

Report of the Performance and Compliance Officer

Subject: Well-being Objectives Performance Report – Progress against Priority Indicators and Projects/ Corporate Areas of Change Actions/ Annual Governance Statement Improvement Actions For the Period Ending 31 December 2025

1. Introduction

Performance report 1 sets out the Authority's performance against its four Well-being Objectives (Conservation, Climate, Connection and Communities) within its Corporate and Resources Plan 2023/24 – 2026/27. Outlining progress against priority indicators (including new Welsh Government indicators), projects and activities identified in the Authority's Delivery Plans. It acts as part of control monitoring for Risk 1- 4 in the Authority's risk register.

Performance report 2 sets out the Authority's performance against corporate area of change deliverables within the Delivery Plan, governance elements of Welsh Government reporting and deliverables from delivery plans, Welsh Government and improvement actions from Annual Governance Statement. It acts as part of control monitoring for Risk Area 5, 6, 7, 9 and 11 in risk register.

The reporting format has been amended and updated to take account of approval of the revised Corporate and Resources Plan and Delivery Plans in July and confirmation of new Welsh Government indicators in August 2025.

The following reports presents the financial year performance to date up to 30 December and includes quarter 3 statistics for some measures. Please note

- Some statistics are captured annually and these are reported via our Annual Report on Meeting Well-being Objectives.
- Partnerships contributing to Objectives are captured through Partnership Framework Monitoring with update report provided annually to NPA.
- A separate Risk Assurance Performance Report for Second Line Assurance with Key Indicators and Control Metrics will now be provided with risk register documents.
- An explanation of RAG status has been added to the end of this introduction report.

2. Data

Some indicators are new so we are still in process of testing data classification, scope and collation for them. It has been identified that further work and updated

processes are needed in terms of data capture for carbon sequestration related metrics.

Data processes for volunteering, learning, inclusion, public events and community engagement related sessions have been reviewed because of need to improve data integrity in some areas. Potential issues have been investigated and in the process of implementing processes to address them.

Conservation team in process of developing new conservation land management master layer on QGIS as a result land management figures are provisional.

Following Members request to enable us to track in year trends, Officers are exploring options to enable in year consumption data for some areas linked to Authority Carbon emissions to be reported.

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

3. Conservation

NNF4 funded project activity is underway. Contractor has been appointed for the 30x30 report and project is supporting engagement with landowners and volunteers in terms of wildlife monitoring. Case study example included on Moth recording activities. NNF4 management agreements are expected to be signed in Q4.

Ffermio Bro Scheme is underway and has transitioned from approval to on the ground-delivery stage.

Development and implementation of management plans linked to our asset management sites is in Amber and behind, however we are seeing improved collaboration between Nature Recovery and Decarbonisation which should help progress this work as capacity allows.

4. Climate

Officers are exploring options to enable in year consumption data for some areas to be reported. Work that has been progressed by decarbonisation team in terms of telematics and also waste should support this. This includes creation of new ArcGIS survey 123 for sites to provide waste data.

Work is in progress for the solar canopies at Llanion and installation of low carbon heating at OYP, however both are in Amber and behind. New travel policy expected to be progressed in new year, it was delayed due to consultation on essential car users.

New funding round for SDF Grants for community decarbonisation projects opened in Q3.

We have seen potential decrease in activity around tree planting within volunteering and social action initiatives. Previous years had specific project engaging with community councils etc and we were involved with planting at Wolfscastle. Activity ytd has included work to maintain and look after trees previously planted and 680 trees have been planted through volunteer and social action activity.

December's heavy rain and high tides caused flooding and temporary Coast Path closures at locations including Pembroke Mill Pond and Newgale, all of which have now reopened. Ground movement later in the month led to a precautionary closure near St Anne's Head Lighthouse, with monitoring and long-term options underway and alternative access available. Following a geologist's report on recurring instability at Monkstone's beach access path, the Authority is also considering alternative access for the summer.

5. Connection

There have been 8,537 participants ytd in NPA run/supported activities focused on inclusion, outreach and increasing access for underrepresented groups. We received positive feedback from Welsh Government in terms of our mid year report and our level of engagement in this area of work.

