPA owned sites with zoning according to the usage of these sites and hence the risk to public safety. Outcomes from survey will result either in continued annual monitoring, more frequent monitoring or removal of tree.

Survey work in terms of the condition of the tree and the outcome are recorded and managed via an app on a mobile phone. Work was undertaken in 2022/23 to 're-build' the ash dieback app to improve accuracy, in turn, assisting the survey process as well as associated works 'on the ground'.

Since 2021 200 trees have been tagged and surveyed. Felling / lopping has also been undertaken across sites. Felling work in the winter of 2022/23 was delayed due to other urgent priorities, changes in personnel, as well as a comprehensive programme of essential refresher training (including chainsaw

training) for the Countryside Team which was completed at the end of February 2023.

A number of trees were removed in 2022/23, however further planned work will take place from October 2023.

Ash dieback work was completed in February 2023 at Saundersfoot Planation. All trees in the wood highlighted in the October 2022 level 3 survey were removed. A single mature pine that was earmarked for removal has been reduced to a 6 metre monolith for standing deadwood.

An area of concern is the amount of Ash Dieback at Freshwater East. Further planned work has been programmed with a 12-month timeframe and is due to be started after the bird nesting season in 2023. In addition to the work highlighted in the October 2022 tree survey, a site survey is being progressed with the Fire Service to determine risk with standing deadwood within the tree stock at the site.

There were confirmed cases of highly pathogenic avian influenza (bird flu) on Grassholm Island and the Pembrokeshire mainland in 2022/23. Officers worked closely and at pace with Pembrokeshire County Council and other partners to co-ordinate an approach to dealing with dead and dying birds washing ashore on beaches and to produce advice for the public.

Wildfires

[Section 6 Duty]

In July 2022, 11 hectares of hillsides and habitat over Newgale were affected by wildfires. While extensive damage made it difficult to determine a cause, the most likely source of ignition seems to have been a discarded barbecue. In August there was a further incident near Whitesands caused by a discarded glass bottle, and another major grassfire in Newgale this time burning 60 hectares. The Preseli Hills has also experienced wildfires over recent years.

The Authority continues through Pembrokeshire Wildfire Group to work with partners and communities to respond to the issue of wildfires. This included attending a public meeting in Newport Memorial Hall in June arranged by the Brynberian Biodiversity Group looking at issues and solutions following the negative impact the extensive grassfires had had on the area in March of 2022.

Pembrokeshire Wildfire group met in September and agreed that getting vegetation management plans in place and re-opening fire breaks was essential. The Group organised to have 2 fire-foggers brought back into service with a training day held at Cilrhedyn Woodland Centre for Graziers and partner agencies.

At the end of the cutting season 13.5k of fire breaks had been cut in North Pembrokeshire, the large proportion of the work happening on Frenni Fach, a common where no active management has taken place in the last 25 years. Working

with the Fire Service and their I-cutter, firebreaks were arranged on Carningli in specific locations to aid the graziers with their controlled burns, which were conducted successfully.

An article on climate change and wildfire risk was prepared for Coast to Coast 2023 with messages for public on role they can play to help reduce risk of wildfires starting.

Corporate Priority: Climate

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

- PCNPA to be a carbon neutral Authority by 2030.
- PCNPA has supported the Park on its pathway to becoming carbon neutral as near as possible to 2040.
- The National Park is made more resilient to the impacts of climate change by working with partners and supporting work led by the Public Services Board.
- Engagement activities with staff and wider public have led to behaviour change.

Through supporting the Authority and Park to become Carbon neutral it supports a prosperous Wales ambition for Wales to

be a low carbon society. It also supports a globally responsible Wales and a healthier Wales. Contributing to Welsh public sector ambition to reach net zero greenhouse gas emissions by 2030 and national milestones for Wales:

- Wales will achieve net-zero greenhouse gas emissions by 2050
- Wales will use only its fair share of the world's resources by 2050

Carbon sequestration activities that also benefit nature recovery support a more resilient Wales. Building resilience in terms of climate adaptation supports a more resilient Wales and a Wales of cohesive communities.

Our activities during the year took account of the wider policy context impacting on climate change and decarbonisation:

- Welsh Government's ambition for public bodies collectively to be carbon neutral by 2030 and its '[Routemap for decarbonisation across the Welsh Public Sector by 2030](#)' and the '[Net Zero Wales Carbon Budget 2 \(2021-2025.\)](#)'
- Wider Welsh Government national strategies on [circular economy](#) and [transport](#) .
- [The Climate Change Risk Assessment for the UK](#) and [Pembrokeshire Climate Adaptation Strategy](#).
- Development of [Decarbonisation and Net Zero](#) project and [Climate Adaptation project](#) within the Well-being Plan for Pembrokeshire.

2022/23 Climate Overview

Organisational Change

PCNPA's organisational change process has led to the establishment of a new Decarbonisation Team, appointment of a new Head of Decarbonisation and during the year it began to develop a Decarbonisation Delivery Plan and Adapting to Climate Change Delivery Plan. The creation of decarbonisation team and specific roles to drive this work including a decarbonisation officer will help provide greater capacity and co-ordination to the Authority's decarbonisation work going forward. Helping to progress review of decision making and documents, procurement activities, improved waste data collection and implementing carbon literacy training for staff.

Our emissions and reduction activities

[Section 6 Duty]

The Authority uses the Welsh Government Net Zero emissions submission calculation and framework to work out its carbon emissions for the year. Officers from across the Authority worked together to complete the 2021/22 and 2022/23 submission in advance of the September deadlines. The data below reflects the data submitted as part of the 2022/23 submission. Please note 2022/23 data referenced below has not yet been reviewed by Welsh Government and figures are influenced by changes in calculation methodology across years.

Units of kgCO2e			
Categories	2021/22	2022/23	% change between years
Emissions			
Buildings	105,968	108,575	+2.46%
Fleet and Equipment	163,074	107,966	-33.79%
Business Travel	9,493	15,267	+60.81%
Commuting	76,428	105,571	+38.13%
Homeworking	47,741	29,497	-38.21%
Supply Chain	1,130,122	932,506	-17.49%
Land Use	4,169	4,210	+0.98%
Total	1,536,995	1,303,592	-15.19%
Removals			
Land Use	-1,286,368	-1,288,473	-0.16%
Caution is needed in comparing 2021/22 and 2022/23 Land Use data due to potential anomalies within WG spreadsheet calculation.			

When the Authority's removals from land use are factored in then total emissions from 2022/23 were 15,119 kgCO2e. When emissions are not offset against land removals, the Authority's emission were 1,303,592 kgCO2e a decrease of 15.19% on 2021/22. The Aquatera report modelled a mid-way point for decarbonisation pathway for the Authority of 180,00kg per year for 2025.

Buildings: We saw a slight increase in buildings emissions between 2021/22 and 2022/23 of 2.46%. There was an increase in usage consumption across all energy areas

except LPG. However, this does not directly correspond to increases in emissions for some areas due to impact of changes in emission factors and in what is captured outside of scope. For example, there was an 8% increase in consumption of Grid Electricity, however due to change in methodology and some emissions being classed as outside of scope we saw a 2% decrease in emissions. Please note that our Grid Electricity is purchased through Renewable Energy Guarantee of Origin agreement tariff. There was a 3% increase in Natural Gas usage between 2021/22 and 2022/23, with a 2.8% increase in emissions. Despite having a 9% decrease in LPG consumption there was a 35% increase in emissions due to increase in the LPG emission factor for 2022/23. There was a 50% increase in tonnes of Bioenergy – wood pellets which saw an 35% increase in emissions despite a decrease in the emission factor. During 2022/23 PCNPA initiated work with Welsh Government energy service to look at the energy use on our buildings and they will produce a report highlighting areas for carbon reduction or introduction of sustainable technologies including viability. This report is expected in 2023/24.

Fleet and Equipment: Fleet has now been recorded based on the more accurate consumption rather than distance method. We have seen a 33.79% decrease in emissions and this is likely to reflect the impact of increase in electric vans in the Authority's fleet. The Authority had experienced ongoing delays in terms of receiving delivery of outstanding electric vans on order. However, by the end 2023/24 all electric vans

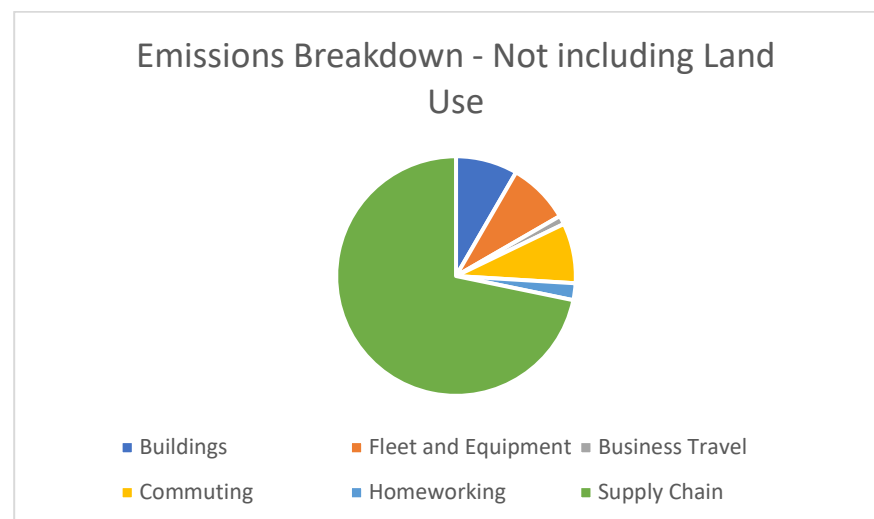
had been received with 42% of Authority Vehicles now either hybrid or electric, compared to 28% in 2021/22.

Business Travel: Business travel emissions are up 60.8% on 2022/23. However, this reflects a return of more in person and site visit meetings which were less common in previous years due to impact of Covid 19 on working practices. It also includes the hire of coaches and mini-buses for education and supported walking projects. Business travel remains one of our lowest emission areas.

Commuting and Homeworking: There are accuracy issues in terms of the commuting and homeworking figures as they are based on modelling data from Travel Commuting Survey for 2022/23 and scaling up based on FTE average total for organisation. Data was modelled from 86 survey responses. The % change in commuting and homeworking figures reflect staff returning to sites after previously working from home because of COVID 19 and workplace measures. Some staff continued to work from home, while others adopted hybrid approach working from home for part of the week and working in office for part of the week. It also potentially reflects a wider breadth of responses from different teams across the Authority.

Supply Chain: The breakdown of emissions shows that procurement remains the highest source of emissions and this is where we have seen the highest reduction in emissions. However, care is needed when looking at procurement emissions as the current methodology is based on a spend based model. It reflects reduction in emission of 56% from

Agriculture, forestry and fishing spend categories and 72% reduction from construction spend category, which after manufacturing was our biggest emission source in 2021/22. Manufacturing spend category remains our biggest emission source and saw a 32% increase in emissions compared to 2021/22.



The Authority's new decarbonisation officer will be exploring potential decarbonisation opportunities for our procurement activities. The Authority's centres continue to look at opportunities to support local and eco-friendly suppliers in terms of purchasing for their retail offers.

Land Use: Caution is needed in comparing 2021/22 and 2022/23 Land Use removal data due to potential anomalies within WG spreadsheet calculation. During 2022/23 the Authority purchased through SLSP funding 2.89 hectares of

land with the aim of creating a community woodland at Brynberian in North Pembrokeshire. 10% of the land is currently woodland, while 90% is grassland. The Authority purchased the Graply field site in 2021/22 for carbon sequestration and nature recovery purposes and it has now moved into the regular conservation work programme management programme. Interpretation has been developed for the site to explain how it is being used for carbon sequestration and nature recovery. One of the challenges for the Authority is around current emission factors used for grassland in Welsh Government calculation, which does not capture positive impact of grassland managed for conservation. Moving to Tier 2 methodology could assist with this.

Waste: Please note the Authority does not currently record waste data separately, it is recorded via our supply chain spend. The Authority’s decarbonisation officer will look for opportunities to put in place recording methods to enable us to record figures under this tab in the future. The three Authority Centres continued to achieve the Green Key Awards. During the year Castell Henllys ran events as either zero waste or using natural and non-plastic materials. The retail co-ordinator at Oriol y Parc has been working to reduce plastic waste in the shop and has asked suppliers to reduce plastic packaging on several items, which has been successful. A new supplier has been found to provide plastic free bubble wrap and parcel tape for the centre, which is used to wrap delicate items when sold. Oriol y Parc’s summer art

workshops also focused on the environment and use of recycled, repurposed and natural materials.

Renewables: The Authority is investigating the installation of photovoltaic PV at Cilrhedyn and other sites in the National Park. A consultant report was updated during the year due to some potential additional grid export capacity.

Total Generated – Units of kwh		
Categories	2021/22	2022/23
Renewables -		
Onsite renewables - heat	167,994	249,264
Onsite renewables - electricity	16,436	4,789
Purchased renewables - electricity	303,232	330,995

There was an issue with OYP photovoltaic system during the year resulting in lower figure for onsite renewable – electricity compared to 2021/22.

Community Decarbonisation Projects

[\[Section 6 Duty. Equality Duty\]](#)

During 2022/23 12 community projects that contribute to decarbonisation and help respond to the climate emergency were awarded almost £200,000 from the Authority’s Sustainable Development Fund. This amounted to 97.18% of the fund being allocated.

The successful projects were:

- Begelly Kilgetty Community Association – £13,529 to install solar panels on the Community Centre.
- St John Ambulance Cymru – £17,176 to install a solar photovoltaic system with battery storage at their training centre.
- Lamphey Village Hall – £7,296 to install a heat storage battery to replace a gas boiler for heating water.
- White Hart Community Inn, St Dogmaels – £9,525 for roof insulation and solar panels.
- Haverfordwest Rugby Football Club – £9,623 to install solar photovoltaic panels at the club house.
- Canolfan Clydau – £11,663 to create solar powered clothes drying room and covered secure bike shelter.
- 1st Johnston Scout Group – £1,610 for car park solar lighting at the Scout Hall.
- Pater Hall Community Trust – £3,016 towards insulation in the Community Hall.
- Ffynnyone: Community Resilience in North East Pembrokeshire – £25,000 to deliver food growing events for the community, following a successful pilot phase.
- Pembrokeshire Coast National Park Authority – £61,634 towards employing a Dark Skies Implementation Officer for three years.
- Tenby Museum and Art Gallery – £10,624 towards energy reduction, lighting and heating improvements.
- Ecodewi – £19,760 to run an 18-month community project driving grassroots action to tackle climate change.

