

## PCNPA Well-being of Future Generations Assessment – National Park Management Plan

# ANNEX 6

**Title of what is being Assessed:** National Park Management Plan (Stage 2: Post Consultation)

**Is this a staged Integrated Assessment:** Yes. This is Stage 2: Post Consultation, prior to approval.


This assessment tool aims to ensure the appropriate steps are taken in our plan, policy and decisions making processes to:

- considering the Well-being Goals for Wales:
  - Prosperous - An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing fair work.
  - Resilient - A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
  - Healthier - A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
  - More equal - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).
  - Cohesive communities - Attractive, viable, safe and well-connected communities.
  - Vibrant culture and thriving Welsh language - A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
  - Globally responsible - A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.
- 5 Ways of Working under the Well-being of Future Generations Act
  - Long-term - The importance of balancing short-term needs with the need to safeguard the long-term needs.
  - Prevention - How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.
  - Integration - Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

- Collaboration – Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.
- Involvement - The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.
- relevant future trends/ horizon scanning information.

## Section 1 – Details of the Strategic Plan, Policy or Decision

<b>Name of Strategic Plan, Policy or Decision being assessed</b>	National Park Management Plan – A Partnership Plan for the National Park 2025-2029 (Review)  Each National Park Authority must prepare a five-yearly Management Plan "which formulates its policy for the management of the relevant Park and for the carrying out of its functions in relation to that Park" (Section 66 of the Environment Act, 1995).
<b>Department/ Service Area</b>	Strategic Policy
<b>Officer Responsible for Impact Assessment</b>	Mair Thomas (Performance and Compliance Officer) / Michel Regelous (NPMP and Marine Officer)
<b>Responsible Senior Manager</b>	Name: Sara Morris Title: Director of Placemaking, Decarbonisation and Engagement
<b>Timetable for the Assessment</b>	Stage 1: Pre Consultation – May 2024 in advance of consultation document going to NPA 19th June. Stage 2: Assessment updated following consultation period prior to plan going for final approval.
<b>Monitoring and Review of Assessment</b>	This was a staged assessment, and the stage 1 assessment has been revisited after consultation period prior to final approval to take account of consultation feedback and further revisions to the plan, including changes to structure etc in response to consultation feedback. Assessment should inform rewording where required within the Plan – to be captured in action plan at end of assessment. Assessment may identify actions that need to be taken forward as part of implementation of the plan – to be captured in action plan at end of assessment.
<b>Chief Executive Sign Off – Completed Assessment and</b>	Sign off date:

Summary/ Recommendations (Stage 1)	 11/03/2025
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## Section 2 – Aims and Overview of the Strategic Plan, Policy or Decision

What is its proposed purpose?
<p>The Environment Act 1995 requires the National Park Authority to prepare a Management Plan for the National Park. Each National Park Authority must prepare a five-yearly Management Plan "which formulates its policy for the management of the relevant Park and for the carrying out of its functions in relation to that Park" (Section 66 of the Environment Act, 1995). The current Management Plan is for 2020-2024. This draft replacement Management Plan – or Partnership Plan - is for 2025-2029. It builds on previous plans, reflecting updated legislation and policy, and incorporates learning from ongoing conversations with partner organisations and the public. It takes an iterative approach to planning, where the outputs and learning from one plan cycle inform the next.</p> <p>The Plan contains section on Special qualities of the National Park, which have been updated following specific public consultation on special qualities. The Special Qualities are captured under the following headings with statement of significance added to them:</p> <ul style="list-style-type: none"> <li>• Landscapes and seascapes</li> <li>• Coastal scenery</li> <li>• Wildlife</li> <li>• Rights of Way</li> <li>• Distant, uninterrupted views and open horizons</li> <li>• Tranquillity</li> <li>• Night Skies</li> <li>• Patterns of use</li> <li>• Heritage and Culture</li> <li>• Earth Heritage</li> <li>• Recreational Opportunity</li> </ul>

- Community and Stewardship

Following consultation a number of changes were applied to the structure of the document, including

- Addition of a vision for the National Park
- Further information on how plan will be delivered in partnership
- Missions have been added to each theme
- Structure amended to include under each theme - mission, results, policies and measures and then set of partner actions for workstreams under each policy area.

Themes for partnership action have been included, with set of key outcomes and table of policies with key results and partners who will be responsible for their delivery. The themes for partnership action are:

Theme	Mission	Results	Policies
Conservation	Conserve and enhance landscapes, seascapes, natural beauty and wildlife.	<ol style="list-style-type: none"> <li>1. We will conserve and enhance landscape and seascape quality.</li> <li>2. We will preserve distant, uninterrupted views and open horizons.</li> <li>3. We will reduce the impact of light pollution on wildlife and people.</li> <li>4. We will conserve earth heritage sites.</li> <li>5. We will conserve and improve soil health and enhance natural carbon stores.</li> <li>6. We will promote ecosystem recovery at scale (the 30x30 target) and improve the state of wildlife on land and in the marine environment (as a milestone to clear recovery by 2050).</li> <li>7. We will increase the connectivity of the landscape for wildlife.</li> </ol>	<ul style="list-style-type: none"> <li>○ Policy L1: Conserve and enhance National Parks landscapes and seascapes.</li> <li>○ Policy L2: Protect and enhance dark night skies.</li> <li>○ Policy L3: Protect and enhance earth heritage.</li> <li>○ Policy L4: Protect and enhance natural soundscapes.</li> <li>○ Policy E1: Conserve and enhance biodiversity quality, extent and connectivity at scale.</li> <li>○ Policy E2: Conserve and enhance marine biodiversity</li> </ul>