Authority has seen a 109% increase in bookings for its beach wheelchairs and mobility equipment. Following investigation of causes in increase, officers have provided feedback that level of increase may be impacted by potential underreporting in 2024/25. Other factors leading to increased bookings include better marketing, networking and showcasing equipment (this was also supported by previous open to all project), more local outdoor providers using and promoting equipment, expansion of equipment offer with different resources (So people have more choice for example we have a reclining deck and new bit of kit at Manobier), improved links with local business, health and social care providers and equipment being used by education and PODs.

There has been an 8% decrease in volunteer hours, however this has reduced from 18% shown in Q2, in part reflecting review of source data on systems and attempts to address underreporting issue.

1st 1000 Days is in Amber due to need to secure continuation funding for the project. EO1 application submitted to lottery community fund, supported by fundraising team. Expected response March 2026. Funding also sought from Children in Need and Waterloo foundation.

In terms of toilets and capital upgrades meeting was arranged and held in January with PCC to discuss collaborative working on public toilets and construction is under way for the Traeth Maw Access Improvement project.

Volunteer review activity to recommence in new year following return of Head of People services.

We have seen a decrease ytd in number of learning programme participants from Pembrokeshire Schools compared to previous years. In part this may reflect that current focus of education team is linked to delivery of Tirlun project and resources and not direct delivery. There has been a 53% decrease in participant numbers from schools outside Pembrokeshire, this is most significant for Castell Henllys who has in previous years successfully attracted schools from out of county. These are areas that can be explored further when work on strategic review of our education offer and model commences.

The % of Coast Path Surveyed year to date is lower than usual for this time of year, this is due to impact of Access Team being without a Team leader in Q3 that has impacted on National Trail Officers work.

The Capital projects for Castell Henllys improvement programme, Carew Causeway and Carew Castle visitor access/ enhancement and interpretation are in Amber. Carew Castle awaiting completion of additional investigations requested by Cadw following site meeting.

6. Communities

Both of the Sustainable Steps: unlocking nature and history projects funded by Brilliant Basics at Carew and Castell Henllys are on track.

A number of regenerative tourism actions are in amber or red, linked to vacant head of regenerative tourism role.

Article 4(1) Direction comes into effect for 28 day camping, caravans and motor homes from 1 January 2026.

Case study included on positive impact of Authority's planning pre application service.

Community Council Member planning training session was held on-line on the 24th of November 2025 with good attendance.

The Authority has taken the decision not to replace the A&E Co-ordinator post. As a result, we are looking at alternative ways to deliver the Art on your Doorstep (National Gallery) project but, without increased staff capacity we may, need to withdraw from the partnership.

The Community Archaeologist is supporting Welsh place name sessions which will form part of a series to be held across the National Park in 2026 in partnership with the RCAHMS and Yr Eisteddfod.

7. Corporate Areas of Change / Annual Governance Statement Improvement Actions

Governance

Take up of Welsh Government online training session by Members remains low at end of quarter 3, however Democratic Services have arranged viewing sessions in new year, with interactive element to increase take up.

Work on values and associated Employee Code of Conduct is on hold for the moment until the Public Office (Accountability) Bill progresses through relevant stages. This is so that we can align this work with potential changes linked to Duty of Candour, need to reference Nolan principles and requirements around code of ethics.

Forward work programme tracker is still in development, completion has been delayed due to other work priorities. However, document will also include tracking in support of publication scheme.

The Authority has now received confirmation that the first Socially Responsible Procurement Report required will cover 2026/27. Procurement meeting arranged for January has been held and will support the Authority in terms of meeting a range of new compliance requirements on procurement reporting/ publishing and progressing socially responsible procurement strategy.

Workforce and People

A number of areas will be progressed from January following anticipated return of Head of People Services.

Welsh language hwb has been launched on staff intranet and officer has undertaken training to deliver Welsh language awareness sessions.

Financial and Resource Resilience

Officers have been implementing new reports on the SAGE system. Finance standards update to follow, other tasks including audit have had to take priority.