11 Decarbonisation projects were completed in 2022/23. 6 projects were completed in 2021/22. Projects completed in 2022/23 included:

- Solva Community Club House – installation of PV panels on club house.
- Marloes and St Brides Village – installation of battery system to supplement PV panels.
- Narberth and District Community and Sports Association (Bloomfield house) - installation of PV panels.
- Ludchurch Village Committee – installation of batteries for solar PV storage and ensure efficient use of energy generated through the day.
- Hubberston and Hakin Community Centre – installation of batteries to benefit from the solar electricity generated, particularly during the evenings when the centre is regularly used.
- Lamphey Village Hall – installation of heat storage battery to be used with existing solar panels.
- Tenby United RFC – installation of recycling bins and litter pick stations at each of the sports facilities in the town to minimise waste and increase recycling.
- Awel Aman Tawe - innovative educational program spreading the message on climate change in innovative, engaging and creative way. Working with 6 local primary schools.
- Pater Hall Community Trust – completed a carbon reduction project, increasing insulation in community building.

- Ecodewi – completed community led decarbonisation project, raising community awareness and action to change behaviours, decarbonisation and carbon sequestration in St Davids.
- Fynnone Community Resilience North East Pembrokeshire – completed sow it to grow it pilot project. Expanding the growing space on 2 sites in Cilgerran and Blaenffos, running food growing courses and a community wellbeing day.

Positive Impact Spotlight: The Sustainable Development Fund is not only supporting emission reductions for community groups providing community facilities but also helping to reduce their energy costs during the cost of living crisis. Hubberston and Hakin Community Centre reported that installation of the battery had already reduced their utility costs by 45%.

Greening Agriculture

[Section 6 Duty]

Funding was secured through Sustainable Landscapes Sustainable Places Welsh Government Grant to deliver a second phase of the Greening Agriculture pilot. This project aims to work with the agricultural sector to support decarbonisation and carbon sequestration activities. 2 renewable energy projects, 1 rainwater harvesting project and three Carbon storage/ cycling projects were approved during the first phase.

The terms of the Sustainable Development Fund Committee were changed at the October 2022 National Park Authority meeting to include decision making for the Greening Agriculture pilot scheme, to ensure good governance and transparency.

The Committee approved four new projects in 2022/23 to be funded through the pilot. Including:

- Installation of refrigerant heat recovery system and digital control panels for the water tank
- Installation of 50kwh Battery storage
- Installation of Vacuum pump, double bank plate cooler and heat recovery system.
- Installation of heat recovery system and variable speed vacuum pump.

Electric Vehicle Charging Points

The installation of EV charging points to create a county wide network was completed in 2022/23. The network is designed to give thorough coverage across the county of Pembrokeshire to address the EV charging needs of residents, visitors and to support and encourage the transition to electric vehicles. Rapid charger locations have been chosen to be visitor destination “hubs” and are positioned close to the trunk road network and major ferry terminals in Pembrokeshire. The same charging units as Pembrokeshire County Council have been installed to ensure a coordinated approach and seamless delivery across the county. Some

minor snagging items needed to be resolved alongside 'back office' issues regarding electricity supply charges.

EV charging points in PCNPA Car parks were used 6,634 times (118,944 Kwh) 2022/23, this compares to 1,322 (22,046 Kwh) in 2021/22. With the Brewery Meadow, Saundersfoot charger being the most popular being used 1,829 times, followed by the Llanion Park HQ, front in Pembroke Dock being used 785 times. With average time taken to charge 1.47 hrs.

Positive Impact Spotlight: The partnership work of PCNPA and Pembrokeshire County Council on developing a network of EV charging points across Pembrokeshire and the Park meant that of 1st July 2023 Pembrokeshire was still no.1 in Wales for availability of battery EV charge points per head of population. Pembrokeshire is also in the top 20% UK wide. This is captured in following [map](#) from Department for Transport.

Engagement

[Section 6 Duty. Equality Duty]

The changing coast crowd sources photography project, where members of the public send in photos from fixed point photography posts and share it with PCNPA to record changes in the landscape had 522 submissions in 2022/23. This compared to 486 in 2021/22 and shows the continued popularity of this project with members of the public walking in the Park.

There were 4,736 participants in public events and activities programme - focused on climate change, decarbonisation and sustainability. This included a Sustainable Living Day being hosted at Castell Henllys and the Glow event at Carew. Glow was a Christmas lights experience designed with an emphasis on low-energy usage, using around 85% less energy than traditional filament-based lighting. Visitors were also able to power some of the decorations in the Walled Garden themselves, by jumping on a bike and generating pedal-powered energy.

122.5 volunteer and social action days contributed to beach, foreshore and river cleaning activities in 2022/23, compared to 117 in 2021/22.

There were 645 participants in PCNPA's education programme sessions that focused on climate change, decarbonisation and sustainability.

There were 5,055 participants in community and outreach engagement programme sessions and activities focused on Climate Change/ Decarbonisation.

Community Tree Planting

[Section 6 Duty. Equality Duty]

1,182 Trees/ Saplings have been planted via the 70@70 Community Tree Planting project with Community, Town and City Councils. 37% of Community, Town and City Councils have participated to date in Community Tree Planting Project,

with 18 communities undertaking tree planting projects during 2022/23. Community tree planting activities included:

- Planting apple, guelder rose and rowan trees on a roadside area in Moylegrove.
- Planting a variety of fruit trees to create an orchard area at Llawhaden Community Sports Field.
- Planting some fruit and berry trees in Walwyn's Castle Churchyard.
- Planting 30 trees along the playing field boundary of Maenclochog School and a variety of trees within open spaces in Maenclochog village.
- Planting a new hedge and apple tree in Trefin play area.
- Planting a hedgebank adjacent to the common on Sutton Mountain.
- Rejuvenation of a hedgebank at Nevern Village Hall.
- Planting a selection of trees including crab apples and eating apples in Hayscastle Chapel Field.
- Planting projects in Kilgetty Community Garden, around Manorbier Youth Hostel, Saundersfoot Sports Ground and Angle play area where a mixture of native trees were planted to create hedgerows and copses in community spaces.
- The communities of Amroth, Martletwy, Uzmaston and Boulston and Carew distributed their commemorative trees to members of the community to take away and plant themselves.

The apple trees provided to communities have been locally grown varieties suited to our Pembrokeshire climate.

355.5 volunteer and social action days contributed to Tree Planting activities in 2022/23m compared to 246.5 in 2022/23.

Positive Impact Spotlight: PCNPA volunteers continued to participate and support Pembrokeshire Nature Partnership's flagship tree planting scheme that has been running since 2019/20. A local midwife approached the partnership after taking inspiration from the Welsh Government's Plant! scheme, which plants a tree for every child born in Wales. The project involves public bodies, private companies and individuals working together to plant 1,3000 trees each year to represent the number of babies born in Pembrokeshire. As of the 2022/23 planting season, 6,560 new trees have been planted under the project, utilising 775 volunteer hours. In addition to the tree planting, the PCNPA Community Archaeologist has used the site to train volunteers in survey and maintenance of Scheduled Ancient Monuments (SAMs), resulting in the SAM at the site being removed from Cadw's register of at risk monuments.

Trees and Woodland Siting Guide

[Section 6 Duty]

The Authority has been developing Tree and Woodland supplementary planning guidance. This will help ensure that wider carbon sequestration activities based on tree planting in the Park are appropriate and take account of the right tree in the right place approach. During the year Members approved for this supplementary guidance to go out for consultation,

with consultation ending in May 2023.

Peatland activities

[Section 6 Duty]

Peatlands play an important role in the capture and storage of Carbon. Pembrokeshire Coast National Park Authority is part of the partnership LIFEquake project and secured separate grant of just over £20,000 from NRW for additional peatland restoration work for over the winter months. Activities undertaken this year include:

- No Fence collars, bought with funding from Greening Agriculture, were used on Gweunydd Blaencleddau SSSI, Mynachlogddu. Ruby Red Cattle are wearing the collars on an enclosed parcel of land and the adjacent common (Waun Cleddau), as both sites have deep boggy areas where cattle have had to be winched out after straying in. The No Fence app allows these areas to be excluded from the grazing unit, keeping the cattle safe. Neither site had been grazed for years because of the hazards for livestock.
- At Rhydiau, grazing has been introduced for the first time in nearly 20 years because the site is now stockproof. Goats are being used to manage the willow and bramble regeneration, which has been suppressing the peatland vegetation and gradually drying out the site.
- Peatland Firebreaks have been cut at Rhos Hescwm, a common near Dinas. Volunteers have cleared

regenerating trees and scrub at the site to help prevent the peat from drying out and oxidising.

- Rhododendron has been treated by stem injection at Trerhos Common SSSI.
- Fencing work was undertaken at March Pres, Pontfaen, so that pony grazing can continue. A new section of fence at Comin Wern (both a peatland area and a common) and Maes yr Wyn was also completed.

Collaboration and improving our knowledge

A workshop was held with Members to feedback the findings from the Small World Consulting Report on the Carbon footprint assessment and proposed pathway to Net Zero for Pembrokeshire National Park.

Staff completed a commuting questionnaire and attended a workshop, contributing to the Welsh Government's Public Sector Behaviour Change Project, facilitated by the Welsh Government Energy Service.

Officers from PCNPA engaged with the development of the [Pembrokeshire Climate Adaptation Strategy](#). The strategy was produced by consultants on behalf of the Pembrokeshire Public Services Board. The strategy has been used to inform the development of PCNPA's adapting to climate change delivery plan.

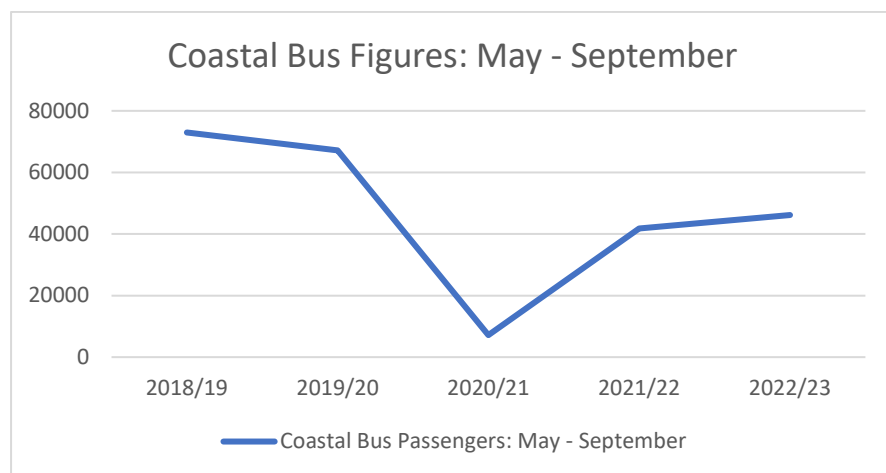
During the year officers continued to attend the WLGA Climate Strategy panel meetings.

Sustainable Transport

[Equality Duty]

During the year PCNPA commissioned an evidence-based research report to identify approaches to managing recreation-related vehicular issues. This includes taking account that most visitors arrive by car or motor vehicle. Consultants were appointed during 2022/23 and this work is ongoing.

The Authority continued to provide financial support for coastal bus service in 2022/23. Passenger numbers did increase on 2021/22 figures but have not recovered to pre-pandemic total yet. Some services were affected by a lack of drivers and were only able to offer very limited services for parts of the 2022 season.



During 2022/23 officers have been working towards launching an E-bike Hire Scheme at Oriel y Parc funded through Brilliant Basics. The project has faced some challenges and delays due to complexity of developing a scheme of this nature and impact of restructure process. Work is ongoing with scheme due to be launched in 2023/24.

Coast Path Resilience – Increasing Resilience

PCNPA continued to carry out activities to increase resilience of paths and to respond to the impact of coastal erosion and poor weather cycles and storms on them. During 2022/23:

- Consultant engineers were engaged to prepare schemes on Coast Path revetments at Angle and the tidal crossing of the Gann, Dale.
- Contractor undertook emergency repairs on Sandy Haven crossing.
- Two footbridges were replaced with more resilient and durable structures to withstand floods.
- Major diversion of Coast Path at Porthyraw, Solva progressed following obtaining consents from Cadw and Public Path Diversion Order. Diversion required as existing Coast Path route is at risk due to unstable/ eroding cliff. New route will provide long term continuity for Coast Path on stable ground.

Corporate Priority: Connection

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

- People are supported to lead a more physically active lifestyle by accessing the National Park, through promoting sustainable outdoor recreational opportunities.
- People are supported to report that accessing the National Park has had a positive impact on their health and wellbeing.
- PCNPA has helped address where possible the barriers that can impact on people from diverse backgrounds or facing socio-economic disadvantage from connecting with nature and heritage opportunities in the Park.
- Provide support to enable people of all ages to develop an understanding of the National Park.
- Infrastructure is maintained, including the Public Rights of Way network, heritage assets and access points to enable people to continue to gain access to and enjoy the National Park.
- Historic assets in the National Park are protected and appreciated.