		<p>8. We will achieve favourable conservation status on high nature value sites.</p> <p>9. We will maintain and enhance species for which Pembrokeshire is uniquely important.</p>	
Cultural Heritage and Connection	<p>Promote enjoyment and understanding of the special qualities of the National Park</p> <p>Conserve and enhance cultural heritage</p>	<p>1. We will protect and restore designated and non-designated historic assets.</p> <p>2. The National Park area contributes to the Welsh target of one million Welsh speakers by 2050 .</p> <p>3. We will remove barriers to outdoor recreation and wellbeing opportunities and promote opportunities to more diverse audiences, e.g. people with visible or hidden disabilities, children and young families from areas of deprivation, people from global majority, faith and marginalised groups.</p> <p>4. More young people will discover and enjoy the National Park.</p>	<ul style="list-style-type: none"> <li>○ H1: Conserve and enhance landscapes of historic interest, Conservation Areas, Historic Parks and Gardens, Scheduled Monuments, buildings of interest, non-designated heritage assets and their settings.</li> <li>○ Policy H2: Promote the Welsh language and local dialects, and celebrate culture and creativity related to the landscape.</li> <li>○ Policy W1: Provide and promote sustainable outdoor recreation opportunities for all.</li> <li>○ Policy W2: Provide and promote inspiring outdoor learning, well-being and personal development experiences for all.</li> </ul>
Climate and Natural Resources	Reduce and adapt to the impacts of climate change	<p>1. We will halve carbon emissions within the National Park area by 2030 (2021 baseline). This is a milestone to the Race to Zero target of achieving carbon-neutrality in the National Park area by 2050.</p> <p>2. We will proactively respond to climate change impacts on e.g. coastal</p>	<p>7. Policy N1: Contribute to a carbon-neutral Wales.</p> <p>8. Policy N2: Adapt to climate change</p> <p>9. Policy N3: Conserve and enhance soils and natural carbon storage.</p> <p>10. Policy N4: Conserve and enhance water quality and restore natural watercourses.</p> <p>11. Policy N5: Protect air quality</p>

	Manage natural resources sustainably	<p>communities, roads and infrastructure, and rights of way.</p> <ol style="list-style-type: none"> <li>3. We will conserve and improve soil health and enhance natural carbon stores (including stores in marine and coastal environments).</li> <li>4. We will contribute to the Welsh Government commitment to reduce nutrient inputs by a minimum of 50% by 2030 .</li> <li>5. We will work collaboratively to reduce negative impacts of nutrient pollution on the quality and use of inland or coastal waters.</li> <li>6. 6. We will reduce ammonia emissions from the agricultural sector</li> </ol>	
Communities	Foster the socio-economic well-being of National Park communities in the pursuit of National Park purposes.	<ol style="list-style-type: none"> <li>1. We will meet all Local Development Plan targets, e.g. 60 new homes per annum, of which 23 are affordable.</li> <li>2. We will reduce the significant waiting list for affordable housing in Pembrokeshire (over 4,500 in 2024).</li> <li>3. We will contribute to delivery of Tackling Poverty: Our Strategy to 2023.</li> <li>4. We will develop and deliver projects and schemes that benefit those facing inequalities and deprivation, in particular children and young families from deprived areas.</li> </ol>	Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes).

		<p>5. We will address the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities.</p> <p>6. We will help residents and visitors adapt to changing physical and well-being needs.</p> <p>7. We will implement procurement strategies that have positive impact on local businesses contributing to delivery of the Socially Responsible Procurement Duty.</p> <p>8. We will deliver the Pembrokeshire Destination Management Plan 2024-2028.</p> <p>9. 10. We will maintain and extend sustainable transport and active travel options to achieve the target of 45% of journeys being undertaken by sustainable modes by 2040.</p>	
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#### How does this relate to Well-being Goals and Ways of Working?

- Authority is required to comply with the Well-being of Future Generations Act, this plan will inform the Authority's Well-being Objectives that are designed to maximise its contribution to achieving each of the well-being goals.
- Five ways of working are set out in the Well-being of Future Generations (Wales) Act 2015. The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows. Long term: The Plan adopts the principles of sustainable natural resource management. Prevention: The Plan proposes ways to avoid and design out issues as well as ways of addressing them. Integration: The Plan aligns with local and national well-being objectives and goals, with Natural Resources Policy priorities and with relevant Area Statements. Collaboration and Involvement: If the Partnership Plan process is to add value it should help collaboration between partners and involve a representative cross-section of society. Plan review and implementation provides a continuous opportunity to start new conversations and forge and maintain new relationships. The Equality Impact Assessment of the Partnership Plan has identified further potential for collaboration.

<ul style="list-style-type: none"> <li>Public Services Board partners are identified within the plan, with reference made to the Well-being Plan for Pembrokeshire.</li> <li>A table is provided in the document outlining how four complementary themes identified in the plan align and link with the Well-being Goals</li> </ul>
<b>Is it new or existing and under review?</b>
Current management Plan is for 2020-2024. This is a review for draft replacement Management Plan for 2025-2029.
<b>What will change as a result of it and/or what changes are being proposed?</b>
<ul style="list-style-type: none"> <li>Reduction to four themes for Partnership action from original five, the new themes are conservation, connection, climate and natural capital and communities. This more closely align with the Authority's revised Well-being Objectives.</li> <li>Management Plan sets out a range of results across themes that it is trying to achieve through partnership action (see table above)</li> </ul>
<b>What are its anticipated notable outcomes (positive and negative)?</b>
<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>Reduced number of themes align closely with the Authority's revised Well-being Objectives, helping support Authority to drive delivery of the Plan internally and when working with strategic partners</li> <li>Management Plan sets out a range of results across themes that it is trying to achieve through partnership action (see table above)</li> <li>Number of areas within the plan help support delivery of Well-being Goals, National Indicators and Milestones</li> <li>Following consultation process and feedback from partners further work has been carried out to engage with partners to support the plans status as a partnership plan.</li> </ul> <p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Challenges in terms of meeting expectations of plan within a context of increasing budget pressures and competing delivery pressures.</li> <li>Authority and partners are facing challenging financial environment and pressures which could impact on ability to deliver or create new challenges/ issues. The Authority will need to work creatively and collaboratively with partners to address these issues. An example of this was the establishment of the toilet working group with PCC.</li> <li>Some interventions may cause tensions between different Park user groups or between or within communities and/ or visitors.</li> <li>Challenges around commercialisation of Park was highlighted within responses to Special Qualities survey in terms of pressures around adventure providers, the Authority as it looks at income diversification opportunities will need to consider how it can balance its own financial needs with these challenges. Linked to this is potential barriers that can be placed on some groups due to increases in charges for some services.</li> </ul>