Contract works completed for Green Room as programmed on 24th November. Snagging and acoustic panels to be fitted in New Year.

Digital Resilience

Cyber Security training from CRC and funded by Welsh Government will continue in 2026. Officers working to move Cyber Security and Data Protection Training to ELMS, instead of using training on Virtual DPO. This will enable more staff to complete the training, make monitoring of training a lot easier and enable line managers to track completions/ follow up with staff. NCSC Cyber Security training in English and Welsh has been uploaded to ELMS and officers have

sourced a more suitable data protection training and are working with HR to set this training up on the ELMS system.

In terms of Record Management activities, not all teams completed template for records of processing by initial date required. Follow up meetings were held in January with teams to go through template, with revised deadline provided to teams for them to complete this information. F Drive record management project is currently focused on archive and Delivery folder mop up work. Progress has been slow due to officer capacity.

Explanation of RAG Status

RAG	What it means
Red	<p>The project/ activity is significantly off track. Major delays, unresolved issues, or critical risks are impacting scope, schedule, or cost. Key milestones have been missed or are at serious risk. Without substantial change or support, the project/ activity is unlikely to meet its intended objectives. Immediate intervention or escalation is required to realign the activity/ project.</p> <p>Member/ Management Response: Close monitoring and/ or significant action required.</p>
Amber	<p>The activity/ project is experiencing minor delays, emerging issues, or moderate risks. Budget or timeline may be slightly off track, and some deliverables may be delayed but are still recoverable. Attention is needed to prevent escalation, and mitigation actions may be underway. The project/activities may still meet its intended objectives, but proactive adjustments are needed.</p> <p>Member/ Management Response: Light touch monitoring required and/or some action should be carried out to prevent movement to Red status or to ensure progress to Green status.</p>
Green	<p>The activity/ project is progressing according to plan. Milestones and deliverables are being met, budget and timeline are within acceptable limits, and no significant risks or issues have been identified. Stakeholders are aligned and no corrective action is required. The project is expected to meet its intended objectives without requiring corrective action.</p> <p>Member/ Management Response: No action required.</p>
<p>Performance Measures: Measures are based on across year benchmarking and trend considerations, performance columns on previous year performance should be used to assess performance in these areas.</p> <p>Close monitoring and/or significant action required: Trend patterns against previous years – significant decreases/ increases or no change against previous years that cause significant concern in terms of impact on our ability to meet well-</p>	

being objective or are not expected (some increases/ decreases may be expected due to changes caused by project funding.)

Light touch monitoring required and/or some action should be carried out to address/ clarify changes in trend: Trend patterns against previous years – decreases/ increases or no change against previous years that indicate changes in performance and delivery outputs and outcomes against Well-being Objectives but do not currently cause significant concern.

No action required: Positive or as expected trend patterns against previous years. Some increases/ decreases may be expected due to changes caused by project funding.

RECOMMENDATION:

Members are requested to RECEIVE and COMMENT on the Performance Report.

(For further information contact Mair Thomas, Performance and Compliance Officer)

Well-being Objectives: Performance Report – Progress against Priority Indicators/ Projects/ Work Programmes and Welsh Government Indicators (April – December 2025/26)

- Please note additional supplementary performance data is captured on an annual basis.
- Partnership activities contributing to Objectives and Welsh Government reporting are captured through Partnership Framework Monitoring. A limited number of partnership projects are referenced in this report.
- Indicators and RAG actions reflect deliverables from delivery plans and Welsh Government Reporting requirements.

Well-being Objective Conservation

Control Monitoring for Risk Area 1 in risk register: A failure to deliver nature recovery and connectivity at scale, so nature is flourishing in the Park, contributing to the protection of 30% of our land and seas for nature by 2030.

