

Report of: Head of Engagement and Inclusion

Subject: Well-being Objective Deep Dive/ Self-Assessment: Connection - 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.

Management Team Leads: Head of Engagement and Inclusion. Head of Regenerative Tourism. Head of Nature Recovery. Head of People Services.

Outcomes for Objective:

- 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.
- Provide support to enable people of all ages to develop an understanding of the National Park.
- 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.
- 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.

Outcomes this report is focusing on:

- People are supported to lead a more physically active lifestyle by accessing the National Park, through promoting sustainable outdoor recreational opportunities.
- Provide support to enable people of all ages to develop an understanding of the National Park.
- 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.
- Historic assets in the National Park are protected and appreciated.

1. Progress Assessment

Delivery Plan	Inputs [The resources (staff, time, money) being put into an intervention]	Activities [The things that are being done]	Outputs [A count of what has happened as a result of these activities]	Outcomes [The immediate consequences and change.]	Impact [The higher level and longer term results.]
Health, Well-being and Access: Development of Get Outdoors Scheme. Focused on: <ul style="list-style-type: none"> • Delivery of Beach Wheelchair and Mobility Equipment service (visitors, communities and to improve access to our own services e.g. events, education programme.) • Delivery of programme of targeted 	Total project budget £59,000 Get Outdoors Co-ordinator North 0.6, fixed term until September 2025 Get Outdoors Co-ordinator South, full time, fixed term until March 2026. Funded by WG grant.	Provision of bookable all-terrain and beach wheelchairs and Mobility Equipment. Mobility Equipment options now include: Roll-out trackways, for smoother navigation on uneven surfaces. All-terrain rollators, providing extra stability on rugged ground. Mobile hoists, assisting with safe and easy transfers. Mobile ramps, improving access to rented accommodation. Portable hearing loops, allowing	New booking system in place tested and informed by feedback from Pembrokeshire People 1st. Get Outdoors walks began in Q2 and in Q4 saw 1,028 supported walking participants, helping continue our supported walking activities since the end of the West Wales Walking for Well-being externally funded project in 2023/24. New walking groups established. Including Global majority walking group, to	7% increase in Beach wheelchair/ mobility equipment bookings (427) in 2024/25 compared to 2023/24 (399). Participants in our Get Outdoors activities report better health and wellbeing as a consequence of taking part.	People are able to access the National Park independently and are supported to become confident use the outdoors to benefit their health and wellbeing, regardless of their circumstances or mobility. PCNPA services are increasingly adaptable and accessible to all.

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<p>supported walking, supported volunteering and outdoor engagement opportunities.</p> <ul style="list-style-type: none"> Engagement with service users to audit our locations and the way we inform people about them to identify opportunities for improvement. 		<p>individuals to fully participate in activities with friends and families.</p> <p>Programme of Get Outdoors Well-being Walks: Kilgetty, Broad Haven (Parents and Toddlers), Carew Castle, Haverfordwest – explore various locations across the Park using PCNPA minibus, Global Majority Group, Accessible Walking Group, Pembroke (Parents and Toddlers), Fishguard.</p> <p>Engagement with service users and</p>	<p>address issues and barriers communities may face getting into the Park.</p> <p>Relationships have been made with the Mosque in Haverfordwest and Milford Haven, Llwy Gariad and will continue to be a focus although times and frequency of the groups may need to change from initial feedback. Creation of Parent and baby walking groups.</p> <p>Delivery of accessible walks which are also used to test mobility equipment.</p> <p>Volunteer walk leaders play an important part in</p>		

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		others to promote and improve offer.	supporting delivery of our Get Outdoor supported walking offer.		
Health, Well-being and Access: Stakeholder mapping exercise to identify underrepresented groups and community/ support link groups, informed by Experiences for All Work, project evaluations and Census 2021 data. Build links and empower external groups (with a focus on those supporting underrepresented groups in terms of	Staff time: from the whole engagement and inclusion team, via workshops.	See case study later on in the report on the stakeholder mapping exercise.	Examples of building links with external groups to increase access: <ul style="list-style-type: none"> • Black Girls Hike through Open to All project, with ranger facilitated hike delivered • Pembrokeshire People's 1st, developing, testing of Get Outdoor new booking system • Mosque in Haverfordwest and Milford Haven, Llwy Gariad as part of development of Get Outdoors Global Majority Walking Group 	New booking system for get outdoors takes account of user experiences and how to make process easier. Including videos of locations.	We are able to target our work effectively to benefit those who stand to gain the most from our engagement services and projects.

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access to outdoors/ nature opportunities or who face additional barriers) to increase access and participation in health and well-being benefits of the Park.			<ul style="list-style-type: none"> Exploring links to the Gypsy, Roma, Traveller community, focused on wellbeing and families. 		
Health, Well-being and Access: Delivery of Roots to Recovery Project and exploring follow on project options	Big Lottery Funded project in partnership with MIND Pembrokeshire and Carmarthenshire. Annual cost of c£96,000 entirely externally funded – Funding in place until end of August 2025 and awaiting outcome of Big Lottery People and Places Fund (Stage 2) bid.	Delivery of Roots to Recovery Project Programme of events and activities, informed by the participants: walks, arts and crafts, involvement in local projects – community gardens, volunteering and exploring the outdoors.	In 2024/5 over 150 Roots to Recovery activities took place with over 1000 participants.	Participants report that their mood and mental health improves as a result of connection with others, physical activity in the outdoors and involvement in local projects.	Impact on participants captured in following Roots to Recovery You Tube Video .