<b>Detail the budget implications relating to it?</b>
<ul style="list-style-type: none"> <li>• Budget allocated for National Park Management Plan development.</li> <li>• Plan sets strategic direction of Authority and will inform future prioritisation of resources for delivery against it. In some areas additional external/ project funding will be needed.</li> <li>• Some areas are normally reliant on time bound project funding. However, there are opportunities of aligning different goals such as nature recovery and volunteering to develop projects that meet a number of objectives as seen with new funding secured for Pathways project.</li> <li>• Authority and partners are facing challenging financial environment and pressures which could impact on ability to deliver or create new challenges/ issues. The Authority will need to work creatively and collaboratively with partners to address these issues. An example of this was the establishment of the toilet working group with PCC.</li> <li>• Challenges around commercialisation of Park was highlighted within responses to Special Qualities survey in terms of pressures around adventure providers, the Authority as it looks at income diversification opportunities will need to consider how it can balance its own financial needs with these challenges.</li> </ul>
<b>Indicate which groups of people will be, or potentially could be, impacted upon by its implementation (e.g. service users, employees, volunteers, people living in particular communities)? Please include any equality or socio economic disadvantaged groups likely to be affected</b>
<ol style="list-style-type: none"> <li>1. Communities, Visitors, residents, stakeholders and the public in general <ul style="list-style-type: none"> <li>• The Plan will influence future action that could affect people living in the Park in areas such as accommodation, employment, transport, access to the outdoors, heritage and culture, education, well-being initiatives and quality of the environment and landscape they live in. It could also impact on future resilience of communities within the Park area.</li> <li>• The Plan will influence actions that could affect future visitors to the Park including access and experience.</li> <li>• The Plan aims to increase access to the Park to underrepresented audiences and groups or those who face barriers to access.</li> <li>• The Plan aims to support use of the Welsh language and Pembrokeshire dialects.</li> <li>• The Plan aims to engage people in looking after the Park and influence behaviours of people when in the Park including recreational users.</li> <li>• Plan is part of developing an ongoing conversation about the Park with Communities and Stakeholders.</li> <li>• Plan aims to health support improved health outcomes, for those living in the Park or visiting the Park.</li> </ul> </li> <li>2. The work undertaken by NPA and other organisations involved in the delivery of the plan</li> </ol>

<ul style="list-style-type: none"> <li>• The Plan identifies partnership themes that the NPA and partner organisations will look to address and could affect work they carry out across these theme areas: Conservation, Connection, Climate and natural capital, Communities.</li> <li>• For the Authority the partnership themes align with its Well-being Objectives and the details within the policy areas and results sections will influence priority actions and deliverables within the Authority's delivery plans. It will also highlight key areas for its future partnership work.</li> </ul> <p>3. The long-term work of the NPA and other organisations involved in the delivery of the plan</p> <ul style="list-style-type: none"> <li>• Impact monitoring will be used to evaluate the direction and rate of travel. Where gaps are identified additional action may be required.</li> <li>• The land use planning dimension of the National Park Management Plan is put into effect through the statutory Local Development Plan for the National Park.</li> </ul> <p>4. Staff of NPA and other organisations involved in the delivery of the plan</p> <ul style="list-style-type: none"> <li>• To solve some of the challenges identified or pursue some of the opportunities identified staff may need to change and adapt their ways of working. Staff may also be working within a context of increasing budget pressures and competing delivery pressures.</li> <li>• Working collaboratively with partners will be key to delivery of the plan.</li> <li>• Plan could impact on areas relating to workforce skills, transport, housing, recreation and access to the outdoors and culture all areas that could impact on workforce recruitment, experiences and retention.</li> </ul>	<p><b>Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external) and any assessments carried out on them?</b></p>
<p><b>Following areas highlighted within legislation/ policy and proposals and guidance and resources section of the plan (Annex 1):</b></p> <p><b>[National Indicators and Milestones should be added to the policy and proposals section]</b></p> <p><b>Legislation</b></p> <ul style="list-style-type: none"> <li>• Active Travel (Wales) Act 2014</li> <li>• Agriculture (Wales) Act 2023</li> <li>• Countryside and Rights of Way Act 2000</li> <li>• Environment Act 1995</li> </ul>	

- Environment (Wales) Act 2016 including the principles of sustainable management of natural resources
- Equality Act 2010
- Historic Environment (Wales) Act 2023
- National Parks and Access to the Countryside Act 1949
- Planning (Wales) Act 2015
- Social Partnership and Public Procurement (Wales) Act 2023
- The Well-being of Future Generations (Wales) Act 2015 (including the five ways of working principles)