Strategy and Evidence - 30x30 [Section 6 Duty]

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
NR/ WG EN3 #3695	Project: Commission 30x30 report for the Park. Assessing current progress against the 30x30 target and providing recommendations and action plan to achieve target. (NNF4)	Green	Green	Progress Status: In Progress / On Track A contractor has been appointed. A project extension has been agreed to the end of May. All partners are engaged with the project and data transfer for the site assessments is underway.
NR/ WG EN3 #3696	Project: Habitat Monitoring Pilot - Identification of methodologies / Increasing engagement with landowners and volunteers (NNF4)	Green	Green	Progress Status: In Progress / On Track Talk for Llanteg community group and landowners (30 people) promoting work of conservation team and celebrating the moth monitoring project which many landowners in the group participated. Meeting with West Wales Biodiversity Centre to plan for collaboration on strategies for increasing wildlife recording

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				on our sites and with our landowners. Ran 2 Waxcap fungi workshops in November.
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Land Management Schemes – 30x30 [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR #3701	Total area (hectares) land managed for biodiversity through conservation land management activity	N/A – New Indicator	6,336.62 (Provisional Figure)	N/A	Conservation team have developed new conservation land management master layer on QGIS and in process of reviewing and updating data on it, as a result, this is a provisional figure.
NR/ WG EN3 #3702	Total area (hectares) land owned or leased by the Authority managed for biodiversity	503.25	503.25	0% →	
NR/ WG EN3 #3703	Total area (hectares) land managed for biodiversity in partnership with private landowners	N/A (Revised recording method)	4,635.58 (Provisional Figure)	N/A	
NR/ WG EN3 #3704	Area (hectares) land managed for biodiversity in partnership with private landowners (existing/ long term – sites falling within management plans/ monitoring arrangements)	N/A (Revised recording method)	4,635.58 (Provisional Figure)	N/A	Conservation team have developed new conservation land management master layer on QGIS and in process of reviewing and updating data on it. As a result, this is a provisional figure and does not include Connecting the Coast sites, which are being added as part of the new layer development process. Mapped areas are being checked for any potential accuracy issues.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG EN3 #3705	Active Project: Area (hectares) land managed for biodiversity in partnership with private landowners through naturally connected management agreements (NNF4)	New Project 2025/26	0	N/A	There were no signed management agreements by end of December, however officers in January started to receive the signed agreements, so should see hectares from NNF4 added at end of Q4.
NR/ WG EN3 #3706	Active Project: Area (hectares) where activity in support of biodiversity has been carried out in partnership with private landowners through Ffermio Bro Scheme	New Project 2025/26	2,802.5 ha – Target area for approved projects	N/A	Note this is a reduction on [7,802.5 ha] previously reported, as it was identified that double counting had occurred in original calculation.
NR/ WG EN3 #3707	Area (Hectares) Commons sites being managed for biodiversity	N/A (Revised recording method)	1197.79	N/A	Commons data to be reviewed to identify what can feed into the Welsh Government indicator.
NR/ WG EN3 #122	% in line with formal conservation management agreement	100%	100%	0% →	Indicator to be reviewed as part of wider work on Conservation Data Framework and work team is doing looking at monitoring processes.
NR/ WG PP1 #3699	Ffermio Bro - Number of farm holdings supported	New Project 2025/26	36	N/A	
NR/ WG PP1 #3700	Ffermio Bro - Farmer groups supported (existing or new groups or collaborations)	New Project 2025/26	36	N/A	