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	3x part time project staff for PCNPA and one full time officer with Mind.	Development in partnership with MIND and through wider engagement follow on project bid Routes to Discovery.			
Health, Well-being and Access: Deliver First 1000 Days project and use outcomes from project to develop programmes of support for young families and children. Including working with groups who are supporting families and people in Pembrokeshire facing poverty – linked to the work	2.5 day/week Early Years Play Officer and sessional play assistant. Externally funded, funding in place until Sept 2025. Annual cost £24,500	Delivery of 1 st 1000 Days programme: 2024/25 – Programme at Fenton School 2025/26 – Sessions at Scolton Manor. <ul style="list-style-type: none"> • Early Years events for pre-school settings at St. Brides Orchard (H'west pre-school and nursery groups) • Castell Henllys (Welsh Medium 	722 participants in early year sessions in 2024/25.	Experiences with parents and carers shared more widely through social media and other communication channels to promote the value of outdoor play and the assets of the National Park in this regard. Work with pre-school settings and associated promotion in the outdoors demonstrates	Providing formative experiences for young children and their parents/carers that can contribute to positive health and wellbeing outcomes

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of the PSB poverty in Pembrokeshire Sub Group.		Cylchoedd Meithrin N. Pembs)		good practice (in line with the Early Years Curriculum for Wales) and will enable Early Years practitioners in nurseries and elsewhere to further develop their outdoor provision .	
Health, Well-being and Access: Review our health and well-being offer to identify future role of the Authority in response to all-Wales framework for social prescribing.	Core funded Health and Wellbeing Officer Health and Wellbeing budget £46,500		See separate report on social prescribing.		
Engagement, Involvement and Learning about the Park: Delivery of SLSP	SLSP Funding, £200,000 April 25 – March 27. 1 day/week Education Officer	Commissioning and supporting development of Tirlun resources.	Tirlun resources and website created. Launch event at the Senedd.	Engagement with Learners/ Teachers as part of resource development.	Greater knowledge and understanding of Designated

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funded Designated Landscapes Education Project - Working with all Wales designated landscapes on collaborative education resource	1 day/ week PODS Officer.				Landscapes in Wales
Engagement, Involvement and Learning about the Park: Delivery of focused learning programme, linked to Authority priorities on nature recovery, decarbonisation, forming connection to outdoors and heritage:	See separate report Core funded: Education officer, 6 rangers, centre staff. Pembrokeshire Outdoor Schools partnership, externally funded – costs £43,000, currently funded until Sept 2025, grant bids in progress.	Aligning Authority's education delivery to Tirlun resources. Range of education sessions delivered across Engagement and Inclusion, Regenerative Tourism and Nature Recovery Teams. Provision of D of E and Social Action activities.	6,323 participants in our education programme sessions from schools in Pembrokeshire in 2024/25. Examples of different sorts of sessions delivered below: <ul style="list-style-type: none"> National Park Discovery Days Daily Life in the Iron Age Meadow and Tree Planting 	See separate report	Future generations have a greater knowledge and understanding of the NP and the work required to care for it.

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<ul style="list-style-type: none"> Schools in Park and Pembrokeshire Offer for schools outside Pembrokeshire Opportunities for those with additional learning needs Social Action Opportunities/ D of E Volunteering Early years Resources and training for teachers 	Some small external grants to support schools to access our programmes.	Support to teachers and schools on school grounds/ outdoor spaces.	<ul style="list-style-type: none"> River and Woodland Studies Dark Skies and Bright Stars Tudor Tales Apple Day Lost Words exhibition sessions <p>2,204 participants in our education programme sessions from schools outside Pembrokeshire in 2024/25.</p> <p>109 participants through Home Education sessions provided by Castell Henllys.</p> <p>440 participants in sessions from Further Education or Universities.</p>		

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			<p>97 participants in D of E related sessions.</p> <p>Officers including senior officers have attended careers events at Pembrokeshire College, Henry Tudor, Ysgol Preseli, Ysgol Penrhyn Dewi, Ysgol Caer Elen.</p>		
Engagement, Involvement and Learning about the Park: Develop and deliver a programme of lifelong and community learning. Developing specific projects where needed and using a range of approaches.	<p>Community Archaeologist, Rangers, Youth and Inclusion Officer, Activities and Events Manager, Activity Volunteers.</p> <p>A mixture of core funded staff and project based work.</p>	<p>Community Archaeology:</p> <ul style="list-style-type: none"> • Lidar Citizen Science Project • Tough Decisions Project • Excavations • Talks, walks and public events • Student placement. 	<ul style="list-style-type: none"> • Lidar Portal developed and launched - Arfordir Penfro lidar Portal and four volunteers helped test the portal at the development phase. • Tough Decisions Project – see case study below. • Volunteer opportunity to 	<p>New skills and knowledge as a result of the community archaeology projects, opportunities and activities. Increased Volunteer opportunities for those that may face additional</p>	<p>Increased sense of place.</p> <p>Public appreciation leads to increased protection for archaeology.</p> <p>Greater understanding and enhancement of archaeology for the Authority, leading to improved</p>