### **Policy and proposals**

- Biodiversity Deep Dive 2022 (including the 30x30 target)
- Cymraeg 2050
- Environmental principles, governance and biodiversity targets: White Paper 2024, which includes proposals for a statutory target framework for biodiversity in Wales, delivered locally through the Local Nature Recovery Action Plan, geared to improvement in the status of species and ecosystems by 2030 and their clear recovery by 2050
- European Landscape Convention
- Future Wales National Plan 2040
- Just Transition Framework for net zero
- Local Development Plan 2 Pembrokeshire Coast National Park
- Llwybr Newydd: The Wales Transport Strategy 2021
- Marine Area Statement
- National Parks UK Climate Emergency Response Statement
- Natural Resources Policy 2017
- Nature Recovery Action Plan for Pembrokeshire
- Net Zero Strategic Plan 2022
- Noise and Soundscape Plan for Wales 2023-2028
- Pembrokeshire Destination Management Plan 2024-28
- Pembrokeshire Local Flood Risk Strategy
- Planning Policy Wales Edition 12, February 2024
- South-West Area Statement
- South West Wales Flood Risk Management Plan 2023-2029
- South West Wales Regional Transport Plan (2025-2030)

- Welcome to Wales: Priorities for the Visitor Economy 2020-2025
- Well-being Plan for Pembrokeshire 2023-2028
- Welsh National Marine Plan 2019

### **Guidance and resources**

- Future Trends Report (2021)
- LANDMAP – the Welsh landscape baseline
- Designated Landscape Management Plan Guidance (Natural Resources Wales)
- State of Natural Resources Report for Wales 2020 / Bridges to the Future
- State of the UK Climate Report 2023
- The National Strategy for Flood and Coastal Erosion Risk Management in Wales
- The Nature and Us / Natur a Ni vision (2023) for a 2050 where society and nature thrive together, and where people are more involved in decisions that impact on nature.
- The State of Nature 2023
- Third UK Climate Change Risk Assessment: Summary for Wales

In future, the Partnership Plan must also have regard to the sustainable land management report published under section 6 of the Agriculture (Wales) Act 2023. The first of these is due in December 2026, so will fall within the lifetime of this Plan.

### **Internal Plans/ Integrated Assessments:**

- Local Development Plan 2 (to 2031) – Equality Impact Assessment carried out as part of the development process
- Corporate and Resources Plan and Well-being Objectives 2023/24 – 2026/17
- Equality Plan and Objectives 2020 - 2024 – Equality Impact Assessment carried out as part of the development process. Plan currently under review (Not currently referenced in the plan but reference should be made). Long term aims in the current Plan include:
  - Create a Park that is a Landscape for Everyone, this includes following equality objectives:
    - Equality Objective 1: By 2024, our promotion of the National Park as a destination will be representative of more diverse audiences and we will have removed some barriers to accessing the Park for underrepresented groups or those who face specific barriers. Resulting in a more diverse range of people benefiting from and experiencing its Special Qualities.

<p>➤ Equality Objective 2: By 2024, we will ensure that solutions developed to address opportunities and challenges identified in the National Park Management Plan are inclusive and take account of the Plans Equality Impact Assessment.</p> <ul style="list-style-type: none"> <li>○ Our Services are accessible and inclusive by default and our projects are contributing to addressing inequality</li> <li>○ Our workforce is diverse, we are an employer of choice and staff feel supported within an inclusive and fair work environment</li> <li>○ A diverse range of people are able to influence the work of the Authority and decisions that affect the Park area.</li> </ul> <ul style="list-style-type: none"> <li>• <a href="#">Welsh Language Promotion Strategy – 2023 -2028</a> - Equality Impact Assessment carried out as part of integrated assessment as part of the development process. (Not currently referenced in the plan but reference should be made)</li> <li>• Integrated Assessments related to recreational management considerations and decisions – Traeth Mawr, Freshwater East and variations to Car Parking Standing Orders (related to charging).</li> <li>• Pembrokeshire Coast Youth Manifesto, which focuses on actions for the following: <ul style="list-style-type: none"> <li>○ Youth Empowerment</li> <li>○ Living</li> <li>○ Learning</li> <li>○ Working</li> </ul> </li> </ul>
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### Section 3 – Evidence of demonstrating Consideration of: 7 Well-being Goals for Wales and 5 Ways of Working under the Well-being of Future Generations (Wales) Act and any relevant future trends/ horizon scanning information

Well-being Goals/ Ways of Working	How have the following been taken into account? Reference relevant evidence and information from engagement feedback.	Response/ Mitigation/ Any additional actions needed
A Prosperous Park/ Pembrokeshire/ Wales Prosperous – “An innovative, productive and low carbon society which recognises the limits of the global environment and	<p><b>Policy / Legislation:</b></p> <ul style="list-style-type: none"> <li>• A range of relevant policy and legislative areas are referenced that relate to supporting a prosperous Wales particularly in relation to environment, climate and planning.</li> <li>• Reference has been made to Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty and Welsh Government development of a Just Transition Framework, consultation ended in March 2024. It sets out the approach on how we can move to net zero in a fair way.</li> </ul>	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> <li>• Apply amendments suggested in Equality impact assessment and Welsh language impact assessment of actions in support of the result: We will address the issue of high numbers of</li> </ul>