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

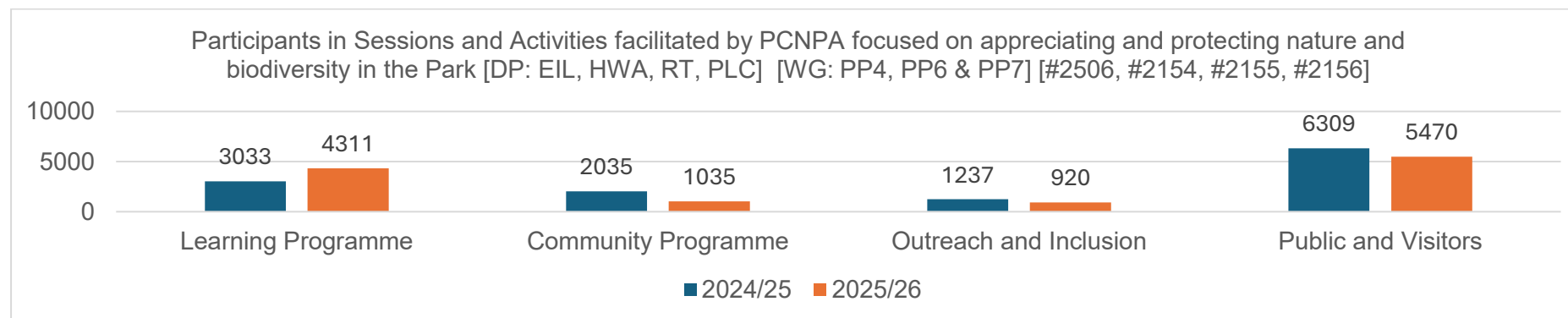
DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
NR/ WG EN3 & PP1 #3697	Project: Ffermio Bro Scheme	Green	Green	<p>Progress Status: In Progress / On Track</p> <p>Quarter 3 marked the transition from project approval to on-ground delivery across the Ffermio Bro programme. Adviser capacity was strengthened with Ffermio Bro Adviser role being taken up on a full-time basis at the end of September, enabling increased farmer engagement, technical support, and coordination of approved projects across the National Park. On-ground works commenced on a number of approved sites, with activity focused on early-season capital items and preparatory works aligned to programme priorities, including water management interventions, traditional boundary restoration, and habitat connectivity. Adviser time during the quarter was primarily directed towards site visits, project initiation, confirmation of specifications, and support to applicants to ensure works were compliant with scheme requirements and deliverable within agreed timescales. The first tranche of claims was prepared and submitted during Quarter 3, reflecting progression from planning to delivery. Expenditure during the quarter relates to adviser capacity, facilitation, and the initial phase of capital works. Collaborative projects continued to be supported, with coordination between neighbouring holdings helping to maximise environmental benefit and operational efficiency. Monitoring and record-keeping processes were embedded as delivery progressed, ensuring that evidence requirements are met and that project outcomes can be reported against Ffermio Bro objectives. Planning also began for Quarter 4 activity, including further capital delivery, continued</p>

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				farmer engagement, and refinement of priorities in response to emerging demand.
NR/ WG EN3 #3698	Project: Naturally Connected - Management Agreements (NNF4)	Green	Green	Progress Status: In Progress / On Track Four management agreements have been sent out. Others require the area of habitat to be determined on the ground (after access clearance work) before the area can be finalised.

Nature Recovery Projects and Engagement – 30x30 [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd (Q1-Q2): 2024/25	Current Year (Q1-Q2): 2024/25	Difference	Comment
NR & EIL/ WG PP7 #2611	Number of Volunteer and Social Action Hours contributing to Nature Recovery	8,378	6,473	-23% ↓	23% decrease. However still a positive number of hours being contributed to Nature Recovery in particular for wildlife surveying and monitoring.



Data Note: First 1000 Days Pre-School programme know sitting within Learning Programme Category, which may have had some impact on cross year data for Learning Programme and Outreach and Inclusion.

Conservation – PNCPA Impact Case Study

Magical Moths Species Recording Project

What issue was addressed: Moths are a very important insect group and their distribution can provide information on habitat health, climate change and the effectiveness of land management decisions. The project aimed to increase moth recording on sites where the Authority works and to engage landowners in doing so independently with appropriate support and technology.

What did you achieve: We worked with Centre for Ecology and Hydrology in Oxford to provide landowners with simple moth traps and AI identification software to identify moths on their own land. The project was extremely successful in obtaining over 3500 new moth records and feedback from landowners was overwhelmingly positive.

Timescales: June to October 2025. We are planning to repeat the project in 2026 and 2027.

Those Involved: The project was led by Conservation Officer in collaboration with staff from CEH in Oxford and with local expertise from County moth recorder for Pembrokeshire. We worked with landowners at 15 different sites and in many cases, involvement extended to their families. Conservation Officer gave two talks at moth themed events in the Llanteg area of Pembrokeshire, reaching over 60 people.

Feedback/ Long Term Impact: Evaluation forms were sent to all participants. 14 out of 15 replied.