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		Activities and Events Programme	excavate at the Crosswell excavation 2024. Public tours also delivered. <ul style="list-style-type: none"> • Three talks delivered to community and professional groups, one guided walk on Skomer and attendance at three public events. • Delivery of Archaeology Day (further details in the March 2025 report). • A student has undertaken a placement cataloguing excavated material from Carew Castle. 	barriers to getting outdoors. Greater awareness of archaeology in the Park.	management and informed decisions. Broadening the audience of archaeology.
Engagement, Involvement and	Youth and Inclusion Officer 2 days/week	Delivery of programme of Next	Joint sessions held with Next Generation	With additional funding and	A more diverse engagement with

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Learning about the Park: Delivery of Next Generation and Youth Committee Programme including ongoing review and promotion of the PCNPA Youth Manifesto	<p>– core funded costs of £30,000</p> <p>Some external funding for project delivery – c£12,000 until March 2026.</p>	<p>Generation Activities including Youth Rangers and Youth Committee.</p> <p>Revision of Youth Manifesto for Pembrokeshire Coast NP completed by young people</p> <p>Engagement with Futureworks.</p>	<p>and Futureworks with a view to building confidence for other young people to join Next Gen</p> <p>Collaborative working underway with Youth Groups at Bannau Brycheiniog and Clwydian Range with a joint event planned for this summer.</p>	<p>improved connections with groups of young people locally and in other Designated Landscape areas we have been able to broaden the scope of youth voice in relation to our work and to the National Park in general</p>	<p>PCNPA and its work.</p> <p>Helping to develop links that can be sustained for future generations.</p>
Engagement, Involvement and Learning about the Park: Develop a framework for annual participant survey to target regular participants in our volunteering, projects etc	Staff time	<p>Development and delivery of survey.</p> <p>Analysis and reporting of findings.</p>	See case study below	Quality assurance of our services	High quality responsive services based on user experience.

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Engagement, Involvement and Learning about the Park: Provide a variety of ways to get involved, with particular focus on providing a range of volunteering and social action opportunities	Pathways Project: annual cost £50,000. External funding in place until March 31 st 2026, with 50% of funding in place until March 28 through NN4 grant. 4 day/week Pathways Volunteering Officer plus minibuss. Ranger service – core funded, total service cost £260,000. Community Archaeologist.	<p>Delivery of programme of supported volunteering opportunities through Pathways Project.</p> <p>Delivery of programme of practical nature recovery, access and heritage related volunteering and social action opportunities.</p> <p>Delivery of events and activity leaders and support volunteering opportunities.</p> <p>Delivery of volunteering opportunities where</p>	<p>18,987 volunteer and social action hours contributed in 2024/25, 7.9% increase on 2023/24.</p> <p>268 outreach/ social inclusion sessions supported by volunteers.</p>	<p>Immediate improvement to the condition of scheduled monuments, public rights of way and conservation sites.</p> <p>Activities contribute to participants' health and wellbeing.</p> <p>Volunteers who face barriers to participation are supported to take part.</p> <p>Volunteers and participants gain knowledge and learn new skills.</p>	<p>Scheduled monuments better safeguarded.</p> <p>Paths and sites are well maintained and cared for.</p> <p>Participants' long-term health and wellbeing improves, they have gained new skills and developed their custodianship of the National Park.</p>

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		volunteers support others to participate in activities.			

2. Case Studies

2.1 Stakeholder Mapping

The Engagement and Inclusion Team carried out a series of team workshops during 2024 to analyse our stakeholders and prioritise areas where we should focus our resources and effort. The first workshop mapped out the web of connections that team members hold and identified those stakeholders that we draw on for support and partnership and those where we provide support and engagement. These were grouped as can be seen on the chart below, with the final group of stakeholders those ‘furthest’ from us being those we have identified as needing a stronger connection.

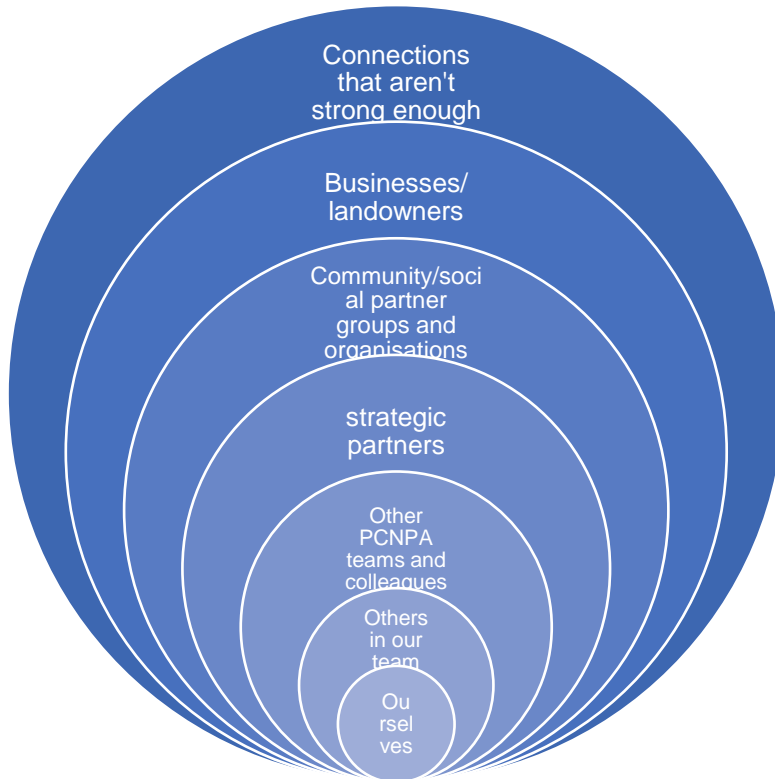


Figure 1 Engagement and Inclusion Network Map



Figure 2 E&I Team Workshop

To build on this mapping work the Team then undertook a Stakeholder Analysis exercise to match the identified stakeholders and their representative organisations to the appropriate areas of our engagement and inclusion work, identify potential motivations for working together and ascribes a priority to each stakeholder group. The Stakeholder Analysis document is included in the Appendix.