<p>therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing fair work.”</p>	<p><b>Partnership Themes Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>• Link between Conservation and Communities partnership themes and prosperous Wales are recognised in table and this link is captured within the key outcomes/ policy areas/ results for these themes. Following recommendation in Stage 1 assessment A prosperous Wales has also been added to Climate and Natural Resources and Cultural Heritage and Connection.</li> <li>• Reference to fair work added to: SE 1/C Apply Pembrokeshire Coast National Park Authority’s <i>Local Development Plan 2</i> policy when determining planning applications; policy covers for example major development, defence sites, lighting, amenity, employment (fair work), housing.</li> <li>• Following amendments have been suggested as result of equality impact assessment/ Welsh Language Impact Assessment in terms of actions in support of the result: We will address the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities / Promote skills development and pathways to employment and fair work opportunities within existing and developing industries in the Park including marine energy sector /Implementation of Procurement Strategies in support of Socially Responsible Procurement Duty/ Deliver the Pembrokeshire Destination Management Plan 2024-28 in support of regenerative tourism and a visitor economy that benefits local communities, generating sustainable livelihoods and income opportunities.</li> </ul>	<p>poorly paid seasonal jobs and limited employment opportunities / Promote skills development and pathways to employment and fair work opportunities within existing and developing industries in the Park including marine energy sector /Implementation of Procurement Strategies in support of Socially Responsible Procurement Duty/ Deliver the Pembrokeshire Destination Management Plan 2024-28 in support of regenerative tourism and a visitor economy that benefits local communities, generating sustainable livelihoods and income opportunities.</p>
<p>A Resilient Park/ Pembrokeshire / Wales</p>	<p><b>Policy / Legislation</b></p> <ul style="list-style-type: none"> <li>• A range of relevant policy and legislative areas are referenced that relate to supporting a Resilient Wales particularly in relation to environment, climate and planning. Nature Recovery Action Plan</li> </ul>	<p>Strong focus in the plan on resilience.</p>

<p>“A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).”</p>	<p>for Pembrokeshire has been added in. Includes reference to South West Wales Risk Management Plan.</p> <p><b>Partnership Themes Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>• Following recommendation in Stage 1 Assessment a Resilient Wales has been added against Conservation, and Climate and natural resources.</li> <li>• Conservation mission is to – Conserve and enhance landscapes, seascapes, natural beauty and wildlife.</li> <li>• Climate includes partnership workstream on climate adaptation, including actions on N2/A Deliver Pembrokeshire Coast National Park Authority’s Local Development Plan 2 policies and guidance, including flooding and coastal inundation, development in coastal change management areas, relocation of development affected by coastal change. /N2/B Manage coastal adaptation within the context of the two Shoreline Management Plans and the Pembrokeshire Coast National Park Local Development Plan 2; collaborate on adaptation projects. /N2/C Work collaboratively to implement the Pembrokeshire Climate Adaptation Strategy 2022.</li> </ul>	
<p>A Healthier Park/ Pembrokeshire / Wales</p> <p>“A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that</p>	<p><b>Policy / Legislation</b></p> <ul style="list-style-type: none"> <li>• Reference is made to Well-being Plan for Pembrokeshire 2023-2028 and to range of legislation that impacts on natural environment, which can have positive impact on public health and people’s well-being. Reference has been made to Equality Act 2010.</li> <li>• Reference should be made under Legislation/ policy to: <ul style="list-style-type: none"> <li>○ National Framework for social prescribing</li> <li>○ Curriculum for Wales</li> </ul> </li> </ul>	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> <li>• Reference should be made under Legislation/ policy to: <ul style="list-style-type: none"> <li>○ National Framework for social prescribing</li> <li>○ Curriculum for Wales</li> <li>○ Pembrokeshire Coast National Park Next</li> </ul> </li> </ul>