- Average rating for enjoyment 4.57/5
- Average rating for knowledge for participants increased from 1.93/5 before the project to 3.14/5 after the project.
- Ease of use of moth trap 4.57/5
- Ease of use of App 3.93/5
- 100% of participants would like to take part in 2026
- 86% of participants said they may consider being a moth champion in future years.


Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
NR/ WG EN4 #869	Project: Stitch in Time/ Invasive Non-native species control (Mixed funding)	Green	Green	Progress Status: In Progress / On Track Presented a Stitch in Time update to National Park Members at operational review with a focus on the evaluation and monitoring report. Coordinated contractor cutting at sites around the Castlemartin corse catchment. Worked with Ranger at Porthgain to cut willow to improve site access for balsam control.
NR/ WG EN4 #3708	Project: Commons Resilience – Fencing and Firebreak Cutting on Commons	Green	Green	Progress Status: In Progress / Ahead During Quarter 3, activity under the NNF3 Fencing and Firebreak Cutting on Commons project focused on planning, coordination, and integration with wider wildfire management work across the National Park. This period overlapped intentionally with Quarter 3 activity of the Pembrokeshire Wildfire Group, ensuring that proposed works are aligned with emerging wildfire risk, operational learning, and agreed prevention priorities. Officers worked with commoners, graziers, and partner organisations to develop and refine burn plans and identify priority locations for firebreak cutting and fencing. These discussions considered habitat sensitivities, grazing patterns, access constraints, and “no-burn” areas, alongside practical wildfire prevention and response requirements. Mapping and site preparation progressed during the quarter to ensure works can be delivered efficiently and safely within appropriate seasonal windows. The planned fencing and firebreak cutting works are scheduled for delivery in February, when ground conditions and vegetation structure are most suitable and before the higher-risk spring wildfire period. This timing also supports compliance with controlled burning guidance and minimises disturbance to sensitive habitats and species

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
NR/ WG EN3, EN4, GC3 #3729	Partnership Project: SLSP Designated Landscapes Dark Skies Partnership Project – “Dark Ecological Networks” supporting reducing light pollution affecting NRW’s Priority Ecological Networks	Green	Green	Progress Status: In Progress / On Track Partnership met 11th November. A proof dark skies brochure (before and after project impacts of Prosiect Nos phase 1) was presented.
CS #3915	Communications Activity: Promote the positive work and contribution of the Authority to nature recovery and decarbonisation. Promote opportunities for people to participate in this work	Green	Green	Progress Status: In Progress / On Track Blogs have been written for NPUK for their website and external newsletter content, and Coast to Coast feature editorial on relevant decarbonisation, nature recovery projects and biodiversity successes has received positive feedback in Coast to Coast. Ongoing PR coverage relating to decarbonisation and nature recovery projects continues, along with social media content promoting the Authority's work in these areas.

Our Contribution (Section 6) – 30x30 [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG PP4 #3709	Number of Public Rights of Way pollinator/ habitat improvement work tasks completed	142	226	+59.15% 	Includes jobs involving cutting path but leaving wildflowers and creating scalloped edges. Note following review at end of Q3 of source data - figures now take account of jobs that contribute to Pollinator/ Habitat but were under different job title on system. These have been added to the completed Pollinator Jobs for final figure.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
NR/ WG EN3 #3710	Activity: Develop oversight process for sites and develop/ implement management plans for prioritised sites [Asset Management Strategy]	Green	Amber	Progress Status: In Progress / Behind Collaboration work with decarbonisation team and countryside team on one central area for site responsibility, plans and monitoring. No further update.
NR/ WG PP4 #870	Activity: Manage the coast path/ IROW in support of nature and connectivity	Green	Green	Progress Status: In Progress / On Track This work is being reviewed as part of a wider review of the team's approach and develop over the coming year.
NR #2151	Activity: Deliver interventions on archaeology/ heritage sites that also support nature	Green	Green	Progress Status: In Progress / On Track During December, the Community Archaeologist, area Ranger and volunteers carried out scrub clearance to improve the condition of a monument and improve biodiversity at the site. During November, the Community Archaeologist, the National Trust and volunteers carried out scrub clearance on two occasions at Fishpond Camp promontory fort on the Stackpole Estate. The clearance will help improve the condition of the monument and improve flora diversity at the site in the long term.
NR/ WG GC6 #3711	Strategic Response: Responding to Planning Policy Wales requirements on Green Infrastructure, resilient ecological networks and stepwise approach.	Green	Green	Progress Status: In Progress / On Track Will be undertaken as part of the evidence gathering for LDP 3.