Supporting people to access the physical and mental well-being benefits of the outdoors and engaging with nature and heritage contributes to a healthier Wales and a Wales of vibrant culture and thriving Welsh Language. Breaking down barriers to assist a more diverse range of people to take action for nature and heritage or experience the Park supports a more equal Wales, Wales of cohesive communities and a resilient Wales. Contributing to National Indicators for Wales on:

- Percentage of adults with two or more healthy lifestyle behaviours
- Percentage of people who volunteer
- Mean mental well-being score for people
- Percentage of people who are lonely
- Percentage of people attending or participating in arts, culture or heritage activities at least three times a year
- Percentage of designated historic environment assets that are in stable or improved conditions
- Active global citizenship in Wales

Our activities during the year took account of the wider policy context impacting health and well-being, learning and access to outdoors and heritage opportunities:

- [South-West Wales Area Statement](#) and role access to green and blue spaces can play in supporting improved health outcomes.
- Developments linked to creation of All Wales Framework for Social Prescribing.

- [The New Curriculum for Wales](#) and the ‘what matters statements’ across the six areas of learning and experience.
- Welsh Government’s [Term of Government Remit Letter for the National Park Authorities](#) that stated it would like to see all bodies working with under-represented audiences and communities.
- [Welsh Government’s Equality related plans](#), and Authority’s own [Equality Plan](#).
- Development of the [Reducing Poverty and Inequalities project](#) within the Well-being Plan for Pembrokeshire
- [Rights of Way Improvement Plan](#)
- [Welsh Government Priorities for the historic environment of Wales](#).

2022/23 Connection Overview

Organisational Change

[Equality Duty]

PCNPA’s organisational change process has led to the establishment of a new Engagement and Inclusion Team, appointment of a new Head of Engagement and Inclusion and during the year it began to develop a number of delivery plans that will support delivery in this area. This will provide further opportunities to respond to recommendations made within the Experiences for All report. The Authority’s health, well-being and inclusion activities this year had positive levels of engagement demonstrating good recovery from previous

Covid 19 impacts. This provides a strong foundation for future work in this area.

Supported Walking

[Equality Duty]

There were 3,067 participants in supported walking activities, including Walkability, West Wales Walking for Well-being (Pembrokeshire) and Wild Well-being wanderer sessions in 2022/23, compared to 1,578 in 2021/22. These included:

- West Wales Walking for Health walks
- Open Walkability walks
- Dementia supportive well-being walks
- Exercise referral walks, including cardiac patients
- Sessions with VC Gallery and Value Independence
- Sessions with MIND Pembrokeshire linked to our Roots to Recovery Project

Positive Impact Spotlight: Wild Well-being Wanderers is a group that was set up to be as inclusive to as many users as possible, providing opportunities to test and try out walking routes for people with different mobility and accessibility needs. 3 consultation events were initially held with professionals and potential participants, and they were asked how we could make walks in Pembrokeshire Coast National Park more accessible. One of the main themes that came back was knowing where to go and detailed information on what the walk was like. This was also highlighted in the PCNPA Experience for All report, with walking rating highly as

a 'preferred activity', but issues around accessibility and 'knowing where to go' were identified as barriers for some alongside the cost of carparking and a lack of toilet facilities.

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

Canaston Woods was decided upon as a site for a monthly walking group due to its reasonably central location. Work undertaken by Sustrans and NRW (a consultee and supporting organisation in developing this project) to improve routes in this area, together with access to free parking also made it an ideal location. The possibility of providing routes to suit different walking capabilities also meant that Canaston Woods was the ideal setting for an accessible walking programme. Toilets were also a barrier and we have purchased a disabled 'porta loo' with a tent for use on the site. Equipment to access walks was also a barrier so we provide access to mountain trikes, walking sticks and a walker that converts into a wheelchair. We also have a selection of wellington boots and ponchos for wet weather.

A programme of walks was delivered by the Walkability officer supported by colleagues from the National Park Authority and volunteers and professionals from stakeholder groups.

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

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

The feedback is extremely positive, with staff and participants saying how much it helps their mental health and how they look forward to the session every month. One of our participants has never been able to access woodlands like they have during our sessions, due to lack of public transport to these areas. It has also inspired staff and participants to revisit area with their families.

2022/23 was the final year of Health and Well-being funding support for the West Wales Walking for Well-being partnership project. Alongside delivery of the walk programme across the partnership areas of Pembrokeshire, Ceredigion and Carmarthenshire, wider evaluation activities were undertaken to inform the impact and next stages of the project. In April 2023/24, the project begins a 9 month period of funding through NRW's resilient community fund.

183 supported walks were led or supported by volunteer activity leaders.

Positive Impact Spotlight: West Wales Walking for Well-being/ Walkability officer has worked with VC Gallery to train a member of staff to run jointly facilitated low level walks in the Haverfordwest area for those with limited mobility. Two of those involved in the group walks wished to become volunteer walk leaders following their experience with the group. One was a wheelchair user and uses our mountain trike for volunteering, and both are military veterans. As volunteer walk leaders they now assist with our Wild Wellbeing Wanderers walking group and Walkability groups. They both say how much they get out of walks and volunteering and how it has benefited them. VC Gallery now run weekly walks for West Wales Walking for Wellbeing, with the project co-ordinator providing only limited input.

Outdoor Mobility Scheme

[Equality Duty]

PCNPA continued to improve access to Pembrokeshire's award-winning beaches and other outdoor areas by providing a range of mobility equipment including beach wheelchairs. During the year the Authority expanded the range of equipment available using funding from Welsh Government's Brilliant Basic fund. The equipment is available to hire for free from various locations around the coast or directly from the Authority. Most of the equipment is available to hire from

popular locations near the coast thanks to the local businesses who have kindly agreed to become hosts.

The Authority's range of mobility equipment is specially designed and manufactured to be used on sandy beaches and other outdoor terrain, including equipment that is suitable for children as well as adults.

There were 399 bookings for the Authority's beach wheelchairs and mobility equipment in 2022/23. This does not include additional bookings for mobility scooters at the Authority's centres.

The Outdoor Mobility Project was also promoted online thanks to an [animation](#) produced by Bournemouth University students for BFX UK's largest computer game and animation festival. The animation features the type of specially designed beach wheelchairs that are available to hire at various locations around the Pembrokeshire Coast.

Positive Impact Spotlight: The Authority's ranger team supports Ysgol Preseli to introduce new pupils to the local area and the Preseli Hills through its Cwrs Croeso walks. This year one pupil had mobility issues and PCNPA staff arranged for the mountain trike wheelchair to be available so they could take part.

Social Inclusion and Outreach activities

[Section 6 Duty. Equality Duty]

7,168 participants were engaged with through our social inclusion and outreach activities/ sessions in 2022/23, this compares to 3,111 in 2021/22 and is above pre pandemic levels. This 130% increase reflects increase in supported walking, Roots to Recovery and early years sessions and ongoing Pathways sessions.

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

- Successful launch of R2R Hub locations in Haverfordwest, Pembroke and Fishguard. With regular sessions held across all hubs.
- Mind Pembrokeshire Garden renovations and R2R Witybush allotment production and care.
- Practical volunteering tasks and a range of activities that are designed to be accessible, fun and sometimes relaxing, with the opportunity to learn new skills and meet new friends.
- The project includes mentors who support other participants and activities taking place from the hubs. The project has been providing training and development opportunities for mentors including first aid, safeguarding and minibus courses.
- The project aims to be people led and the project has a 'peer to peer' group, the members of which contribute to

the development and management of the project through the steering group.

Positive Impact Spotlight: The positive experiences and impact of the project and on participants is captured on the [Roots to Recovery – Mind Pembrokeshire Facebook page.](#)

PCNPA continued to offer supported volunteering, opportunities in the Park and surrounding areas through our Pathways project. The project is designed to remove some of the barriers faced by people who want to participate in practical volunteering and get out and explore the local countryside. This includes provision of minibus transport for many of its activities. During the year new volunteers continued to join the group and participants took part in a range of practical volunteering activities including

- Installing a new step and improved surface and drainage at Minwear Wood.
- Installation of a double sleeper walkway on a footpath near Pointzcastle. A challenging job requiring team work to safely carry and position the heavy sleepers.
- Two fencing projects so that sites can be grazed for conservation, construction of a gate and steps.
- Haymaking at Tenby Cemetery.
- Litter pick of the fire site at Pinch Hill behind Newgale Beach where a trailer load of glass bottles and tin cans were retrieved from the ashes by the Pathways Team and Voluntary Wardens.

- Woodland management and coppicing at one of our conservation sites near Jeffreyston.
- Hedge laying around Withybush depot and at Ysgol Cas-mael.

Positive Impact Spotlight: An evaluation session was held for pathways volunteers with the opportunity to reflect on their experience and celebrate their achievements. Feedback was extremely positive with participants rating the inclusivity and the social aspect of the Pathways group highly. This was an unexpected benefit of the group for some and they felt that they had made new friends and benefitted their wellbeing. Volunteers also valued the range of tasks and opportunities and the new skills they had acquired because of their volunteering.

1,338 participants were engaged with through our social inclusion and outreach activities with young people. This included Next Generation Activities involving Youth Rangers and Youth Committee, Duke of Edinburgh Award practical sessions and activities with Point Youth Club based in Fishguard.

There were 590 participants in early year/ pre school sessions in 2022/23. Most of these sessions related to the First 1000 days project. However, the figure also includes nature walk facilitated by Castell Henllys staff for Can i Blant Penfro, who use the Tipi at the site.

The First 1000 days project aims to work in partnership with local groups and organisations to create and pilot new, meaningful opportunities for preschool age children, their parents, and carers to play in nature and learn about the outdoors. This work is supported by Pembrokeshire County Council's Early Years Team. Working with Flying Start settings and nurseries across Pembrokeshire, the project specifically focuses on areas in Pembrokeshire where there are rural and urban deprivation. Sessions often involve showcasing approaches to outdoor activity both in and around a nursery site and can involve setting out to explore the locality within reasonable walking distance of each nursery. The project is also developing resources (activity cards and neighbourhood maps) intended to support both nurseries and the parents/carers of pre-school children to explore and spend more time in outdoor spaces. In October the project provided the opportunity for 3 Milford Haven based nursery settings to send children to St Brides Orchard for a morning of inspirational outdoor activity.

Positive Impact Spotlight: During the year focused activity was carried out on engaging with parents and pre school children in Pembroke Dock/ Pembroke, working with Flying Start Pembrokeshire. Parents were recruited through local nursery provision including Flying Start, Pembrokeshire. A range of sessions were delivered as part of the project's programme (with sessions initially based at VC Gallery's base in Pembroke Dock and now based at Foundry House, Pembroke). Participants had the opportunity to explore local open spaces including Tabernacle Community Gardens,

Holyland Woods, Pembroke Common and Stackpole Walled Gardens and Colby Woodland Gardens. Activities have included sensory play using sawdust, soil, sand, bird seed, bubbles, mud painting, blackberry painting, chalking, water play, searching for mini beasts, seed planting, seed bombs and clay modelling.

The First 1,000 Days project officer also attended a series of open sessions for families in Pembroke Dock, working alongside Plant Dewi on the 21C farm site adjacent to Ysgol Harri Tudur/ Henry Tudor School. They provided outdoor activity programme for younger children and their parents.

There were 2,233 participants in public events tailored to meet different needs in 2022/23. This included quiet sessions at Castell Henllys, tailored event for wheelchair users at Castlemartin, kids rule the castle at Carew, 70th Anniversary Tea Party at Canaston Woods and winter warm spaces art and craft workshops at Oriel y Parc. There were 718 participants in OYP Art Clubs and Workshops in 2022/23, compared with 163 in 2021/22.

Volunteers

[Section 6 Duty. Equality Duty]

Volunteers contributed 2,847 volunteer days in 2022/23, this compared to 2,294 in 2021/22 across a range of access, conservation, heritage, visitor ambassador, gardening, community archaeology and site volunteer opportunities.

There were 3,797 participants in volunteering and social action activities that involved physical activity in 2022/23, this compares to 2,650 in 2021/22.

96 volunteers attended volunteer training sessions facilitated by the Authority in 2022/23, this compares to 290 in 2021/22. The Authority has seen a fall in the number of participants in training sessions for volunteers. However volunteering training opportunities tend to be affected by specific projects that have funding for volunteer training and this causes variations across years. Training during the year included MiDAS mini bus training, mental health awareness, Geology and marine code and wildlife monitoring.

Health Networks and Collaboration

PCNPA continued to support the facilitation of the West Wales Nature Based Health Network, with group continuing to be active on the Basecamp platform. Initial meetings and Basecamp platform were set up for Out and About network (which aimed to build on legacy of Let's Walk Pembrokeshire). However further development of the network was put on hold following restructure and personnel changes. Future involvement with this network will be reviewed as part of wider review of what health related networks we are part of and facilitate. Future engagement with Public Health Wales will also form part of his review.

Education

[Section 6 Duty. Equality Duty]

There were 8,395 participants in the Authority's education programme in 2022/23, this compares to 8,143 in 2021/22. The figure shows recovery from impact of pandemic in 2019/20 where numbers were at 2,234, however participant numbers haven't returned to the above 10,000 mark seen pre pandemic. There were 6,819 participants in outdoor learning sessions in 2022/23 this compares to 6,846 in 2021/22.

In terms of the centres, Castell Henllys had 2,433 participants in its education programme in 2022/23, this compared to 1,950 in 2021/22. An increase of 25%. The centre continued to attract schools from outside of Pembrokeshire. While Carew had 1,351 participants in its education programme in 2022/23, this compared to 595 in 2021/22. An increase of 127%.

Gwreiddiau/Roots is a partnership project set up by Pembrokeshire Coast National Park Trust, PCNPA with the financial support of South Hook LNG. It provides engaging outdoor learning sessions and aims to foster a better understanding of local food production and provide help to develop outdoor spaces.

The Pembrokeshire Outdoor Schools (PODS) partnership, which is co-ordinated by PCNPA, is a network of specialist organisations, head teachers and local authority advisors. Its aim is to support schools in encouraging children to become fully engaged with and confident in their local environment.

During 2022/23 the Pembrokeshire Outdoor Schools website was launched with a range of [resources](#) and [case studies](#) to support schools with their outdoor learning journeys.