<p>benefit future health are understood”</p>	<ul style="list-style-type: none"> <li>○ Pembrokeshire Coast National Park Next Generation Youth Manifesto</li> <li>○ Equality Plans and Objectives - Welsh Government (and other associated plans e.g. Anti Racist Wales Action Plan), Pembrokeshire National Park Authority, Pembrokeshire County Council and other Public Bodies</li> </ul> <p><b>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>● Link between Communities and a Healthier Wales in table and this link is captured within some of the policy areas/ results for these themes. In particular areas relating to wider health determinants such as accessing to adequate housing, poverty, and active travel options.</li> <li>● Following recommendation in Stage 1 Assessment a Resilient Wales has been added against Conservation (activities that help support and protect healthy ecosystems including protecting and enhancing air, water, soil quality and preventing pollution also have a positive impact on public health), Climate and natural resources (activities that help support and protect healthy ecosystems including protecting and enhancing air, water, soil quality and preventing pollution also have a positive impact on public health) and Cultural Heritage and Connection (support people’s mental and physical health through engagement with the Park’s Special Qualities/ addressing issues linked to sewage discharge which has public health impact).</li> <li>● .</li> </ul> <p><b>Note additional impacts relating to health are captured in the equality impact assessment.</b></p>	<p>Generation Youth Manifesto</p> <ul style="list-style-type: none"> <li>○ Equality Plans and Objectives - Welsh Government (and other associated plans e.g. Anti Racist Wales Action Plan), Pembrokeshire National Park Authority, Pembrokeshire County Council and other Public Bodies</li> </ul>
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<p>A More Equal Park/ Pembrokeshire / Wales</p> <p>“A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).”</p>	<p><b>Policy / Legislation</b></p> <ul style="list-style-type: none"> <li>• Reference to Equality Act and Social Partnership and Public Procurement (Wales) Act 2023 included in Annex.</li> <li>• Reference should be made under Legislation/ policy to: <ul style="list-style-type: none"> <li>○ National Framework for social prescribing</li> <li>○ Curriculum for Wales</li> <li>○ Pembrokeshire Coast National Park Next Generation Youth Manifesto</li> <li>○ Equality Plans and Objectives - Welsh Government (and other associated plans e.g. Anti Racist Wales Action Plan), Pembrokeshire National Park Authority, Pembrokeshire County Council and other Public Bodies</li> </ul> </li> </ul> <p><b>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>• Link between Communities, Connection, Climate and natural capital theme and a more equal Wales in table and this link is captured within some of the policy areas/ results for these themes. In particular areas relating to public transport, just transition to net zero, removing barriers to outdoor recreation and wellbeing opportunities and opportunities promoted to more diverse audiences, development of an accessible coast strategy, outdoor learning and personal development, nature based health services, affordable housing. Following recommendation in Stage 1 Assessment a More Equal Wales has been added against Conservation as action has been included on E1/L Develop nature recovery projects which also help increase the range of people able to participate in these activities.</li> </ul> <p><b>Note additional impacts relating to equality are captured in the equality impact assessment.</b></p>	<p><b>Recommended Actions/ Amendments:</b></p> <ul style="list-style-type: none"> <li>• Reference should be made under Legislation/ policy to: <ul style="list-style-type: none"> <li>○ National Framework for social prescribing</li> <li>○ Curriculum for Wales</li> <li>○ Pembrokeshire Coast National Park Next Generation Youth Manifesto</li> <li>○ Equality Plans and Objectives - Welsh Government (and other associated plans e.g. Anti Racist Wales Action Plan), Pembrokeshire National Park Authority, Pembrokeshire County Council and other Public Bodies</li> </ul> </li> </ul>
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<p>A Park/ Pembrokeshire/ Wales of Cohesive Communities “Attractive, viable, safe and well- connected communities.”</p>	<p><b>Policy / Legislation</b></p> <ul style="list-style-type: none"> <li>• Reference is made to Well-being Plan for Pembrokeshire 2023-2028.</li> <li>• Reference should be made to: <ul style="list-style-type: none"> <li>○ Welsh Language Act 1993</li> <li>○ Welsh Language (Wales) Measure 2011</li> <li>○ Welsh Language Communities Housing Plan</li> <li>○ Welsh Language Promotion Strategies (Pembrokeshire Coast National Park Authority, Pembrokeshire County Council)</li> </ul> </li> </ul> <p><b>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>• Link between Conservation theme and a Wales of Cohesive Communities in table and this link is captured within some of the policy areas/ results for this theme. In particular those which look at how to support farmers/ land owners in terms of conservation and E1/J Locally-produced, environmentally sound and socially responsible food is supported, minimising negative impact of litter and pollution.</li> <li>• Following recommendation in Stage 1 Assessment a Wales of Cohesive Communities has been added against Climate and natural resources (supports community action in terms of decarbonisation through engagement with farm businesses and SDF. Seeks to promote accessible and affordable public transport which plays an important role in making communities viable and enabling people to connect with each other and services. Contain policies and associated results that will support communities in terms of adapting and responding to climate change) and Communities (Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes) and associated outcomes and results should support attractive, viable, safe and well-connected communities.).</li> </ul>	<p><b>Recommended Actions/ Amendments:</b></p> <ul style="list-style-type: none"> <li>• Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> <li>○ Welsh Language Act 1993</li> <li>○ Welsh Language (Wales) Measure 2011</li> <li>○ Welsh Language Communities Housing Plan</li> <li>○ Welsh Language Promotion Strategies (Pembrokeshire Coast National Park Authority, Pembrokeshire County Council)</li> </ul> </li> <li>• A Wales of Cohesive Communities should also be added against the Cultural Heritage and Connection theme because policies and actions in this theme: seek to support opportunities for people to connect both with the national Park’s special qualities and each other, which is important in terms of fostering well connected communities. Seeks to</li> </ul>
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	<ul style="list-style-type: none"> <li>• A Wales of Cohesive Communities should also be added against the Cultural Heritage and Connection theme because policies and actions in this theme: seek to support opportunities for people to connect both with the national Park's special qualities and each other, which is important in terms of fostering well connected communities. Seeks to address recreational pressures which can lead to community/ visitor tensions.</li> </ul>	address recreational pressures which can lead to community/ visitor tensions.
<p>A Park/ Pembrokeshire / Wales of Vibrant Culture &amp; Thriving Welsh Language "A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation."</p>	<p><b>Policy / Legislation:</b></p> <ul style="list-style-type: none"> <li>• Reference is made to Historic Environment (Wales) Act 2023, and to Welsh Government Cymraeg 2050 Strategy</li> <li>• Reference should be made to: <ul style="list-style-type: none"> <li>○ Welsh Language Act 1993</li> <li>○ Welsh Language (Wales) Measure 2011</li> <li>○ Welsh Language Communities Housing Plan</li> <li>○ Welsh Language Promotion Strategies (Pembrokeshire Coast National Park Authority, Pembrokeshire County Council)</li> </ul> </li> </ul> <p><b>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>• Link between Connection theme and a Wales of Vibrant Culture &amp; Thriving Welsh Language recognised in table and this link is captured within the key outcomes/ policy areas/ results for these themes.</li> <li>• Following stage 1 assessment Wales of Vibrant Culture &amp; Thriving Welsh Language has been added against Communities (Policy area and supporting actions can support and foster sustainability of Welsh Language communities in the Park: Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes)/ references to destination management plan..</li> </ul>	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> <li>• Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> <li>○ Welsh Language Act 1993</li> <li>○ Welsh Language (Wales) Measure 2011</li> <li>○ Welsh Language Communities Housing Plan</li> <li>○ Welsh Language Promotion Strategies (Pembrokeshire Coast National Park Authority, Pembrokeshire County Council)</li> </ul> </li> </ul>