More detailed engagement with stakeholders will continue to be carried out as part of the process of developing new projects with the involvement of stakeholders in project or service delivery and design being at the forefront of planning our work. For example, Pembrokeshire People First helped to design our new outdoor mobility equipment booking website to ensure that it was as accessible as possible.

Stakeholder involvement has been critical to the development of our Roots to Recovery Project and the proposed follow-on project where we have been working with young people and carers to map out how we might engage and involve them. *Additional info here on Routes to Discovery planning.*

The stakeholder mapping process will continue to be regularly reviewed to ensure that we are continuing to identify and target our engagement and inclusion work appropriately.

2.2 Addressing barriers to volunteering

A dedicated member of the north Voluntary Warden group decided last year that after 26 years he was no longer physically able to take part in the outdoor practical tasks. Knowing how much Roddy enjoyed being part of the work of the National Park, North Ranger Carol Owen discussed the possibility of him assisting with the sign painting at Cilrhedyn centre and he willingly agreed. Since November of 2024 Roddy has been volunteering at the centre for some 3 hours most weeks and makes an invaluable contribution to the sign production freeing up staff time for technical machinery work. This adjustment to his role has ensured that Roddy can continue to be as active as he is able and that volunteering continues to support his wellbeing.



Figure 3 Volunteer Roddy painting signs

2.3 Engagement and Inclusion Participant Survey 2025

In March and April we ran a survey for individual participants in activities provided by the Engagement and Inclusion Service to help with quality assurance. These include volunteers, participants in wellbeing and community activities and inclusion projects and programmes. We didn't include education sessions or public activities and events as these programmes have their own monitoring schemes.



Figure 4 Walking for Wellbeing

The survey was conducted using an online form, available in Welsh and English and consisted of the following questions:

1. How satisfied are you overall with your experience of taking part in National Park-led activities?
2. What was the best thing about your activity?
3. Did you feel safe while taking part in National Park-led activities?
4. Is there anything that makes it difficult for you to take part?
5. What would make your experience better?
6. An optional question to say more about the specific service engaged with.

51 surveys were returned, 3 in Welsh and 48 in English, with participants in wellbeing walks and volunteering being strongly represented. Feedback was extremely positive with 44 respondents rating their experience as 5/5 and the remaining 7 giving a 4/5 score. Responses to Q2 are shown below with most participants listing several 'best things':

Best thing about your activity	Number
cameraderie/social benefit	29
physical activity	12
benefit to environment / NP	12
learning skills/knowledge/achievement	11
Visiting new places	11
Inclusive	5
Well organised and led	7
Improved wellbeing / enjoyment	12
speaking Welsh with other learners	1

“The experience of being out in the fresh air with like-minded people. So good for my mental health.”

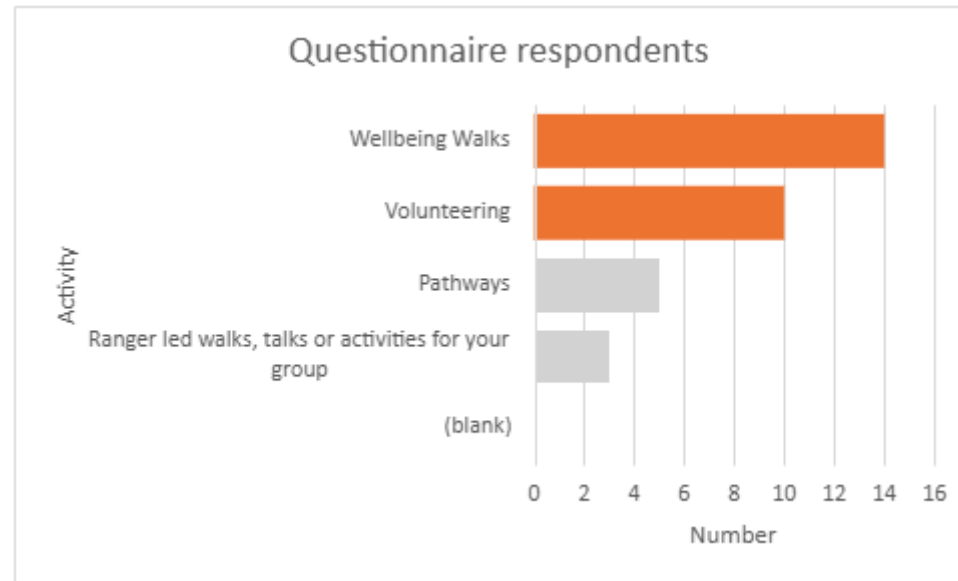
“It's a very friendly group, where members work well together helping with Conservation projects and also having fun whilst learning new skills.”

“Very inclusive - feels like there's a place and task for everyone”.