Outdoor school activities supported by the Roots project and PODS co-ordinator in 2022/23 included:

- Orchard Blossom and Apple visits to St Brides for schools in Milford Haven cluster.
- Night-school Mug 'n Rug event at Neyland school, involving star-gazing, camp-fire cooking and lanterns.
- Johnston school visit to East Hook Farm for meadow study day and facilitated Springboard to develop an accessible boardwalk to the fire circle area at the school.
- Delivery of John Muir Award sessions at Gelliswick school.
- Outdoor Schools celebration event at Scolton Manor Country Park. 130 children attended from nine different schools.
- Pembrokeshire Outdoor Schools co-ordinator contributed to a Climate Change workshop with Pennar Primary School as part of their mini COP 27.

Pembrokeshire Outdoor Schools continued to support teacher training events including:

- Event held at Johnston with over 60 teachers from Pembrokeshire and South Wales to showcase the outdoor learning practice on the school site.
- Training session hosted by Neyland Primary School looking at how to 'create and manage a pond for outdoor learning.

- Training session at Pembroke Dock Community School on 'designing school grounds for outdoor learning.'
- Training session at Carew Castle where teachers joined a participative session looking at the new Curriculum for Wales and Outdoor Learning.
- Bushcraft skills session for teachers at Scolton Manor.
- School grounds workshop at St Marks CofE Primary School.
- 'Ship Wrecked' training in partnership with the Natural Resources Wales Education team

Funding has been secured for Designated Landscapes Education project funded through the Sustainable Landscapes, Sustainable Places Fund until March 2025. The aim of the project is to create a set of bespoke learning resources for all of Wales's 8 Designated Landscapes. PCNPA is the lead organisation in delivering the project. PODS and NRW education team are also involved with the project.

Community Archaeology

PCNPA continued to deliver its Safeguarding Archaeological Monuments scheme, working with volunteers to monitor and develop a work programme focused on our publicly accessible monuments. The Community Archaeologist is also involved in joint visits with volunteers as part of ongoing training programme for the volunteers. In 2022/23 as part of the scheme, 152 visits to monuments were carried out by heritage volunteers and there were 18 monuments where improvement/ maintenance work was carried out. 30 volunteer

days were contributed to volunteer heritage monitoring in 2022/23, compared to 47.5 in 2021/22.

PCNPA continued to collaborate and engage with Dyfed Powys Police, Cadw and Dyfed Archaeological Trust through Heritage Watch scheme, which aims to respond to the issue of heritage crime in the Park. 22 known heritage crime occurrences were reported during 2022/23. During June, the Authority in collaboration with heritage volunteers and Dyfed-Powys Police carried out over 20 patrols to sites at risk during the summer solstice. A communications working group was set up during the year to focus on the publicity and communication aspect of Heritage Watch. During January 2023, a Heritage Watch joint visit took place between the Community Archaeologist and colleagues from Dyfed-Powys Police and Cadw to Pentre Ifan to look at a heritage crime incident at the site. The Authority also supported an online training session for neighbourhood policing teams in Dyfed-Powys. Talks on heritage crime and the heritage watch scheme were delivered by the National Park, the Dyfed Archaeological Trust, Clwyd-Powys Archaeological Trust, Cadw and Amgueddfa Cymru/National Museum Wales.

Positive Impact Spotlight: Monitoring information submitted by volunteers as part of the Safeguarding Archaeological Monuments scheme is supporting the Community Archaeologist to develop work programmes for improvement, and maintenance at sites. This project is also supporting the wider Heritage Watch initiative, with heritage crime incidents being identified by volunteers during monitoring visits and remedial action being implemented where possible.

Conservation work was carried out, including reconsolidation work of Foel Eyr bronze age round cairn by one of the area rangers and the community archaeologist.

A group of volunteers in partnership with the area ranger and Community Archaeologist carried out conservation work on sites being disturbed by visitors, including PE544 Carn Briw Round Cairn and PE011 Carn Ingli Camp.

Work programme was put in place for Manorbier Dovecot including scrub clearance and replacement of dilapidated interpretation panel.

Graffiti was removed from Foel Drygarn by the Community Archaeologist and area ranger. Graffiti was partially removed from the Tenby Town Walls.

Fire pits within the grade II listed lime kiln at St Brides were cleared by the community archaeologist in partnership with the CHERISH project team.

During July, a heritage volunteer visit to a burial chamber identified evidence of a camp style fire within the internal area of the monument. This matter was referred to the police, additional patrols put in place and a meeting was held with the landowner, the National Trust to discuss mitigation strategy.

Heritage volunteers identified disturbance to a Bronze Age cairn by visitors. The volunteers put the stones back in the monument to discourage more behaviour of this kind.

The Community Archaeologist in partnership with the ranger team carried out scrub clearance with a group of volunteers

on a scheduled promontory fort in the West called Mill Haven Rath

The Community Archaeologist has also been using drones to carry out surveys to produce 3D models so that issues can be monitored over time.

Work continued during the year on digital interpretation work. With contractors commissioned to produce content for Foel Drygarn and the Old Castle with site specialist expertise being provided by the Dyfed Archaeological Trust to guide the reconstructions. The project was modified with collaboration being sought from CUPHAT project team following the initial tender receiving no submissions. Community engagement events have been held to help inform their development, including sessions with Ysgol Bro Ingli. During January, the new interpretation panel and QR code panel were installed at Fishguard Fort.

The Authority's Community Archaeologist has also supported wider community projects in 2022/23 including:

- The excavation at Porth-y-Rhaw promontory fort being led by the Dyfed Archaeological Trust
- Delivered a joint guided walk of the heritage of St Brides and archaeology themed walk of St Davids Head Peninsula with the CHERISH project team.
- Talk at Tenby Museum about archaeology in the National Park.
- Continued engagement with Nevern Community Council and Durham University in terms of Nevern Castle,

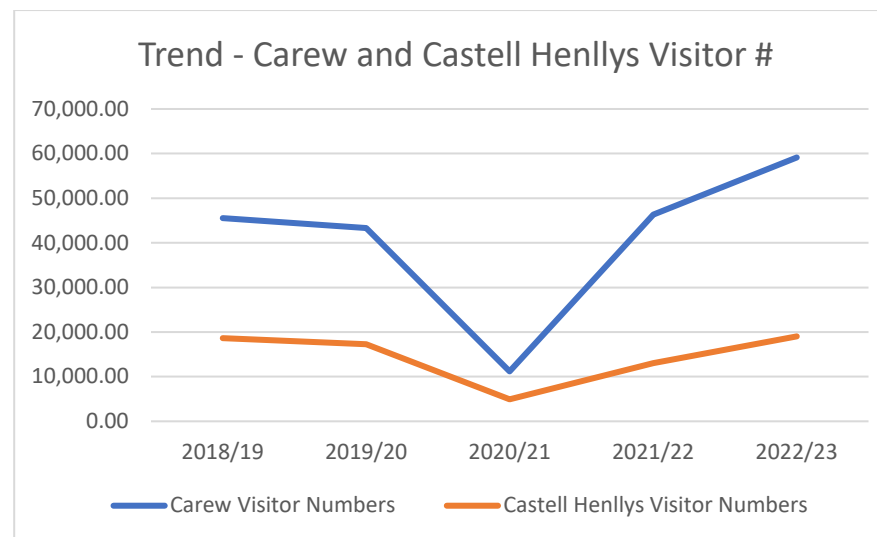
including producing a brief for conservation work on its square tower.

The LIDAR Survey of the Preseli's faced a number of challenges during the year, with contractor failing to carry out aerial surveys in agreed timescales. This issue continued following a revised timescale being agreed for work to be completed in winter 2022/23. By end of March the contractor had confirmed that the lidar data has been captured in full and that they were working on processing the data.

During October, the Authority delivered three training sessions to support volunteers to use, analyse and carry out field surveys in relation to the aerial data. The training sessions were led by a training facilitator with support from the Community Archaeologist, other Authority staff and Dyfed Archaeological Trust as part of their CUPHAT project. Two of the sessions involved PCNPA volunteers and the other, students from Pembrokeshire College.

Visitor Numbers and Experience – Carew and Castell Henllys

Carew saw a 27.6% increase in visitors compared to 2021/22, with visitor number above pre pandemic levels. Castell Henllys saw a 46.2% increase in visitors compared to 2021/22, with visitor number returning to pre pandemic levels.



Carew and Castell Henllys retained their Trip Advisor rating (1-5) scores of 4.5 and Google Review rating (1-5) of 4.6.

Public Events

There were 33,830 participants in PCNPA's public events and activities programme at centres and around the Park in 2022/23, this compares to 22,080 in 2021/22.

In terms of the Authority's events based around the Park:

- 99.34% rated our event as excellent/ good
- 4.67 was the average feedback rating (1-5) for "I felt moved or inspired by the National Park's landscape and seascape."

- 4.41 was the average feedback rating (1-5) for “It made me want to know more about nature, wildlife or heritage of this special place.”
- 3.38 was the average feedback rating (1-5) for “I felt stimulated to make lifestyle changes, that will benefit the environment and improve my wellbeing and the wellbeing of others.”
- 4.18 was the average feedback rating (1-5) for “I was able to relax and enjoy the time with friends and families.”

16,403 people participated in historical events and activities facilitated by the Authority in 2022/23, compared to 12,477 in 2021/22.

During November, the 2022 Archaeology Day event was delivered at Pembrokeshire College. This followed a hybrid format with viewers also being able to watch via Zoom. In total, there were around 170 participants, positive feedback was received about the event and valuable comments and suggestions were received to help inform future events.

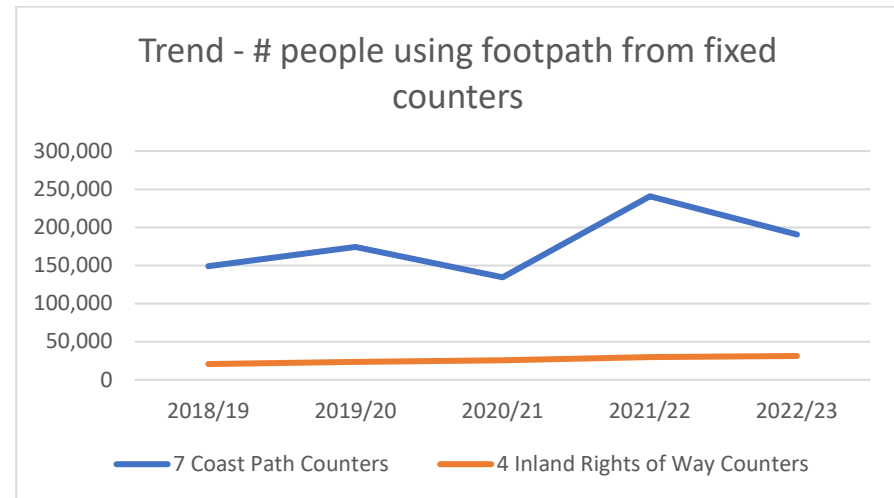
Rights of Way

[Section 6 Duty. Equality Duty]

87.19% of the PROW was open and accessible and meeting quality standard at end of 2022/23, this compares to 86.87% in 2021/22 and 2020/21.

There was a 20.7% decrease in # people using footpaths from 7 fixed Coast Path counters compared to 2021/22, however, the number is above pre pandemic level. There was an

increase of 4.7% in # people using footpaths from 4 fixed Inland Rights of Way counters compared to 2021/22. Continuing a year on year increase since 2018/19.



There was a 39.9% decrease in Coast Path and Inland Rights of Ways concerns on standards compared with 2021/22. With 188 concerns received in 2022/23, compared to 313 in 2021/22 and 200 in 2021/22.

Pembrokeshire Coast Path retained its Trip Advisor rating (1-5) score of 5.

In terms of the rights of way work programme the following number of work programme tasks were completed in 2022/22:

- 387 coast path cutting work programme tasks, this compares to 303 in 2021/22.
- 710 inland rights of way cutting work programme tasks, this compares to 667 in 2021/22.

- 379 coast path maintenance work programme tasks, this compares to 534 in 2021/22.
- 468 inland rights of way maintenance work programme tasks, this compares to 996 in 2021/22.

PCNPA continued to work with Pembrokeshire County Council to support the Local Access Forum. Meetings of the forum continued to take place during the year and included meeting at Solva to view issues relating to the maintenance and improvements of public rights of way in the National Park. The Forum provided consultation response to the Welsh Government regarding its Sustainable Farming Scheme proposals and response was sent to Well Being Plan for Pembrokeshire consultation.

During 2023/24 two public footpaths were reinstated at Roch and Dinas. The Ranger team and volunteers have continued to carry out practical access work in support of Ramblers Cymru's Paths to Well-being project in Brynberian locality which is working to reinstate four public footpaths and create new circuit walks.

Positive Impact Spotlight: During 2022/23 people were able to enjoy the [new walking route at Llwybr Pwll Cornel](#), Newport that was officially opened on 12 May 2022.

The footpath is 1.75km in length and accesses meadow and semi-natural ancient woodland. It was created following growing local demand for an off-road walking route to connect Nevern and Newport via the riverside.

Project inception and sustainability appraisal occurred in 2017. Since then, two S39 Management Agreements were negotiated, funding secured from Welsh Government's Access Improvement Grant and route constructed. 8 volunteer and student groups contributed 934 hours of time to creating the path through 36 volunteer/ social action days led by the North Area Ranger. Two landowners permitted access over their land holdings.

In addition to creating a route where one did not previously exist, the route creation has a strategic significance due to its connection to the surrounding network of public rights of way and its direct connection to the Wales Coast Path. As well as meeting original demand it has also created a range of new countryside walking opportunities for visitors and the residents of local communities.

Walks

There were 4,374 participants in walks led by PCNPA staff and volunteers in 2022/23, compared to 2,472 in 2021/22.

17,397 web walks maps were downloaded from PCNPA website in 2022/23, compared to 27,721 in 2021/22 and 42,065 in 2021/20. This may reflect changes in online engagement, with people using information on web page instead of downloading PDF. 510 wheelchair web walk maps were downloaded from PCNPA website in 2022/23, compared to 919 in 2021/22.