	Note additional impacts relating to Welsh Language are captured in the Welsh Language impact assessment.	
<p>A Globally Responsible Park/ Pembrokeshire / Wales</p> <p>“A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.”</p>	<p><b>Policy / Legislation:</b></p> <ul style="list-style-type: none"> <li>• A range of relevant policy and legislative areas are referenced that will contribute to a positive contribution to global well-being, linked to decarbonisation, climate and biodiversity, including Social Partnership and Public Procurement (Wales) Act 2023 and Just Transition Framework.</li> </ul> <p><b>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</b></p> <ul style="list-style-type: none"> <li>• Link between Conservation theme and a globally responsible Wales are recognised in table and this link is captured within the key outcomes/ policy areas/ results for these themes.</li> <li>• Globally Responsible Wales following stage 1 assessment has been added to Climate and Natural Resources (Policy will support wider global efforts to reduce carbon emissions, this is a global risk area with areas of the world already facing serious consequences from impacts of climate change. Some areas within this theme interlink with Conservation theme and should support biodiversity and sustainable management of natural resources.)</li> </ul>	<p>Additional references have been included in the annex table for Social Partnership and Public Procurement (Wales) Act 2023 and Just Transition Framework.</p>
<p>Long Term</p> <p>“The importance of balancing short-term needs with the need to safeguard the long-term needs.”</p>	<p>Following stage 1 assessment a statement has been included in Annex 1 on how the ways of working are being applied through the Plan.</p> <p>“The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows.</p> <p>Long term: The Plan adopts the principles of sustainable natural resource management.”</p>	<p>Statement on 5 ways of working has been included in the plan.</p>

<p>Prevention “How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.”</p>	<p>Following stage 1 assessment a statement has been included in Annex 1 on how the ways of working are being applied through the Plan.</p> <p>“The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows...</p> <p>Prevention: The Plan proposes ways to avoid and design out issues as well as ways of addressing them.”</p>	<p>Statement on 5 ways of working has been included in the plan.</p>
<p>Integration “Considering how the public body’s well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.”</p>	<p>Following stage 1 assessment a statement has been included in Annex 1 on how the ways of working are being applied through the Plan.</p> <p>“The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows...</p> <p>Integration: The Plan aligns with local and national well-being objectives and goals, with Natural Resources Policy priorities and with relevant Area Statements.</p>	<p>Statement on 5 ways of working has been included in the plan.</p>
<p>Collaboration “Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.”</p>	<p>Following stage 1 assessment a statement has been included in Annex 1 on how the ways of working are being applied through the Plan.</p> <p>“The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows...</p> <p>Collaboration and Involvement: If the Partnership Plan process is to add value it should help collaboration between partners and involve a representative cross-section of society. Plan review and implementation provides a continuous opportunity to start new conversations and forge and maintain new relationships. The Equality</p>	<p>Statement on 5 ways of working has been included in the plan.</p>

	<p>Impact Assessment of the Partnership Plan has identified further potential for collaboration.”</p> <p>Following section included on – Delivery of the Plan in Partnership:</p> <p>“Designated landscapes are a national asset and are a key mechanism for delivering Welsh Government’s, UK and international environmental, social and economic ambitions. This is therefore a plan for the National Park area, not just for the National Park Authority.</p> <p><b>There are already many effective partnerships helping to deliver National Park purposes.</b> These include the Pembrokeshire Public Services Board, the Pembrokeshire Nature Partnership, and the Nutrient Management Boards.</p> <p>We will draw on partnerships such as these in Plan delivery. However there are additional roles for partner organisations in implementing and monitoring the Plan. These will align with partners’ existing roles and responsibilities and should not be onerous.</p> <p><b>Discussions with partners have provided a strong steer that there should also be an overarching partnership or forum to specify, guide and scrutinise Plan achievements.</b> Such a group met initially in January 2025, but it is intended that this should have an inclusive, adaptive membership, and be able to take an overall view of contributions of existing, and any new, task-orientated groups.</p> <p>Partners will be encouraged to use the Partnership Plan to inform their own strategies and plans, and to share and celebrate those</p>	
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	contributions to National Park purposes. The National Park Authority will publish regular reports on the impacts of policy and action.”	
Involvement “The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.”	<p>Following stage 1 assessment a statement has been included in Annex 1 on how the ways of working are being applied through the Plan.</p> <p>“The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows...</p> <ul style="list-style-type: none"> <li>• Collaboration and Involvement: If the Partnership Plan process is to add value it should help collaboration between partners and involve a representative cross-section of society. Plan review and implementation provides a continuous opportunity to start new conversations and forge and maintain new relationships. The Equality Impact Assessment of the Partnership Plan has identified further potential for collaboration.”</li> </ul>	<p>Further opportunity for people to comment on the National Park Management Plan as part of the public consultation process.</p> <p>Note: See Equality Impact Assessment/ Welsh Language Impact Assessments for suggestions around strengthening depth of partners listed.</p> <p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> <li>• Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.</li> </ul>
Horizon Scanning – Future Trends Considerations	<ul style="list-style-type: none"> <li>• Top 5 risks identified by both experts and general public in <a href="#">AXA Foresight Report 2023</a>: Climate Change, Geopolitical instability, Cyber Security, Energy risks, Pandemic and Infectious diseases</li> <li>• Pollution and Natural Resources and biodiversity risks come in as future 4th and 5th risk for those aged under 25 and those between 25-34.</li> <li>• Implications for Plan: <ul style="list-style-type: none"> <li>○ Climate Adaptation Risks</li> <li>○ Climate and Nature Emergency</li> </ul> </li> </ul>	<p>Partnership themes on Conservation and Climate and Natural Resources and associated policies areas should support the Park to respond to these risks.</p> <p>The AXA 2024 report highlights the importance of the Plan engaging with young people /</p>