More than half of participants didn't feel that there were any barriers to their participation and felt that there were no improvements to be made but there was some feedback such as varying times and days of activities, providing accessible options for people with no transport and ensuring there is social time for a hot drink, that we will address.

One person indicated that they did not feel safe during their activity but did not give any reason or indication as to why. We regularly examine our safe working practices and will continue to do so, and team members will encourage participants to feel they can confidentially report any concerns they may have.

Not all respondents answered question 6 and some groups we work with didn't respond so we will review the methodology for future years. The chart below shows the responses to Q6.



The Participant Survey will be repeated annually as part of the suite of measures used to audit and quality assure our services and can be widened to include other services provided by the Authority.

2.4 Tough Decisions: Communicating Risk and Heritage Loss Project

The National Park Authority, in partnership with the Museum of London Archaeology (MOLA) and Futureworks, were successful in obtaining funding from the Arts and Humanities Research Council (AHRC) to deliver an engagement project with young people focussing on heritage at risk due to climate change.

The project commenced in January 2025 and will conclude in June, five sessions have been completed to date. The Futureworks participants aged 16-20 are learning about the impact of climate change at monuments across the National Park area, including St Brides, St Davids, Angle and Whitesands Bay. The theme of loss is explored and the techniques used by archaeologists to mitigate against climate change. As an outcome of the project, the participants are being supported to create social media content to raise awareness of the issue. It is hoped that the content created will resonate with a group that is often underserved and

underrepresented in archaeology. The project also aspires to help the participants develop skills and experience that will help empower them with their future development. A celebration event will be held with participants and staff upon completion of the project and the project will feature at Archaeology Day in November 2025.

The participants are supported by Futureworks, MOLA and National Park Authority staff.



Figure 5 Community Archaeologist and Interpretation Officer exploring coastal erosion and sea level rise with participants at St Brides.

2.5 Young Carers

In Pembrokeshire, over 12,000 individuals have caregiving responsibilities, with one-third over retirement age and 380 young carers under 18. Carers face significant mental health challenges: 85% report stress, 51% depression, and 49% loneliness, with limited access to volunteering and outdoor activities due to timing, transportation, and lack of respite support (Carers Wales 2023).

As part of our review of PCNPA/Mind Pembrokeshire's Roots to Recovery project, the project team spoke to representatives from the 'carer community' in Pembrokeshire. We heard from several groups, and it was clear that for some, the opportunity to spend time outdoors offered the potential for much needed respite time and a boost to wellbeing.

Building on the partnership with Mind Pembrokeshire and their CYP (Children and Young People) initiative, we heard directly from young people who had benefitted from spending time outdoors as part of the Roots to Recovery programme to benefit both mental health and wellbeing. In August of last year we contacted Action for Children ([Young carers | Action For Children](#)), who support young carers from 8 to 25 in Pembrokeshire. The charity runs groups as well supporting individuals and families in the County.



Since the Autumn of last year, we have delivered 5 outdoor sessions with young carer groups in Pembrokeshire. We were able to work the 11- to 16-year-old young carers group (who are based at the Picton Centre in Haverfordwest) on three occasions. Focussing on experiences that could take place in and around the centre, the group took part in bushcraft activity, got creative with some 'environmental art' and joined in a group barbecue at Fortunes Frolic, a location within walking distance of the group's meeting place. As some of the young people explained to us, 'there isn't always time for them to take part in activities once the school day is over', and so making use of the time set-aside to attend the Action for Children young carers youth group enabled most of the group to join in.

Our team also spent time with two primary school aged groups of young carers. Similarly, we were able to provide experiences, close to the places where the groups already held meetings – enabling more children to take part.

The Roots to Recovery team and Youth and Inclusion Officer for the National Park Authority continue to work with Action for Children, providing activities for the groups of young carers that they support. We hope that the initial programmes of activity will

be developed to become more regular features of the work we deliver. With that in mind we are seeking to find funding to support our work in this area.

3. Challenges and Opportunities

Much of the Authority's connection agenda is delivered through externally funded projects in what is becoming an increasingly challenging funding landscape. Over the last year it has been more difficult to find funding to continue some of our long-running and successful projects such as Pembrokeshire Outdoor Schools, and we are having to innovate and collaborate in new ways to ensure continuity of our work.

We are increasingly working in collaboration with our Nature Recovery colleagues to deliver cross cutting projects with outcomes for both nature and people such as Naturally Connected funded by the Nature Networks Fund which is supporting the Pathways project.

Our stakeholder mapping work has identified priority communities and groups for us and partnerships such as Roots to Recovery and the Tough Decisions Project show the value of our innovative partnership working.

4. Contribution to Cross Cutting Outcomes:

Cross Cutting Outcome	Contribution – Activities and Impact
Sustainable Development Principles – 5 ways of working	<p>Involvement is central to the approach of the Authority when developing its inclusion focused projects. The Authority is engaging beneficiaries in shaping projects informed by their lived experiences for example, in the development of the Routes to Discovery project. To deliver projects effectively in this space, the Authority recognises the importance of working collaboratively with partners with expertise who already have relationships with the people our projects are seeking to benefit. The Authority's Stakeholder mapping activity is supporting this approach.</p> <p>The projects and work programmes play an important preventative role linked to the wider public health and social prescribing agenda in supporting</p>