Access Projects and Work

The Boardwalk proposal for Poppit Sands was put on hold during the year, due to wider work being undertaken on development of Masterplan for the site. The proposal came from the Surf Lifesaving Club. A stakeholder group that PCNPA and Pembrokeshire County Council are part of has been developed to look at feasibility of proposals.

The Carew Castle access project continued to be delayed and is still in the initial planning phase. Detailed plans have been drawn up for the various elements and phases of the project. Work is ongoing and as soon as plans are finalised, they will be submitted for relevant consents with expectation that some of the work will commence in 2023/24.

A range of access and arrival improvements work were carried out across car parks and sites, funded through the Brilliant Basics fund.

Corporate Priority: Communities

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

- Visitors make a positive contribution to local communities and the Park's Special Qualities.
- Work more closely with National Park communities to better understand and support local priorities.
- National Park communities are vibrant, sustainable and prosperous.
- Residents and visitors have effective and sustainable options (including using the rights of way network) to travel around the National Park.
- The work of the Authority contributes to Pembrokeshire life supporting delivery of Welsh language, cultural, recreational and community activities.

Promoting regenerative tourism in the park and helping visitors to make a positive contribution to local communities and nature recovery supporting a resilient Wales, prosperous Wales, and a Wales of cohesive communities.

Through working in partnership with others to enhance cultural, heritage and Welsh Language opportunities in the Park we support a Wales of vibrant culture and thriving Welsh Language and healthier Wales. Contributing to the National Milestones for Wales of a million Welsh speakers by 2050 and national indicator on Percentage of people attending or participating in arts, culture or heritage activities at least three times a year.

Wider Placemaking activities supporting affordable housing in the Park will contribute to a Wales of cohesive communities, more equal Wales, healthier Wales and prosperous Wales.

Our activities during the year took account of the wider policy context impacting on communities, regenerative tourism and Welsh language:

- [Welsh Government Tourism Strategy for Wales 2020-25](#) and [Pembrokeshire Destination Management Plan](#)
- [Welsh Government's Cymraeg 2050 strategy](#).
- Development of [Strengthening Communities Project](#) within the Well-being Plan for Pembrokeshire.
- The Authority's Next Generation – Youth Committee [Pembrokeshire Coast National Park Youth Manifesto](#).

2022/23 Communities Overview

Organisational Change

PCNPA's organisational change process has led to the establishment of a new Regenerative Tourism Team and the appointment of a new Head of Regenerative Tourism. During the year the Authority began to develop delivery plans focused on Supporting Regenerative Tourism through the Visitor Economy and Supporting Pembrokeshire Life that will support delivery in this area. The new Head of Engagement and Inclusion will also explore how we can develop framework for engaging with communities through the development of the Engagement, Involvement and Learning about the Park Delivery Plan. Policy and Development Management now fall under Placemaking, emphasising the important role they play in creating sustainable places.

Sustainability and Events in the Park

[Section 6 Duty]

The Authority was working with a university on external sustainable events research. The project was closed during the year following it facing challenges due to Covid and subsequent long tail of the pandemic impacting upon university's ability to deliver the project. However, the positive work carried out around ISO20121 and world rowing championship at Saundersfoot has provided the Authority with learning opportunities. Lessons learnt can help inform future collaboration approaches with event providers to support delivery of sustainable events in the Park.

Positive Impact Spotlight: PCNPA supported the World Rowing and Beach Splits Championships hosted in Saundersfoot, to achieve their aspiration to be the world's first rowing event to achieve ISO certification in sustainable events ISO20121.

A PCNPA Officer was seconded as Sustainability Manager for the event. They developed a sustainable event management system to better manage the event's social, economic, and environmental impacts. To help the event be more sustainable, the event organisers engaged with stakeholders in both Pembrokeshire and the rowing community nationally and internationally to help identify what issues needed to be addressed. A set of KPI's were developed. Working to achieve the KPI's was important but it was the ongoing learning from them as part of the ISO process that matters.

PCNPA had been engaging with other National Park Authorities to agree a set of sustainable tourism indicators. However, UK National Park Authorities decided not to go ahead with the development of set of indicators due to the complexity of meaningful measures being applied across all National Parks. However, the Authority will be looking to explore in the future how it can develop a set of indicators linked to regenerative tourism approach.

Recreational Management

[Section 6 Duty]

The Authority's involvement in recreational management issues continued in 2022/23. Including:

- Updating of Managing visitor pressures and visitor experiences document for 2022 season.
- PCNPA officers continued to engage with Pembrokeshire Water Safety Forum during the year, contributing to two groups actioning Water Safety priorities on Personal Water Craft (jetskis or PWC) and Stand Up Paddleboards (SUP). Review of the 2022 season showed that only two anti-social PWC incidents had been logged and having completed all agreed actions during 2022, group members agreed to focus our priorities elsewhere during 2023. PCNPA has undertaken to maintain an incident log so that if issues spike again we can work to address them promptly. The SUP group reviewed RNLI rescue data showing an exponential rise in the use of SUP over the last 3 years and a suite of actions was agreed mostly

relating to education and promotion and sharing of safety advice between partners and our audiences.

- Ranger team engagement with Pembrokeshire Coastal Forum and Outdoor Charter Group. Rangers liaised with the public and the Outdoor Charter Group over use of Pwll y Wrach during the seal pupping season. Signage was erected on site asking people not to enter the cauldron after 1st August. The Ranger service also met with members of the local community, National Trust and Pembrokeshire Coastal Forum to look at the increasing recreational use of Ceibwr Bay. A number of concerns were raised including parking and wildlife disturbance.
- The Castlemartin Range Annual Recreation and Access Group was held on 12 October. This meeting, chaired by PCNPA brings together representatives of recreational groups and local organisations to meet with the MOD/DIO Range Managers. This is to ensure that opportunities for access and recreation on the military ranges are maximised and that users are well briefed and understand the military use of the range and the training that is planned. No significant issues were raised for the 2022 season.
- PCNPA continued to work closely and meet with Visit Pembrokeshire, as the Destination Marketing Organisation, to constantly review our collective promotional approach throughout 2022/23.

Following the organisation restructure, an internal group with relevant staff from across teams has been established for 2023/24 to review and plan our future recreational

management approach.

Summer Rangers

Summer rangers were out on beaches and National Park sites during the 2022 season, providing information and advice to visitors using the mobile information van and information caravan where possible. Activities for the public included rock-pooling, crabbing and looking at litter and marine plastic pollution. 2,662 people participated in pop up events in 2022/23, compared to 4,644 in 2021/22. 2,666 people were engaged through summer rangers business, tourist information and general public networking engagement in 2022/23 compared to 4,488 in 2021/22. This reflects that there were only 2 summer rangers employed in 2022/23 compared to four in 2021/22 when additional funding was put in place in response to increased visitor pressures.

Celtic Routes and Ancient Connections

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

A Celtic Route is a branded collection of tourism experiences that encourages travellers to Southeast Ireland and West Wales by offering immersive and authentic cultural heritage experiences. In 2022/23 the project continued to gain press

coverage across a range of publications and online outlets and facilitate press trips. The partnership commissioned a suite of high quality images that will be available (for free) for local businesses to use in order to promote the area via the Celtic Routes website. An independent report assessing the success of the Celtic Routes initiative to date was undertaken.

Ancient Connections is a project reviving the ancient links between North Wexford and North Pembrokeshire, Ireland and Wales, in order to create sustainable tourism in and between these regions. In 2022/23 an independent report assessing the success of the Ancient Connections initiative to date was undertaken. Project activities in 2022/23 included:

- A series of free 'Tourism Ambassador' training events.
- Activities to support establishment of a new pilgrimage route.
- Phased marketing campaign for North Pembrokeshire and North Wexford, with second phase focused specifically on the pilgrim route.
- Funded arts exhibition 'Sift' at Oriel y Parc.
- PCNPA community Archaeologist led a guided walk for pupils from Ireland and Ysgol Penrhyn Dewi around St Patrick's Chapel and St Davids Head.

Dark Skies

[Section 6 Duty]

A Dark Skies Project Officer was recruited during the end of 2022/23 to implement the Dark Skies Pembrokeshire Project.

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

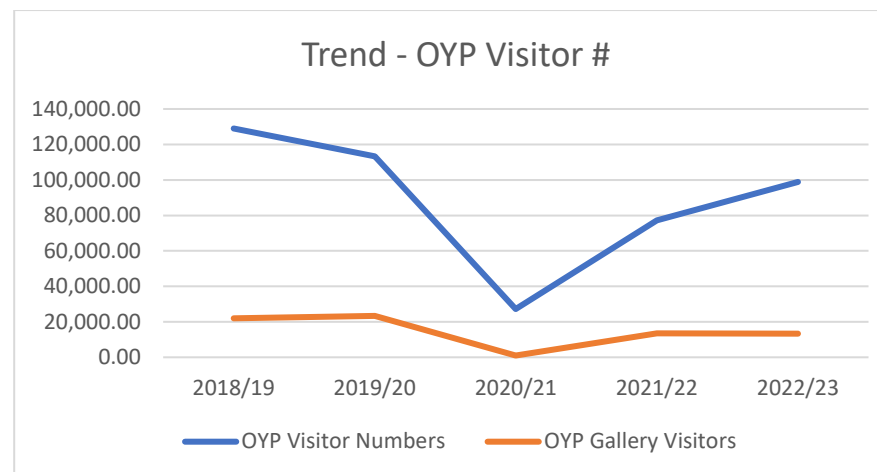
Coast to Coast and Website

The Authority had 290,110 main website users in 2022/23, this compares to 295,656 in 2021/22. The Authority had 936,219 main website page views in 2022/23, this compares to 1,096,366 in 2021/22.

Visitor Number and Experience – Oriel y Parc

[Section 6 Duty]

Oriel y Parc saw a 28.1% increase in visitors compared to 2021/22, however visitor numbers remain below pre pandemic levels. Oriel y Parc’s gallery saw a 2.1% decrease in visitors compared to 2021/22, with visitor numbers remaining below pre pandemic levels.



Oriel y Parc’s Trip Advisor rating (1-5) remained at 4.5, with its Google Advisor rating remaining at 4.4.

In 2022/23 consultants from The Creative Core were instructed to undertake a review of the National Park Visitor Centre in St Davids to ensure the centre aligns with the evolving vision and objectives of PCNPA. Including taking account of changes to tourism following the Covid 19 pandemic. The review involved consideration of relevant research and a range of consultation activities were held during 2022/23. Including visitor surveys, resident drop in session, stakeholder workshop, and engagement with Amgueddfa Cymru / Museum Wales and PCNPA staff and Members. The review will be presented to Members in 2023/34.

During 2022/23 Oriel y Parc hosted the On Your Door Step exhibition, curated by Amgueddfa Cymru/ Museum Wales. On

Your Doorstep aimed to inspire everyone to explore the nature, geology and archaeology that exists all around us, and enjoy the health and well-being benefits this can bring. A range of [videos](#) linked to the exhibition were included on Oriely Parc website page, alongside links to smartphone apps that can help people to identify and record the nature they spot in their garden, or whilst out and about.

Planning and preparation activities were undertaken with Amgueddfa Cymru/ Museum Wales and Eryri National Park Authority in support of the best-selling book Geiriau Diflanedig - The Lost Words bilingual exhibitions. The exhibition at Oriely Parc will also include specimens from the natural history collections of Amgueddfa Cymru/ Museum Wales. These will be used to highlight the level of biodiversity loss and explain the work being done to try and arrest this decline.

Local Spend

52.72% of Authority spend was spent locally (SA postcode) in 2022/23, this compares to 51.13% in 2021/22.

Public Services Board

[Section 6 Duty. Equality Duty]

The Authority continued to engage with the Pembrokeshire Public Services Board and the development of its new Well-being Plan. The projects within the new Well-being Plan align with the Authority's new Well-being Objectives:

Well-being Plan for Pembrokeshire Projects	PCNPA Well-being Objectives
Reducing Poverty and Inequalities	Connection. Communities.
Strengthening Communities	Communities
Biodiversity and the Nature Emergency	Conservation
Climate Adaptation	Climate
Decarbonisation and Net Zero	Climate

Positive Impact Spotlight: The Authority continued to be involved with Pembrokeshire Public Services Board poverty working group. Linked to this the Authority's engagement action plan group discussed options in terms of how the Authority could support work of this group and responses to cost of living crisis during winter months. In response a range of free events and warm spaces were provided at Carew Castle, Castell Henllys and Oriely Parc during the winter months. In addition, a staff led initiative was developed to collect outdoor clothing, which was then donated to Dezzas Cabin.

Next Generation Activities

[Equality Duty]

The Authority continued to support Next Generation Activities through its Youth Committee and Youth Rangers.

- Youth Committee meetings continued to be held during the year. With some hosted online and a number hosted at Pembrokeshire College. The minutes of these meetings are presented to Members through NPA and an Authority Member also sits on the Committee.
- A final draft of the Youth Manifesto was completed by the Youth Committee. A Next Generation member and Youth and Inclusion Co-ordinator [presented to the March NPA](#) on the Youth Manifesto and showed the latest Next Generation short film.
- The 3 graffiti panels created by PCNPA Next Generation participants working with a local artist were used as an engagement tool in sessions with several schools over the year.
- The Next Generation participants submitted a response to Welsh Government consultation on the proposed Tourism Levy.
- Six Next Generation members attended a tour of Milford Haven Port Authority hosted by staff from the Port Authority. The visit was included as part of a request by the group to get more information on work linked to the environment and economy of the County / National Park and to get a better understanding of career options locally.
- Next Generation participants took part in a range of practical sessions including coppicing work near Jeffreyston, assisting the Carew Castle site warden in repairing revetment around the Carew Millpond, undertaking a Butterfly transect at Marloes, taking part in a bird count and doing footpath maintenance on a stretch of inland footpath from Nevern. They also attended

workshop aimed at developing navigations skills and got a chance to try out spoon carving.

- In March Youth Rangers attended session at Canaston/ Minwear words alongside the Walkability Officer, looking at the issue of accessibility and mobility in the countryside. Members of the group had the opportunity to try out equipment on local trails.