	<ul style="list-style-type: none"> <li>○ Impact Geopolitical instability and energy risks can have on supply chain and costs.</li> <li>○ Growing Cyber Security Risks for stakeholders involved in delivering the plan.</li> <li>○ Pandemic and Infectious diseases have impact for animal and plant species in the Park. Already seeing this in terms of bird flu and ash dieback.</li> <li>• <a href="#">AXA 2024 Foresight report</a> took a different approach in terms of risk framing it around 100 reasons to love the future: “Life may be full of risks, but the future shouldn’t be one of them. Everyone should have the right to be hopeful about the future.”</li> </ul>	next generations to support development and delivery of solutions and a need for us to proactively promote with partners where interventions within this plan have had an impact on supporting delivery of a better future.
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#### Section 4 – Stage 1: Follow up Actions

Area to Address	Action	Responsible Officer	Timescales	Status
Policy / Legislation Listed	<p>Include reference to the following within the policy/legislation section (Annex 1):</p> <ul style="list-style-type: none"> <li>○ National Framework for social prescribing</li> <li>○ Curriculum for Wales</li> <li>○ Pembrokeshire Coast National Park Next Generation Youth Manifesto</li> <li>○ Equality Plans and Objectives - Welsh Government (and other associated plans e.g. Anti Racist Wales Action Plan), Pembrokeshire National Park Authority, Pembrokeshire County Council and other Public Bodies</li> <li>○ Welsh Language Act 1993</li> <li>○ Welsh Language (Wales) Measure 2011</li> </ul>	NPMP and Marine Officer	Pre Approval	



	<ul style="list-style-type: none"> <li>○ Welsh Language Communities Housing Plan</li> <li>○ Welsh Language Promotion Strategies (Pembrokeshire Coast National Park Authority, Pembrokeshire County Council)</li> <li>○ National Indicators and Milestones</li> </ul>			
Communities – Prosperous Wales	Apply amendments suggested in Equality impact assessment and Welsh language impact assessment of actions in support of the result: We will address the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities / Promote skills development and pathways to employment and fair work opportunities within existing and developing industries in the Park including marine energy sector /Implementation of Procurement Strategies in support of Socially Responsible Procurement Duty/ Deliver the Pembrokeshire Destination Management Plan 2024-28 in support of regenerative tourism and a visitor economy that benefits local communities, generating sustainable livelihoods and income opportunities.	NPMP and Marine Officer	Pre Approval	
A Wales of Cohesive Communities	A Wales of Cohesive Communities should also be added against the Cultural Heritage and Connection theme because policies and actions in this theme: seek to support opportunities for people to connect both with the national Park's special qualities and each other, which is important in terms of fostering well connected communities. Seeks to address	NPMP and Marine Officer	Pre Approval	

	recreational pressures which can lead to community/ visitor tensions.			
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## 5. Summary/ Recommendations from Assessment: WFG: 7 Well-being Goals for Wales / 5 Ways of Working and Future Trends/ Horizon Scanning

### Legislation/ Policy gaps

Some previously identified legislation and policy gaps have been added, however further additions are need to annex 1 in relation to National Indicators and Milestones and other documents linked to equality, health and well-being and Welsh Language.

Links between themes and well-being goals in table has been updated to address areas where a theme did contribute to Well-being goal but this had not been captured. Stage 2 assessment recommended that A Wales of Cohesive communities is added to Cultural and connection theme.

In terms of prosperous Wales it is recommended that amendments suggested in Equality impact assessment and Welsh language impact assessment are applied in terms of actions in support of the result: We will address the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities. The actions are: Promote skills development and pathways to employment and fair work opportunities within existing and developing industries in the Park including marine energy sector /Implementation of Procurement Strategies in support of Socially Responsible Procurement Duty/ Deliver the Pembrokeshire Destination Management Plan 2024-28 in support of regenerative tourism and a visitor economy that benefits local communities, generating sustainable livelihoods and income opportunities.

Following recommendation in the Stage 1 assessment a statement has been included on the five ways of working: Five ways of working are set out in the Well-being of Future Generations (Wales) Act 2015. The intention is that the Partnership Plan (a plan which gives rise to projects) will fulfil (and continuously improve on) the five ways of working as follows. Long term: The Plan adopts the principles of sustainable natural resource management. Prevention: The Plan proposes ways to avoid and design out issues as well as ways of addressing them. Integration: The Plan aligns with local and national well-being objectives and goals, with Natural

Resources Policy priorities and with relevant Area Statements. Collaboration and Involvement: If the Partnership Plan process is to add value it should help collaboration between partners and involve a representative cross-section of society. Plan review and implementation provides a continuous opportunity to start new conversations and forge and maintain new relationships. The Equality Impact Assessment of the Partnership Plan has identified further potential for collaboration.

Apply amendments suggested in Equality impact assessment and Welsh language impact assessment of actions in support of the result: We will address the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities / Promote skills development and pathways to employment and fair work opportunities within existing and developing industries in the Park including marine energy sector /Implementation of Procurement Strategies in support of Socially Responsible Procurement Duty/ Deliver the Pembrokeshire Destination Management Plan 2024-28 in support of regenerative tourism and a visitor economy that benefits local communities, generating sustainable livelihoods and income opportunities.

### **Horizon Scanning and Future Risks**

Top 5 risks identified by both experts and general public in [AXA Foresight Report 2023](#): Climate Change, Geopolitical instability, Cyber Security, Energy risks, Pandemic and Infectious diseases . Pollution and Natural Resources and biodiversity risks come in as future 4th and 5th risk for those aged under 25 and those between 25-34. Partnership themes on Conservation and Climate and Natural Capital and associated policies areas should support the Park to respond to these risks. The [AXA 2024 Foresight report](#) took a different approach in terms of risk, framing it around 100 reasons to love the future: “Life may be full of risks, but the future shouldn’t be one of them. Everyone should have the right to be hopeful about the future.” The report highlights the importance of the Plan engaging with young people (Next Generations) to support development and delivery of solutions and a need for us to proactively promote with partners where interventions within this plan have had an impact on supporting delivery of a better future.