	<p>improved mental health, physical activity, well-being and the health benefits of accessing the outdoors. Activities are designed to support the 5 ways to well-being.</p> <p>Our engagement work spans from cradle to grave, including parents with babies and toddlers, early years, children and young people, older people and those with life-limiting health conditions. Activities in this area take an integrated approach, supporting wider Pembrokeshire strategies and priorities particularly in relation to early years and response to child poverty. One of the challenges in terms of taking long term approaches is the need to rely on project funding, this can impact on how projects are delivered.</p> <p>Tirlun is a collaborative project with the other Welsh designated landscapes.</p>
Public Sector Equality Duty/ Socio Economic Duty / Reducing Child Poverty	<p>Projects and activities play a central role in supporting the Authority to deliver its Equality Objectives and Plan. Through collaborative working and building new relationships the Authority is helping break down barriers to accessing the Park, as shown through Roots to Recovery, development of Get Outdoors Global Majority Walking group and engagement with Pembrokeshire People First on testing booking website.</p> <p>The Authority's learning programme through Duke of Edinburgh and other social action initiatives involving practical activities is supporting young people with skills development.</p>
Promoting Welsh Language	<p>Tirlun is providing a set of Welsh Language education resources about National Parks that can be used for education purposes throughout Wales. There were 1,810 participants in education sessions facilitated in Welsh in 2024/25 and 612 participants in sessions delivered bilingually.</p>
Section 6 Biodiversity Duty / Sustainable Management of Natural Resources	<p>Our volunteering and social action programmes support people to experience nature and take action to protect it, helping to deliver our Nature Recovery programmes.</p> <p>Through working collaboratively with other organisations/ groups we support increased access to nature for underrepresented groups or those who face additional barriers.</p>

Engagement with Communities and Stakeholders	Stakeholder mapping and engagement with beneficiaries informs our project development. The Authority has developed a framework for an annual participant survey to target regular participants in our volunteering, projects etc. We have developed a positive relationship with range of local schools and teachers in Pembrokeshire. The Ranger Service provides a first point of contact for communities within the park and supports local community action for nature.
Staff Development / Volunteering Opportunities	The Authority is providing a range of volunteering and social action opportunities. Staff are increasing their understanding through feedback from engagement with beneficiaries, as shown through engagement with Pembrokeshire People First in terms of booking system for Get Outdoors.

5. Overall Assessment and Next Steps

Good progress towards the wellbeing objective with a wide range of opportunities provided by the Authority giving benefits to the participants' health and wellbeing and positive outcomes for the environment, as the examples above demonstrate.

The Authority demonstrates innovation and leading practice in this area of work; with Tirlun, Next Generation and Get Outdoors being examples.

A key challenge is to embed and sustain our approach over the long term, given the project-based nature of a significant part of our Connection work and to focus on how engagement and inclusion can support our nature recovery agenda

6. Appendix

Engagement and Inclusion Team Stakeholder Analysis

Knowledge and Learning					
Group	Representative Organisations?	What is their goal/motivation for working with us?	What is our goal/motivation for working with them?	Are they a priority group for us? (High medium or low)	Team
Preschool settings	Early Years settings funded by PCC	To get inspiration on activities they can do at their own setting Celebration days also provide wellbeing for staff To Engage staff and children in outdoor learning	Encourage children to explore nature and care for their environment Help staff become confident in using the outdoors To support speech and curiosity to get children away from screen time Encourage children to explore nature and care for their environment	High	First 1000 Days
	Flying start Nurseries	To explore their local communities and engage children in nature Social skills, friendships	Reach families in more deprived areas who do not have access to transport and demonstrate free activities with use of natural resources To create fun, memorable experience to pass through the generations Support the 5 ways to wellbeing- helping	High	First 1000 Days

			<p>families connect, increase physical activity, take notice of nature, try something new and give to your local community. Encourage children to explore nature and care for their environment Help staff become confident in using the outdoors</p> <p>To support speech and curiosity to get children away from screen time</p>		
	Parent and Toddler groups	To Engage staff and children in outdoor learning	<p>Support the 5 ways to wellbeing- helping families connect, increase physical activity, take notice of nature, try something new and give to your local community.</p> <p>Help staff become confident in using the outdoors</p> <p>To support speech and curiosity to get children away from screen time</p>	High	First 1000 Days
Primary Schools	LEA, schools	Delivering Cynefin curriculum. Gaining our	Local learners who should be aware they live in/close to a National	High	Learning, Rangers

	Pembrokeshire Outdoor Schools (PODS)	<p>expertise and local knowledge.</p> <p>Engaging all Pembrokeshire learners in outdoor activity</p>	<p>Park. opportunity to give memorable experiences and shape their attitudes to the outdoors.</p> <p>Well connected, communication channels to all local schools</p>	High	
	Wales Council for Outdoor Learning	Leading outdoor learning and environmental education network in Wales. WCOL has an interest in innovative and good practice outdoor learning	Opportunities to promote our work at a national level, take a leading role in (for example) Wales Outdoor Learning Week. Make connections with schools and practitioners across Wales	Medium	Learning
	Natural Resources Wales Education	The NRW team support outdoor learners and educators by developing resources and providing training linked to the Curriculum	Access to training and resources	Low	Learning
Secondary Schools	LEA, schools	Delivering Cynefin curriculum. Gaining our expertise and local knowledge	<p>Local learners who should be aware they live in/close to a National Park. opportunity to give memorable experiences and shape their attitudes to the outdoors.</p> <p>Potential to develop aspirations for some to</p>	High	Learning, Rangers