Social Action

[Equality Duty]

482 social action days were contributed by social action participants in 2022/23, compared to 267 in 2021/22. It included Pembrokeshire College Military Prep Group and Environmental Conservation Course students taking part in footpath improvement work.

Community Activities

[Section 6 Duty. Equality Duty]

There were 1,170 community project/ engagement activities in 2022/23, compared to 959 in 2021/22. 63 community events were held at Centres, not including the hosting of community groups at Oriel y Parc and Castell Henllys in 2022/23, compared to 49 in 2021/22.

There were 73 stall holders participating in fairs and events at Oriel y Parc and Carew in 2022/23, compared to 41 in 2021/22. 160 artists and craft makers were supported by Oriel y Parc in 2022/23, this compares to 38 in 2021/22. This figure

includes 30 pupils from Ysgol Penrhyn Dewi who had a discovery window exhibition.

All the Centres have been developing their community offer while also acting as hubs for wider Authority activities.

Highlight from Carew include:

- Carew's Nest Tearoom in the walled garden continues to be popular meeting place for local people.
- The site has become a hub for PCNPA supported walking activities, with groups meeting at Carew to use the paths surrounding the site as an accessible walk and the Nest tearoom for refreshment. They have added a photo menu to assist those with communication difficulties in making their order.
- Carew have continued to develop their volunteer team, with particular focus on supporting gardening at the site.
- In 2022 they increased their 'free admission' policy to include those living in the Ward of Carew and Jeffreyston.
- Hosted car show, apple pressing day and Sandy Bear Charity event.
- Launching a new free to enter Christmas event which ran for six weeks from mid November to Christmas 2022. The aim of this was to offer a free activity for local families during this time of financial hardship.

Highlights from Castell Henllys include:

- People living in the Eglwysrwrw and Meline postcode area can have free entry to the site on proof of address, this has

resulted in increase in the number of local people visiting the site and attending the Winter solstice celebration.

- Tipi being used by Cymraeg i Blant Penfro.
- Offered free crafts on weekends in collaboration with Caffi'r Cabin as part of warm winter spaces initiative.

Highlights from Oriel y Parc include:

- The Visitor Services Manager worked alongside community groups to host a community consultation event on the tourism survey completed earlier in the year.
- Continued engagement with Eco Dewi including support for Great Big Green Week activities and engagement with their plastic free community initiative. As part of the Great Big Green Week, the centre hosted two market days, which included talks by local wildlife and nature conservation groups as well as hosting a Climate Cymru invitation only event.
- Community groups continuing to hire meeting rooms at Oriel y Parc.
- Alongside summer craft and art activity workshops the centre provided free drop in crafts during the weekends during winter months as part of the warm spaces initiative.
- Hosting a community launch of a new illustrated map of St Davids, Jubilee celebration event in partnership with the café and a free performance as part of the Fishguard music festival.
- Hosting a successful Dragon Parade in St Davids on 4th March to celebrate St Davids Day. Schools, community groups and members of the public joined in the

celebrations. In preparation for the event art workshops were held with schools to help children create their Dragons for the parade. The centre also hosted the Cathedral dignitaries as part of their St Davids Day pilgrimage on 1st March and witnessed the 'lighting of the stone' in the OyP Courtyard.

- The Centre hosted a Summer and Christmas Market supporting a range of local craft makers and businesses.

New Curriculum and Cynefin Activities

146 school sessions related to cynefin element of new curriculum were facilitated by the Authority in 2022/23, with 5,035 participants. This compares to 5,848 participants across 137 sessions in 2021/22. The sessions enable participants to investigate their local area, environment and heritage.

69.23% of schools in National Park area were engaged in outdoor learning sessions facilitated by the Authority, compared to 69.23% in 2021/22. 75.81% of schools in Pembrokeshire were engaged in outdoor learning sessions facilitated by the Authority in 2022/23, compared to 59.68% in 2021/22.

During the year Cynefin Discovery Days were developed and delivered to a number of schools, including:

- Trips to Castle Pill for Milford Haven School and Ysgol Caer Elen
- Mountain walk focused on topic of "Life on the land" for Neyland School

- Session on "Why should we care about National Parks?" for Ysgol Harri Tudur/ Henry Tudor School
- Local walk with Hook and Coastlands school and local artists to deliver local wildlife maps for use on All Wales Explorer App
- Ranger classroom session on maps for Ysgol Llanychllwydog as part of "Perci Ni" project.

Educator workshops were held for Castell Henllys and Carew Castle Teams. The Castell Henllys workshop focused on alternative learning needs and Carew workshop explored strategies to make more use of the Mill for school visits.

Welsh Language Activities and Engagement

44 PCNPA events and activities were delivered in Welsh in 2022/23, with 1,010 participants. This compares to 37 events and activities in 2021/22 with 414 participants.

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

- Holding Welsh language versions of their Experience the Iron Age Sessions/ Profwch y Oes Haearn and hosting Dished y Dysgwyr sessions.
- Cymraeg i Blant Penfro continued to deliver their free sessions to pre-schoolers using the tipi at the site. Castell Henllys staff collaborated with the organisers to hold a joint free event which included a nature walk and a naturally creative session for Welsh learners and their families.

- Hosted a lecture on the tradition of the Mari Lwyd which is a part of Welsh culture that has grown in popularity over the last few years.
- Increased the number of Welsh learner books in its shop alongside having Welsh learner chocolate on sale. The team also provides Welsh language magazines and books for the general public to browse whilst at the café.

Positive Impact Spotlight: Castell Henllys has continued to support team members to learn Welsh with two team members completing their Welsh Learner Foundation courses, enabling them to interact in Welsh to A2 level. The centre saw an increase in Welsh usage amongst the staff, with those who have been on courses saying that they're beginning to pick up on sentences and can understand chunks of Welsh conversations they hear.

41 education programme sessions were delivered in Welsh in 2022/23, with 1,229 participants. This compares to 43 education programme sessions in 2021/22, with 1,231 participants.

Work on a new Welsh Language Strategy was initiated in 2022/23 with Member and Officer working group established. The group met twice in 2022/23 to review the current strategy and to look at core elements for inclusion in future strategy. This work is ongoing.

Placemaking – Planning Policy and Service

Strategic Policy and Collaboration

The following Supplementary Planning Guidance was adopted at the October 2022 NPA:

- Cumulative Impact of Wind Turbines - Guidance prepared jointly with Pembrokeshire County Council
- Coal - Land Instability
- Regionally Important Geodiversity Sites
- Safeguarding Minerals Zones
- Conservation Area Supplementary Planning Guidance for Angle, Caerfarchell, Caldey, Little Haven, Manorbier, Newport, Portclew, Porthgain, Saundersfoot, Solva, St Davids, Tenby and Trefin Conservation Area

Members also approved for supplementary planning guidance on Seascapes and Tree and Woodland Guidance to go for consultation, with consultation closing on 26th May 2023.

The review of Conservation Areas in the Park continued in 2022/23, with expected completion of all reviews early in 2023/24.

Authority continued to work with Pembrokeshire County Council to progress preparation of joint Supplementary Planning Guidance on affordable housing and the development of a shared ownership/Low Cost Home Ownership model.

In terms of Second Homes and Short-term lets a [report](#) was presented to Members at the March NPA providing a summary of the legislative and Welsh Government planning policy changes. Including the implications of these changes for currently considering planning applications under the Local Development Plan 2 and in terms of options relating to an Article 4 Direction. Officers have also been looking to work being done in North Wales regarding the role of Article 4 Directions.

During 2022/23 the Authority worked collaboratively with Pembrokeshire County Council on a Pembrokeshire Green Infrastructure Assessment. Due to current suggested amendments to Planning Policy Wales further work will be needed to ground truth the strategic green infrastructure suggestions set out in the Assessment.

PCNPA continued to engage with opportunities to influence regional planning. Officers attended West Wales POSW group meetings, CJsCs related meetings and regional planning group meetings for Strategic Development Plan. PCNPA was part of the regional Strategic Flood Consequence Assessment which was completed in November 2022 and will contribute to the evidence base for the eventual Strategic Development Plan for South West Wales.

Planning Performance

Performance against Local Development Plan 2 including Affordable housing indicators are captured in the annual local development plan monitoring report. This report is presented

to National Park Authority and submitted to Welsh Government.

Planning and enforcement performance has yet to return to pre pandemic performance levels. Officers are tackling the backlog that built up during covid and a period where the team were short staffed. Clearing older more complex applications which often require a S.106 agreement is distorting the average days taken to determine an application figure. Officers are reducing the backlog but whilst they do so it will have a knock-on negative impact in terms of average days to determine. The Director of Placemaking, Decarbonisation and Engagement and Development Management Manager are to review Enforcement provision following being unable to recruit for a new post in 2022. The APAS project, which should support improved processes for planning application administration continued during 2022/23 with fortnightly meetings with AGILE to monitor progress, with staff testing the new system and interface. Community Councils were responded to as and when issues arose, but a programme of engagement to provide training is being investigated.

Planning performance [benchmarking data](#) for other planning authorities is available on the Welsh Government Planning pages.

Measure	2020/21	2021/22	2022/23	Target
% of all planning applications determined within	66.31	72.73	75	80 (Welsh Gov)

time periods required				
Average time taken to determine all planning applications in days	109.75	117.25	123.75	<67 days (Welsh Gov)
% of Member made decisions against officer advice (recommendation)	7.14	6.45	8.33	<5% (Welsh Gov)
% of appeals dismissed	75	37.5	57.14	>66% (Welsh Gov)
Applications for costs at section 78 appeal upheld in the reporting period	0	2	0	0 (Welsh Gov)
% of planning applications determined under delegated power	92.45	94.13	93.53	
# planning applications registered	553	680	599	Trend
% of planning applications approved	92.45	85.23	92.81	Trend
% of enforcement cases investigated (within 84 days)	78.15	79.46	86.67	

Average time taken to investigate enforcement cases in days	71.75	124	106.25	
Average time take to take enforcement action in days	103	96.75	94.75	

There were 21 applications for works to protected trees determined in 2022/23, compared to 26 in 2021/22. No new tree preservation orders were made in 2022/23 or 2021/22. The % of buildings at risk, based on Cadw survey increased from 5% in 2021/22 to 5.5% in 2022/23. 19 listed building applications were determined under CADW delegated scheme in 2022/23, compared to 30 in 2021/22.

Corporate Areas of Change

Corporate areas of change activities during 2022/23 focused on organisational change linked to restructure to support delivery of new priorities and well-being objectives. The Authority also faced compliance challenges linked to HAVS with staff showing strong commitment to address issues identified by the HSE. Both factors impacted on capacity of staff or timelines to deliver against other change or corporate improvement areas.

Change Management

New Structure in Place

Following consultation with staff a new structure was agreed and new heads of recruited during 2022/23. With the new organisation structure ready for full launch from April 2023. Work commenced on delivery plan development during February and March with collaborative workshops held for relevant Management Team lead officers. Budgets were also realigned in preparation for 2023/24 against the new priorities/well-being objectives.

Pay and Grading Review

[Equality Duty]

The timescale for completion of pay and grading review slipped during the year due to delays in line managers completing job descriptions and questionnaires and wider impact of organisational restructure. West Midlands Employers have been appointed to complete the job analyst element of the Pay & Grading Review. Staff representatives for the grading panel were selected.

Following personnel changes an interim HR manager has been appointed whose focus will be on ensuring that Pay and Grading Review will be completed against revised timescales for 2023/24. This process will take account of gender pay gap considerations.

New Values

Work on finalising the Authority's new values were paused during 2022/23. This was due to HR and Senior Managers having to focus on other priorities linked to restructure and health and safety. This work will be carried forward through the Governance and Decision-Making Delivery Plan to ensure new set of values is put in place taking onboard previous input from staff.

Communication Messages supporting new Objectives

Editorial content developed for the Coast to Coast visitor newspaper 2023 edition included focus on key messages supporting the Authority's new well-being objectives. With specific sections included on Tread Lightly – Sustainable Tourism, Access for All, Walks in the Park, Climate Change and biodiversity alongside information on recreational, culture and heritage opportunities in the Park.

A three Parks responsible visitor summer campaign was launched ahead of late May 2022 holidays, with work undertaken to secure national media coverage for issues linked with responsible visitor behaviour, including wildfires, bbq use, water safety and littering.

A 'Winter of Wellbeing' campaign was developed as an umbrella for all poverty/cost of living crises actions across the organisation, as well as work ongoing linked to wider community wellbeing.

Nationally, plans were being developed to partner with Transport for Wales on sustainable transport marketing campaigns for 2023.

Strategic Lead

[Equality Duty]

PCNPA is hosting the Inclusion, Diversity and Governance Excellence Strategic Lead for the Welsh designated landscapes. The Strategic Lead has developed an action plan across the three Parks and AOBs which will positively support the Authority to drive improvements in the Authority's work and wider approach to equality and inclusion.

Training and Apprenticeships Scheme

[Equality Duty]

During 2022/23 the Authority did put in place a training programme for Development Management Team which has supported recruitment for trainee planning officers and a HR trainee was also appointed. However, work on developing a wider trainee or apprenticeship scheme and framework was impacted by capacity within HR and wider organisational restructure. This work will be carried forward through the Skills Development and Training Delivery Plan.

Risk Appetite

Work was ongoing in 2022/23 to review the Authority's approach to risk management. A discussion was undertaken

at Leadership Team to support revision of risk register with new risk register presented to Audit and Corporate Services Review Committee. However further work is needed on risk appetite with Members and new Management Team. This will be carried forward to 2023/24 and will consider amendments to internal audit approach which will in future have a more risk-based focus.

Embed Integrated Assessment Approach

[Section 6 Duty. Equality Duty]

Integrated Assessments continued to be carried out during the year. However further work on reviewing the template and draft guidance was on hold during the year, in terms of waiting for new Heads of and Management Team to be put in place. This work will be carried forward to 2023/24 with further discussions and input sought from new Heads of on decarbonisation and biodiversity aspect of the assessment and other potential project level tools.