Well-being Objective Climate

Control Monitoring for Risk Area 2 in risk register: A failure to respond to the impacts of climate change

Note: Following Members request, Officers are exploring options to enable in year consumption data for some areas to be reported, to enable us to track in year trends.

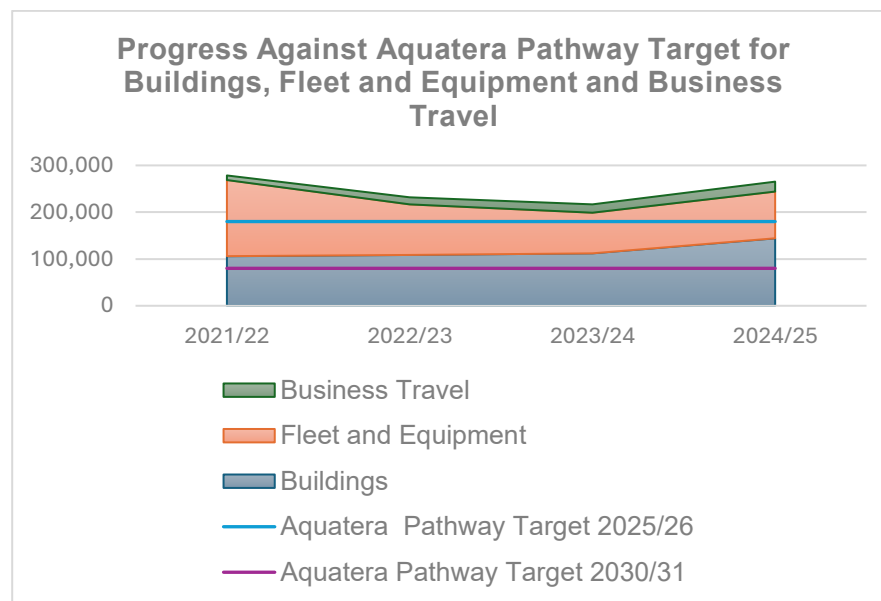
Authority Emissions Trends [WG: EN1]

Category	2023/24 kg CO ₂ e	2024/25 kg CO ₂ e	Difference
Buildings and Streetlighting - Grid Electricity	94,216	74,366	-19,850 (-21% ↓)
Buildings - Heat & Fuel	19,575	68,937	49,362 (+252% ↑)
Buildings - Water	763	705	-58 (-8% ↓)
Fleet and Equipment	86,749	100,310	13,561 (+16% ↑)
Business Travel	17,851	20,962	3,111 (+17% ↑)
Commuting	131,547	135,610	4,063 (+3% ↑)
Homeworking	21,930	24,815	2,885 (+13% ↑)
Waste	Previously reported via supply chain	11,696	Previously reported via supply chain
Supply Chain (Spend Based Calculation)	936,843	1,063,029	126,186 (+13% ↑)

Total Emissions	1,309,476	1,500,430	190,955 (+15% ↑)
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Land removal and emissions are treated as outside scope within the Welsh Government reporting. However, when emissions (adding in land use emissions) are offset against land removals based on the submission data the Authority's emissions are 218,346 kgCO₂e.