	Pembrokeshire Outdoor Schools (and partners)	Engaging all Pembrokeshire learners in outdoor activity	consider careers related to the outdoors/NP's Well connected, communication channels to all local schools		
	Wales Council for Outdoor Learning	Leading outdoor learning and environmental education network in Wales. WCOL has an interest in innovative and good practice outdoor learning	Opportunities to promote our work at a national level, take a leading role in (for example) Wales Outdoor Learning Week. Make connections with schools and practitioners across Wales	Medium	Learning
	Natural Resources Wales Education	The NRW team support outdoor learners and educators by developing resources and providing training linked to the curriculum	Access to training and resources	Low	Learning
Special Schools/PLC	Neyland PLC and LEA provision, Portfield School	Education value Outdoor motor skill development Committed to providing outdoor learning for their pupils	Engaging with young people who might not have had PCNPA school experiences. Involvement in youth inclusion programmes.	Medium	Learning, Inclusion, Rangers
Home-educated	Home education groups in the County	Supporting the learning requirements of home educated children	Reaching young people outside the formal education system	Medium	Learning, Rangers

	PCC Home Ed officer	Supporting the learning requirements of home educated children	Enables improved connections with home educated children	Medium	Learning
	Parents / Guardians of potential PCNP Next Gen vols	Education value Social skill development	Engaging with young people who haven't had PCNPA school experiences	Medium	Inclusion
Adults	Special interest groups/none	For enjoyment	To increase understanding of PCNPA work and change behaviour	Medium	Rangers, Inclusion
Colleges/Universities	Pembrokeshire College	Training, support with traineeship programmes. Practical work skills for vocational learners.	To increase understanding of PCNPA work and change behaviour Access to a large body of students/young people in Pembrokeshire. Youth Voice. Joint project opportunities.	Medium	Learning, Rangers, Inclusion
	Visiting Academics (e.g Katy Chamberlain from Univ. Liverpool)	Opportunities to study various aspects of the NP	Access to deeper knowledge on the NP that we can use to further engage with the public.	Low – already engaged	Learning
	Visiting universities	Guided fieldwork	Engaging with young people who haven't had PCNPA school experiences	Medium	Rangers

Inclusion and Experiences for All					
Group	Representative Organisations?	What is their goal/motivation for working with us?	What is our goal/motivation for working with them?	Are they a priority group for us? (High medium or low)	Team
LGBTQ+	Pembrokeshire Pride	To provide safe and inclusive spaces and experiences throughout the National Park.	To engage and encourage use of National Park - people who wouldn't engage with the NP usually	Medium - Already engaged.	Inclusion
Global Majority	Black Girls Hike Llwy Gariad Haverfordwest and Milford Mosques	To provide an introduction to the National Park and facilitate a hike and ongoing experiences.	To engage and encourage use of National Park - people who wouldn't engage with the NP usually.	Medium – Already engaged, some new connections to develop	Inclusion, Rangers, Health and Wellbeing
Refugees	Learning Pembrokeshire	To provide an introduction to the National Park and enjoyable experiences that can be repeated.	To engage and encourage use of National Park - people who wouldn't engage with the NP usually.	High.	Health and Wellbeing, Inclusion
Gypsy, Roma, Traveller community		To provide enjoyable experiences that can be repeated.	To engage and encourage use of National Park - people who wouldn't engage with the NP usually.	High Plans for beach days and women's group support	Health and Wellbeing, Inclusion, Rangers
Visually impaired	Visually impaired walking group	To provide safe, enjoyable experiences of the national park.	To engage and encourage use of the National Park.	Medium – had engaged, could do with reconnecting.	Health and Wellbeing
Neurodiverse	Pembrokeshire People First	To provide safe and inclusive spaces and experiences throughout the National Park.	To engage and encourage use of National Park and to help us to audit our	Medium - Already engaged.	Health and Wellbeing

			services and improve accessibility		
Older people	Age Cymru	To provide safe spaces for older audiences.	To engage with older audiences who may struggle with mental, and physical, health. R2R vol case study for age Cymru.	Low / Medium Already engaged – Low/Medium - already engaged.	Health and Wellbeing, Inclusion
	Solva Care	To provide entertaining and informative sessions about the National Park to the older community of Solva.	To engage with older audiences who find it hard to get out and about.		
Carers	Mind Pembrokeshire, Hubberston & Hakin Community Centre, local carers groups	Project partners To support the wellbeing of carers with outdoor activities.	Too reach and work with people who wouldn't engage with the NP usually. Carers a key target audience for Roots to Recovery II Application for bronze Investors in Carers award to be made 2025	High Already engaged and project planned.	Inclusion Health & Wellbeing
Mental health	Mind Pembrokeshire, Futureworks, Hafal, GTBAL WWAMH	Project partners. Opportunities for their clients to gain rewarding experiences that support mental wellbeing	To reach and work with people who wouldn't engage with the NP usually We have previous links with Haval, but haven't engaged regularly in recent years	High - Already engaged. High – Medium - Already engaged.	Inclusion
Young people	Futureworks, Tanyard Youth Services, PCC	Creating opportunities for skill development / employment skills.	Help us to reach and work with young people who wouldn't engage with NP	High - Maisie planning activities for engagement and to	Inclusion Rangers