Implementation of 3CX at OYP, CH and Carew

The 3CX system was successfully implemented at Oriell y Parc, Castell Henllys and Carew early on in 2022/23.

Implementation of Microsoft 365

Microsoft Teams was rolled out across the Authority in April with a number of high level departmental Teams created. IT team created help video and hosted two drop in sessions for Authority Staff to ask 'How to Questions' regarding Microsoft

365 platform. The Teams app was deployed to mobile phone users to increase take-up for those who don't regularly use a laptop.

Following successfully running Committee via Microsoft Teams and livestreaming it to PCNPA Committee YouTube Channel the Lifesize platform was retired. With all Committees and staff virtual meetings now being run on the Teams platform and streamed on YouTube.

Microsoft Power Apps were being tested by IT to replace some of the lost functionality of the old ParcNet Intranet site. An Authority contact search app was developed.

Further work on Teams and Sharepoint Migration was delayed due to IT team awaiting completion of organisation restructure, capacity challenges and personnel changes for the team during the year.

Volunteer Action Plan – Review of Recommendations

[Equality Duty]

During 2023 the volunteer action plan was updated to take account of the recommendations from the volunteer review. Staff and volunteers were consulted as part of this process. Activities were carried out through the year to progress actions within the plan. Not all actions are complete, with the plan rolling into 2023/24 to take account of restructure and staff capacity to deliver against it.

The volunteer forum continued to meet during the year and recruitment drive resulted in several new members for the forum.

A volunteer celebration event was arranged at St Brides, attended by 40 volunteers, senior staff and 2 Authority Members. Volunteers also had a chance to meet new Members as part of an event arranged with Ranger Team at Freshwater East. It was a mutually beneficial event, with volunteers gaining a better understanding of how the Authority works, and Members gaining an understanding of the breadth of volunteering activity.

A meeting was held during year with volunteer line managers to provide opportunity to share and discuss successes, challenges, and opportunities.

Following a trial and completion of data protection impact assessment the Better Impact – Volunteer Management System was purchased by end of 2022/23.

The National Park UKP Volunteer Officers conference was held in St Davids and provided opportunity to showcase PCNPA's volunteering work on inclusion, diversity and access.

Governance and Collaboration

Code of Corporate Governance

Officers reviewed the Authority's Code of Corporate Governance to strengthen its alignment with the Well-being of Future Generations (Wales) Act. The revised Code of

Corporate Governance was approved by Members at the NPA on the 26th October. The Annual Governance Statement for 2022/23 reflects the new Corporate Code of Governance.

Hybrid Committee Meetings and Webcasting

Green room equipment was installed and tested to support the hosting of hybrid meetings for National Park Authority and Development Management Committees. All National Park Authority and Development Management Committee meetings are now hosted as multi- location meetings, while all other Committees continue to be hosted online.

There were 30 committee webcasts with 296 views in 2022/23, compared to 33 committee webcasts with 509 views in 2022/21.

Members attendance at Committee was 89.69% in 2022/23, this was a slight increase on 87.24% in 2021/22. This is against a target of 75%.

New Member Induction and Training

An induction programme was developed in preparation for the new cohort of Members following local government elections in May 2022. Other Members were also invited to attend the sessions as refresher sessions.

Personal Development Review process was rolled out during the year, this helps support the development of future training programmes for Members. 10 were completed during the year. However, the face to face approach may have impacted

on response rates for Local Authority Members due to them being more familiar with undertaking written assessment of their training needs, as takes place at Pembrokeshire County Council. Officer's will explore with Members whether any changes are needed to the process to support greater completion of PDRs. All Welsh Government appointees have participated in annual performance reporting.

Member attendance at training was 72.92% in 2022/23, this was an increase on 62.22% in 2021/22. Against a target of 65%.

Tirweddau Cymru/ Landscapes for Wales

PCNPA continued to host Tirweddau Cymru / Landscapes partnership team and support their work across the designated landscapes during 2022/23.

Finance and Assets

Centres Income

Centres saw increased income generation in 2022/23 compared to 2021/22. £288,635.73 was received from Centre Merchandise income in 2022/23, a 21% increase on £238,425.38 in 2021/22. £291,819.84 was received from Carew and Castell Henllys admissions in 2022/23, a 6% increase on £274,189.12 in 2021/22. £95,457.81 was received from Centres other income in 2022/23, a 68% increase on £56,987.15 in 2021/22.

£144,349.34 was received from Carew Castle Café Sales in 2022/23, a 24% increase on £116,654.49 in 2021/22. £28,331.00 was received from Café rental income at Castell Henllys and Oriel y Parc in 2022/23, this compares to £25,467 in 2021/22.

Invoices paid on time

The Authority did see a fall in average time taken to pay invoices. 94.58% invoices were paid on time in 2022/23, compared to 97.43% in 2021/22. This is against a target of 97%.

Fundraising

The Authority continued to support the Pembrokeshire Coast National Park Charitable Trust as set out in the memorandum of understanding. The Trust provided funding of £49,000 to the Authority in 2022/23 towards Invasive Species work, Pembrokeshire Outdoor Schools, Roots/ Gwreiddiau Project, storm damage and Wild about Woodlands and Make more Meadows campaigns. This compares to £84,000 in 2021/22.

£12,000 was raised from sponsor a gate/bench scheme in 2022/23 for 20 sponsorships, this compares to £16,200 in 2021/22 for 27 sponsorships.

The review of project prioritisation matrix to align with new priorities and Well-being Objectives was put on hold during the year to enable the review to take account delivery plans once approved.

Carew Causeway Repairs

Marine licence and consents were in place ready for commencement of the next phase of work. However, work has been postponed until 2023/24 due to resource issues and more immediate repairs needing to be completed first. All consents to be extended.

Green Room Development

In 2023 detailed proposals were completed and costed, and planning approval was received for the Green Room Development. However, December 2022 tender process and re tendering in March 2023 on Sell2Wales failed to lead to appointment of a contract. As a result, Authority has been exploring alternative procurement method using the South West Wales Regional Contractors Framework.

Compliance

Audit Wales

During the year the Authority received feedback and set of recommendations from Audit Wales based on its Sustainable Tourism review looking at the question: “Is the Authority doing all it can to effectively manage sustainable tourism in the National Park?”

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

During the year the Authority participated in Audit Wales review on Income Diversification. The review looked at the question “Has the Authority established effective systems to consider and approve whether and how it should pursue new opportunities to optimise income?”

Audit Wales provided a set of recommendations and overall they found that: “the Authority is strengthening its capacity to pursue new income streams but has not agreed principles to determine their level of ambition.”

Staff and Members also participated during the year in review Audit Wales was carrying out on Governance.

A paper was also presented to Members at the December 2022 NPA outlining PCNPA response to Audit Wales – Public Sector Readiness for Net Zero Carbon.

Internal Audit

The Internal Audit Programme carried out by TIAA in 2022/23 was focused on the following areas:

- Visitor Centre & Café Castell Henllys
- Payroll & Expenses Page
- Conservation Management
- Performance Management
- ICT Disaster Recovery

At the Authority’s Audit and Corporate Services Review Committee held in July 2023 the following audit opinion was given for 2022/23: “TIAA is satisfied that, for the areas

reviewed during the year, Pembrokeshire Coast National Park Authority has reasonable and effective risk management, control and governance processes in place”. One area, ICT Disaster Recovery, was reviewed by internal audit where it was assessed that the effectiveness of some of the internal control arrangements provided ‘limited assurance’. Recommendations were made to further strengthen the control environment in this area and management have accepted the recommendations and provided appropriate responses.

Business Continuity Approach

A new business continuation plan was drafted, however further progress was halted as officers were awaiting completion of activities linked to Microsoft 365 implementation. Following internal audit activity, new actions and recommendations on development of business continuity and disaster recovery have been agreed. These will be taken forward by the Head of Decarbonisation.

Covid 19 – Workforce

From January 2023 Llanion opened for all staff based there to return, with business returning to usual. Staff were able to request flexible working, with some staff previously based at Llanion now opting for home working or hybrid working option. Managers were requested to revisit all Risk Assessments in light of 'normal' business operations, whilst ensuring that Infectious and Respiratory Diseases (including Covid-19) were considered in all Risk Assessments.

The first in person staff meeting since Covid 19 was held in March at Pembrokeshire college, with positive feedback received about the event from staff.

Sickness Absence

The Authority saw an increase in sickness absence in 2022/23 compared to 2021/22.

579.07 days were lost to sickness absence (excluding long term sickness) in 2022/23, compared to 482.83 days lost in 2021/22. A 19.9% increase.

1,027.57 days were lost to sickness absence (including long term sickness) in 2022/23, compared to 780.83 days in 2021/22. A 31.5% increase.

The average % hours lost as a result of sickness absences per employee (excluding long term sickness) for 2022/23 was 1.72%, compared to 1.51% in 2021/22.

The average % hours lost as a result of sickness absences per employee (including long term sickness) for 2022/23 was 3.01%, compared to 2.41% in 2021/22.

We will be reviewing our approach to recording sickness absences in 2023/24 to reflect best HR practice and developments in employee health and wellbeing post-pandemic.

HAVS and Health and Safety

Following a visit by the Health and Safety Executive (HSE) in December 2022 the Authority subsequently received an Improvement Notice which resulted in a number of actions being accelerated in advance of the 2023 cutting season.

The HSE Improvement Notice placed a condition on the Authority to either:

1. Ensure that the risk from vibration to our employees is eliminated at source.
2. Where it is not reasonably practicable to eliminate the risk at source, and an exposure action value (EAV1) is likely to be reached or exceeded, then exposure shall be reduced to as low a level as is reasonably practicable by establishing and implementing a programme of organisational and technical measures.

The Authority has responded robustly by attempting to achieve both of the above outcomes but, due to the nature of our work, by predominantly implementing a detailed suite of actions to reduce hand-arm vibration to as low as is reasonably practicable.

The HSE also provided advice to the Park Authority to “conduct a review of your policy and arrangement for managing health and safety across your organisation and undertake a longer-term programme of improvement” with progress to be “considered at any future intervention HSE might make.” This work is being led by the Authority’s Health and Safety Project Officer.

A HAVS Plan of action was developed and a monitoring group, chaired by the Chief Executive, set up to track progress on a weekly basis.

In terms of health and safety incidents the Authority had 1 RIDDOR (Reportable incidents to the HSE) in 2022/21, compared to 2 reportable incidents in 2021/22 and 2020/21. This against a target of 0.

In terms of # accidents (injury) over 3 days/ up to 7 days absence the Authority continued trend for 2020/21 and 2021/22 of having 0 accidents within this category for 2022/23. This is against a target of 0.

The Authority had 19 accidents (injury) minor incidents in 2022/23, this is an increase on 13 incidents in 2021/22 and 3 in 2020/21. Bringing it closer to pre pandemic levels of incidents, where there were 21 incidents in 2019/20 and 2018/19.

The Authority had 5 vehicle damage incidents in 2022/23 this is the same number of incidents as in 2021/22 and decrease of 1 compared to 6 incidents in 2020/21. It remains below pre pandemic levels of incidents, where there were 9 incidents in 2019/20 and 15 incidents in 2018/19.

The Authority saw an increase in conflict incidents in 2022/23 with 6 incidents reported. This is the highest level of conflict incidents reported since 2015/16, that year had the same number of incidents reported. Normal range would be between 0 – 2 incidents across the year. Incidents have

involved staff facing verbal abuse and confrontational meetings and telephone calls.

No safeguarding incidents were reported in 2022/23, this continued the 0 incidents reported in 2021/22 and 2020/21.

Data Protection

4 data protection impact assessments were completed in 2022/23, compared to 3 in 2021/22 and 1 in 2020/21.

No data protection breaches about the Authority were reported to the ICO in 2022/23. This continued the trend of no data protection breaches being reported in 2021/22 and 2020/21.

Members approved a new CCTV policy at the June NPA.

Online data protection training and cyber security training have been provided via Data 2 Action. Work is ongoing to ensure all relevant staff have completed this training.

The Authority has in place an external Data Protection Officer, who continued to provide expert advice to staff during the year. A Member has been appointed as a Cyber Security Champion.

A record management project has been developed to address record management changes needed in response to impact of transition to Microsoft 365, impact of organisational changes on F/Drive and a need to update accountability documentation and working practices linked to record management. This

project will be further progressed in 2023/24.

Communication of Policies

A corporate improvement project focused on management and communication of corporate policies and standards was initiated during the year. The aim is to carry out activities that will lead to creation of new Corporate Policy/ Document Hub on the intranet. This project is ongoing.

Accessible Communication and Web Accessibility Compliance

[Equality Duty]

Officers met in April to discuss accessible communication and further developing work Walkability Officer had presented to engagement action plan group on principles of inclusive communication. A draft report and recommendations on accessible communication were developed for Leadership Team. However, following discussion at Engagement Action Plan Group meeting in January this work was placed on hold due to organisational changes. Wider service area work continued with creation of photo menu for Café at Carew and development of easy read photo consent form.

Work to improve web accessibility continued, with move to a new accessibility monitoring software. Further work is required on PDF's and documents.

Freedom of Information (FOI), Environmental Information (EIR) and Subject Access (SAR) Request

10 Freedom of Information requests were made in 2022/23. This compares to 14 in 2021/22 and 16 in 2020/21.

21 Environmental Information requests were made in 2022/23. This compares to 16 in 2021/22 and 24 in 2020/21.

4 Subject Access requests were made in 2022/23. This compares to 2 in 2021/22 and 0 in previous years.

Responding to FOI, EIR and SAR requests, particularly more complex cases or those needing redaction for data protection reasons did place significant burden on Development Management Team and Democratic Services Team in 2022/23.

90% of Freedom of Information responses (9 out of 10) were made within the required timescales in 2022/23. This is against a target of 100%. This compares to 92.86% in 2021/22 and 93.75% in 2020/21.

85.71% of Environmental Information responses (18 out of 21) were made within the required timescales in 2022/23. This against a target of 100%. This compares to 93.75% in 2021/22 and 95.83% in 2020/21.