	Youth Service, Mind, Pembrokeshire College	<p>Encouraging young people from deprived areas to use their outdoor spaces local to them.</p> <p>Encouraging young people to socialise and develop confidence.</p> <p>Support for young people with poor mental health and their families.</p> <p>Access to expertise, opportunities for learners</p> <p>Support with training, skills development and work experience/access to careers.</p>	<p>including those facing mental health barriers and young carers.</p> <p>To increase understanding of PCNPA work and change behaviour</p> <p>Develop Youth Voice and increase participation.</p>	raise awareness of PCNP, and groups are already engaged.	
Mobility impaired	Bespoke Pembrokeshire Disability Group Experience Community cic	To provide safe and inclusive spaces and experiences throughout the National Park.	To engage and encourage use of National Park - people who wouldn't engage with the NP usually	High - Get Outdoors easy access walks	Health and Wellbeing
D/deaf	Sign & Share	To provide safe and inclusive spaces and experiences throughout the National Park.	To engage and encourage use of National Park - people who wouldn't engage with the NP usually	High	Health and Wellbeing
Young families	Mind, Hubberston & Hakin Community Centre	Support parents' mental health. Provide opportunities for families.	To increase understanding of PCNPA work and change behaviour	Medium - R2R & PCNP Next Gen Medium	Inclusion, Rangers

	Team Around the Family (PCC)	Provide disadvantaged families in Pembrokeshire with support and wider opportunities.	Increase connections with this target audience	- R2R & PCNP Next Gen	
Communities					
Group	Representative Organisations?	What is their goal/motivation for working with us?	What is our goal/motivation for working with them?	Are they a priority group for us? (High medium or low)	Team
Volunteers	VWs Newport Paths Group, FONP, National Trust, Wildlife Trust, PAVS	Help the environment, give back to the community, learn new skills, meet new people.	Engage with people who want to help protect the NP.	Medium – we have well developed provision in this area but wish to expand volunteering opportunities to include younger people/working people.	Rangers
Residents	Residents Groups Community Associations Local Clubs and Societies	Improving their local environment. Supporting residents' involvement in community action.	To increase connection and involvement and understanding of the NP, understand local priorities and support delivery of PCNPA priorities on a local level. Develop spaces for inclusion activities such as R2R Pembroke Hub	High	Rangers Inclusion
Landowners	NFU/FUW YFC Farmers Clubs/Societies	Support with nature recovery, recreation management and ensure that public	To increase connection and involvement and understanding of the NP, understand local priorities	High	Rangers

	NT MOD	access is managed and maintained. Interest and learning, support for their activities.	and support delivery of PCNPA priorities on a local level.		
Event Organisers	Triathlon Clubs Community Groups	Ensure event is successful.	Ensure events do not cause access or environmental issues.	Medium	Rangers with Access Team
Community Groups	Groups with a specific interest in environment (e.g Eco Dewi, Bug Farm)	Links to other volunteers and potential project partner for funding	Source of local independent advice for environmental matters. Help deliver engagement activities by bringing in an expert from a certain taxa, e.g. moths/bats	Low	Rangers
Community Councils		Resolving local issues. Expert help delivering Nature Recovery and public access at a local scale	Delivery of National Park priorities at a local scale. Consultation on our plans and ideas.	High	Rangers
Recreation and visitors					
Group	Representative Organisation?	What is their goal/motivation for working with us?	What is our goal/motivation for working with them?	Are they a priority group for us? (High medium or low)	Team
Private businesses	Outdoor Charter Group, PCF Events companies	Funding, guidance	To ensure that commercial activity does not damage the special qualities of the NP	High	Rangers
Local Clubs	Pembs Triathlon Club Narberth Nobbler,	Ensure event is successful.	Ensure events do not cause access or environmental issues.	Medium	Rangers with Access Team

	Cambrian Caving Council, Preseli Beast				
Walking Groups	Ramblers			Low	
National Groups/ Governing bodies	BMC	To represent their members in negotiating access	To reach a widely dispersed community of recreational users. To deliver voluntary access agreements and restrictions.	High	Rangers
Strategic Partners					
Group	Representative Organisations?	What is their goal/motivation for working with us?	What is our goal/motivation for working with them?	Are they a priority group for us? (High medium or low)	Team
Conservation Charities	Wildlife Trust SWW National Trust RSPB	Potential project partners	Benefit from their expertise. Landowners	Medium	All
Statutory Organisations	NRW	Cross partnership working on Castlemartin – delivery of monitoring/ranger service. Generally Local knowledge/information	Sharing knowledge/expertise. Licencing activities, designations for enforcement of recreation/conservation issues. Expert knowledge. Funding	High	Rangers
	Port Authority	Management of recreation and environment in the Haven	Management of recreation and environment in the Haven and beyond.	High	Rangers
Local Authority	PCC	Help deliver on the ground conservation. Delivery of public engagement	Potential funding source for projects. Sharing of expertise.	High	Rangers

	Pembrokeshire Nature Partnership				
Government bodies	MOD/DIO	To deliver their obligations on public access and recreation.	Funding partner and to achieve best possible level of public access to the Ranges.	High	Rangers
Private businesses	South Hook LNG Bourne Leisure	To deliver corporate social responsibility, or better outcomes for customers	Funding partners or able to influence behaviour of employees, business or customers.	High	All
Emergency /rescue services	DP Police MAWWFRS Coastguard RNLI	Make use of our local knowledge and access arrangements	Knowledge of coastal issues and incidents to inform management and education for the public.	Medium	Rangers

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