A number of responses were 1-2 days out, officers will explore if anything needs to be amended in terms of processes to prevent this from happening in the future.

100% of Subject Access responses (4 out of 4) were made within the required timescales in 2022/23. This compares to

50% (1 out of 2) in 2021/22.

Complaints

The Authority received 24 complaints in 2022/23, this was an increase on 10 complaints received in 2021/22 and 15 complaints received in 2020/21. Complaints received in 2022/23 mainly related to planning and changes to season car park ticket charges.

Media Coverage

99.52% of media coverage was positive or neutral in 2022/23. This is against a target of 85%. This compares to 100% in 2021/22 and 99.18 in 2020/21.

Welsh Language

The Authority received one complaint concerning the Welsh Language in 2022/23 regarding interpretation panels at Carew Mill. In response the panels which are being updated will be fully bilingual when replaced. This is against a target of 0. No complaints concerning the Welsh Language were reported to the Authority in 2021/22 and 2020/21.

The Welsh Language Commissioner received one complaint regarding alleged failure to comply with the Welsh Language Standards about the Authority in 2022/23. This is against a target of 0. The complaint related to English only signage referring to “Poppit Sands” and “Poppit” in the vicinity of the car park there. The complaint referred to County Council signage also. The Welsh Language Commissioner decided

not to investigate the complaint as there is no official Welsh name for Poppit or Poppit Sands. No complaints were reported to Welsh Language Commissioner in 2021/22 and 2020/21.

41.62% of staff had Welsh Language Skills at Work Welsh Level 1 or above at end of 2022/23, this compares with 41% at end of 2021/22.

13.21% of new and vacant posts were advertised as Welsh language essential in 2022/23. There is a general trend of % decreasing year on year from 52.38% high in 2016/17. The Authority has faced challenge of not always being able to recruit when post has been advertised as Welsh language essential and having to readvertise posts. To overcome impact this has on Welsh Language skills in workforce, the Authority has placed Welsh Learning requirements for successful applicants for some vacancies.

3 Welsh Language impact assessments have been completed as part of wider integrated assessments in 2022/23, this is the same number completed as part of integrated assessments for 2021/22.

Equality Training for Staff

[Equality Duty]

Online Equality training was made available on ELMS during 2022/23 and is now part of induction process.

Equality Impact Assessments

[Equality Duty]

3 integrated impact assessments that included equality and socio-economic impacts were completed in 2022/23, this is the same number completed as part of integrated assessments for 2021/22. Summaries of integrated assessments are included in relevant Committee reports to Members, this included the proposal for change in season car parking ticket prices in 2022/23.

Recruitment and Workforce Equality Data and Analysis

[Equality Duty]

Note on Data: To align with Welsh Government open data source reporting from previous years, throughout the following tables, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded and where figures are below 5 corresponding percentages have been suppressed and are denoted by *. Totals may not sum due to rounding. Rounding in this way also helps protect the anonymity of staff and job applicants. This does mean that small changes in workforce or recruitment diversity or categories with low numbers will not be captured or identified within data represented below. Workforce data is based on headcount from the end of month extract as at 31st March 2023, as a result some seasonal employees will not be captured in the figures.

There were 53 job vacancies advertised in 2022/23, this compares to 63 in 2021/22. Job applicant data is from the Authority's online job application system.

Number of Job Applicants Overall		
2020/21	2021/22	2022/23
380	330	460

Workforce data is from the Authority's People Management System. At the end of 2022/23 58.45% of equality monitoring information was completed on the Authority's people management system, this was an increase on 36% on the system at end of 2021/22. However, it remains below the 75 target and 78.6% of equality monitoring information held on the Authority's previous people management system. The move to the new system in 2021/22 impacted on level of data held, this impacts of the accuracy of data used for assessing workforce representation. Due to the drop in monitoring data held care should be taken in terms of any cross-year comparisons or analysis of workforce data. HR and strategic advisor will support activities to encourage staff to provide this data, including explaining what the data will be used for and how to update information on the system. Staff are able to access, review and complete their equality monitoring data directly on the system.

Number of Employees		
2020/21	2021/22	2022/23
140	160	170

Age

The number of applicants remains highest for the under 30 age group compared to other age brackets, although the % has returned to 2020/21 levels following increase in 2021/22. Changes around categories used has impacted on cross year analysis and may impact on accuracy in relation to applicants whose age are on the boundaries.

Job Applicants: Age				
Age	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
30 and under	34% (130)	42% (140)	34% (160)	14.7% (16-30)
31- 40	26% (100)	21% (70)	21% (100)	10.3%
41-50	16% (60)	12% (40)	17% (80)	10.8%
51-59	16% (60)	15% (50)	19% (90)	13.6%
60 and over	5% (20)	6% (20)	6% (30)	33.6%
Prefer not to say/ not answered	3% (10)	3% (10)	2% (10)	N/A

The rounded data shows that there has been an increase in the % of workforce under 30. With a slight decrease across all other age brackets. The number of staff over 41 fell from 76% in 2021/22 to 68% in 2022/23.

Employees: Age				
Age	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
20 years and under	* (*)	* (*)	5% (10)	4.7% (16-20)
21-30	6% (10)	6% (10)	11% (20)	10%
31-40	19% (30)	18% (30)	16% (30)	10.3%
41-50	31% (50)	29% (50)	26% (50)	10.8%
51-59	25% (40)	29% (50)	26% (50)	13.6%
60 and over	19% (30)	18% (30)	16% (30)	33.6%

We will look to review our age categories used for cross year comparison during 2023/24.

Gender Reassignment

There has been an increase in the number of job applicants identifying under same category, this potentially reflects decrease in the % of people not declaring.

Job Applicants: Birth Gender				
Birth Gender	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Same	97% (370)	94% (310)	98% (450)	93.4%
Not the same	* (*)	* (*)	* (*)	0.3%
Prefer not to answer	2% (10)	3% (10)	* (*)	N/A
Not Declared	* (*)	3% (10)	* (*)	6.3%

Disability

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

Job Applicants: Disability				
Disability	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Identify as having a disability	5% (20)	6% (20)	7% (30)	22% (Disabled under the Equality Act)
Identify as not having a disability	95% (360)	88% (290)	91% (420)	78% (Not disabled under the Equality Act)
Prefer not to answer	* (*)	6% (20)	2% (10)	N/A

Not Declared	* (*)	* (*)	* (*)	N/A
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It is difficult to assess changes in patterns in terms of disability and workforce profile due to the increase in information not declared in 2021/22, following move to new HR system. However there has been a decrease in the number of staff not declaring. Current data shows under 5 staff identifying as having a disability.

Employees: Disability				
Disability	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Identify as having a disability	* (*)	* (*)	* (*)	22% (Disabled under the Equality Act)
Identify as not having a disability	75% (120)	* (*)	28% (50)	78% (Not disabled under the Equality Act)
Not Declared	25% (40)	100% (160)	72% (130)	N/A

Ethnicity

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

The Authority has continued to see a small % increase in the % of applicants from non-white ethnic backgrounds. The Authority has also seen a small increase in the number of job applicants preferring not to provide this information.

Job Applicants: Ethnicity				
Ethnicity	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
White	95% (530)	94% (310)	91% (420)	97.6%
Other Ethnicity	* (*)	3% (10)	4% (20)	2.3%
Prefer not to answer	* (*)	3% (10)	4% (20)	N/A
Not Declared	5% (20)	* (*)	* (*)	N/A

It is difficult to assess changes in patterns in terms of ethnicity and workforce profile due to the increase in information not declared in 2021/22, following move to new HR system. However there has been a decrease in the number of staff not declaring in 2022/23, with 83% of staff identifying as White.

Employees: Ethnicity				
Ethnicity	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
White	71% (120)	38% (60)	83% (150)	97.6%
Other Ethnicity	* (*)	* (*)	* (*)	2.3%
Prefer not to	29% (50)	63% (100)	17% (30)	N/A

answer/ Not Declared				
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Religion or Belief

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

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

Job Applicants: Religion or Belief				
Religion or Belief	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
No Religion/ Belief	57% (210)	55% (180)	54% (250)	43%
Christianity	30% (110)	27% (90)	26% (120)	48.8%
Other Religion/ Belief	5% (20)	6% (20)	9% (40)	1.6%
Prefer not to answer	8% (30)	12% (40)	11% (50)	N/A

Not Declared	*	*	*	6.6%
	(*)	(*)	(*)	

It is difficult to assess changes in patterns in terms of religion or belief and workforce profile due to the increase in information not declared, following move to new HR system. Current data shows under 5 staff identifying as having a Other Religion/ Belief.

Employees: Religion or Belief				
Religion or Belief	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
No Religion/ Belief	31% (50)	13% (20)	12% (20)	43%
Christianity	31% (50)	6% (10)	12% (20)	48.8%
Other Religion/ Belief	* (*)	* (*)	* (*)	1.6%
Prefer not to answer / Not Declared	38% (60)	81% (130)	74% (126)	6.6%

Sex

In 2022/23 there were more male applicants compared to female applicants, this contrasts with 2021/22 when there were more female applicants compared to male applicants.

Job Applicants: Sex				
Sex	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Female	37% (140)	52% (170)	43% (200)	51.3%
Male	63% (240)	45% (150)	54% (250)	48.7%
Other Term	* (*)	* (*)	* (*)	N/A
Prefer not to answer	* (*)	3% (10)	* (*)	N/A
Not Declared	* (*)	* (*)	* (*)	N/A

The rounded data shows a higher % of female staff compared to male staff in 2022/23, with % males staff falling from 47% in 2021/22 to 44% in 2022/23.

Employees: Sex				
Sex	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Female	53% (90)	53% (90)	56% (100)	51.3%
Male	47% (80)	47% (80)	44% (80)	48.7%
Prefer not to answer/ Not Declared	* (*)	* (*)	* (*)	N/A

Sexual Orientation

The Authority saw a slight decrease in the percentage of job applicants identifying as LGB or Other in 2022/23 based on the rounded data.

Job Applicants: Sexual Orientation				
Sexual Orientation	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Heterosexual	87% (330)	82% (230)	83% (380)	89.8%
Lesbian, Gay, Bisexual or Other	5% (20)	7% (20)	6% (40)	2.3%
Prefer not to answer	8% (30)	11% (30)	6% (40)	N/A
Not Declared	* (*)	* (*)	* (*)	7.9%

It is difficult to assess changes in patterns in terms of number of employees identifying as LGB or other due to the increase in information not declared, following move to new HR system. Current data shows under 5 staff identifying as Lesbian, Gay, Bisexual or Other.

Employees: Sexual Orientation				
Sexual Orientation	2020/21	2021/22	2022/23	Census 2021 - Pembrokeshire
Heterosexual	59% (100)	19% (30)	24% (40)	89.8%

Lesbian, Gay, Bisexual or Other	6% (10)	* (*)	* (*)	2.3%
Prefer not to answer	6% (10)	* (*)	* (*)	N/A
Not Declared	31% (50)	81% (130)	76% (130)	7.9%

Employees who left our employment during the year/ changed position

The number of employees who have left the Authority has increased between 2021/22 to 2022/23. There was an increase in the number of employees who changed position during the year, compared to previous years. In part reflecting impact of organisational restructure.

This data below will be analysed internally by personnel to identify if any further actions are needed. The data sets are too small for further meaningful reporting across any of the protected characteristics and issues around staff identification. However, in terms of age profile the breakdown was fairly evenly split across the different age groups.

Employees who left our employment during the year		
2020/21	2021/22	2022/23
10	20	30
Employees who changed position during the year		
2020/21	2021/22	2022/23
10	10	30

Grievance and Disciplinary

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

Workforce Profile against Contract Type/ Work Pattern – Sex

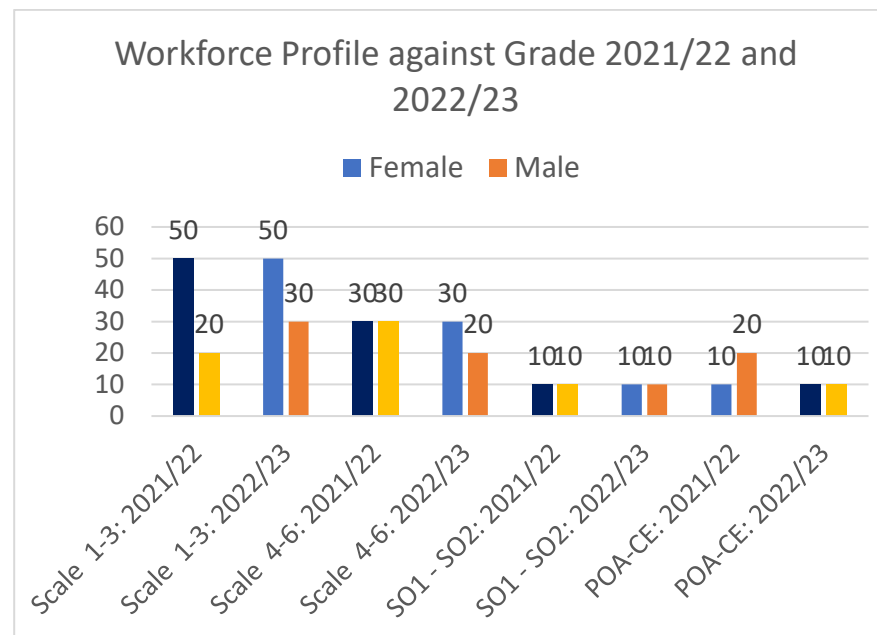
The Authority supports flexible working and has employees working a large range of work patterns in terms of number of hours over varying days. Many staff work a flexitime scheme and all staff can request flexible working arrangements such as 9 day fortnights; requests are generally approved. Staff move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

Contract Type / Work Pattern	Female		Male		Totals	
	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
Full Time	30	40	60	60	90	100
Part Time	60	60	20	20	80	80
Permanent	90	90	70	70	160	160
Temporary	10	10	*	*	10	10

Workforce Profile against Grade - Sex

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

to grade. Figure excludes seasonal staff paid by timesheet and not salaried.



Training and Pay Analysis

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