Category	2023/24 kg CO ₂ e	2024/25 kg CO ₂ e	Difference
Land based removals	- 1,286,368	-1,286,368	0 (0 →)
Land based emissions	4277	4,284	7 (+0.16% ↑)



Authority Emissions Reduction Pathway - Buildings

DP / WG Ref	Category	Previous Year 2023/24	Current Year 2024/25	Difference	Comment
D/ WG EN1 #301	Onsite renewables – electricity kWh	5,514	16,496	10,982 (+199% ↑)	
D/ WG EN1 #3731	Onsite renewables - heat kWh	189,326	183,149	-6 (-3% ↓)	

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
D/ WG EN1&4 #3712	Project: Solar Canopies Llanion [Note: Estimated year 1 reduction in emissions: 5,000 kgCO ₂ e]	Green	Amber	Progress Status: In Progress / Behind Procurement process completed, discussions with Contractor ongoing, planning application imminent.
D/ WG EN1&4 #3713	Project: Solar Canopies OYP (SLSP funded) [Note: Estimated year 1 reduction in emissions: 9,500 kgCO ₂ e.]	Green	Green	Progress Status: Not Started / On Hold Project to commence once Llanion HQ canopies complete.
D/ WG EN1&4 #3714	Project: Install low carbon heating OYP (SLSP funded)	Amber	Amber	Progress Status: In Progress / Behind Preliminary feasibility work has been completed, delivery programme to be agreed with stakeholders.
D/ WG EN1&4 #3715	Project: Install air source heat pump at Pant Glass – Castell Henllys (Brilliant Basics funded with match funded contribution) [Note: Estimated reduction in emissions: 83% 4,604 kgCO ₂ e]	Green	Green	Progress Status: In Progress / On Track Consultant appointed, design and specification in preparation for tender in the New Year
D/ WG EN1&4 #3716	Project: Small scale interventions at National Park buildings (SLSP funded)	Green	Green	Progress Status: In Progress / On Track Various works including lighting upgrades, water saving measures, upgrading water heaters etc. ongoing.
D/ WG	Project: Installation of LED lights at Carew (Brilliant Basics funding)	Green	Green	Progress Status: In Progress / On Track

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

EN1&4 #3717				Initial meeting held with electrical supplier to spec for the work. A quote for all hardware required has been produced. We will go out to Tender soon for electrical engineers.
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Authority Emissions Reduction Pathway - Fleet and Business Travel

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
D/ WG EN1&5 #986	% of Authority Vehicles that are hybrid/electric Measure	35.9%	40%	+5% ↑	

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
D/ WG EN1&5 #3718	Project: Replacement of Pool cars with BEVs	Green	Green	Progress Status: In Progress / On Track We're looking at different options with the pool cars, particularly as pool car 2 has developed engine problems which will be estimated to cost £2000 to repair. Head of Decarbonisation is in discussions with the Finance team and we are gathering quotes for EV cars.
D/ WG EN1&4 #3719	Project: Increase EV charging available for fleet (SLSP funded)	Green	Green	Progress Status: Not Started / On Hold New EV charger will be installed after Preseli committee room construction complete
D/ WG EN1 #3720	Project: Implementation of Telematics and analysis of data	Green	Green	Progress Status: In Progress / On Track Telematics being used. Positive experience to date. Team leaders / managers to use the technology and reporting mechanism. Data (not from telematics - but mileage and fleet information) shared with Wales Energy Services, for suggestions and recommendations on how to improve efficiency.
D/ WG EN1&5 #3721	Activity: Approve revised travel policy	Amber	Amber	Progress Status: In Progress / Behind Amended travel policy to be shared with Managers in January management team meeting.

Authority Emissions Reduction Pathway - Supply Chain and Waste [Section 6 Duty]

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
D/ WG EN1&8 #3722	Activity: Implementation of decarbonisation elements within socially responsible procurement strategy	Green	Green	Progress Status: In Progress / On Track Review of supply chain emissions (SIC codes) in Sage reporting. Sustainability Officer developing workstream actions for reducing supply chain emissions and supporting mindful expenditure across the Authority.
D/ WG EN1&8 #3723	Activity: Improve data collection and develop emission reduction plan for waste	Green	Green	Progress Status: In Progress / On Track Sustainability Officer has released communications and rolled out new ArcGIS Survey 123 to all responsible staff. A QR code has been created and managers briefed on the aims of collecting the data necessary for WG Net Zero reporting and Decarbonisation goals of the Authority. Sustainability Officer now is working on improving the PCNPA Waste Management Plan.

Authority Emissions Reduction Pathway - Behaviour Change

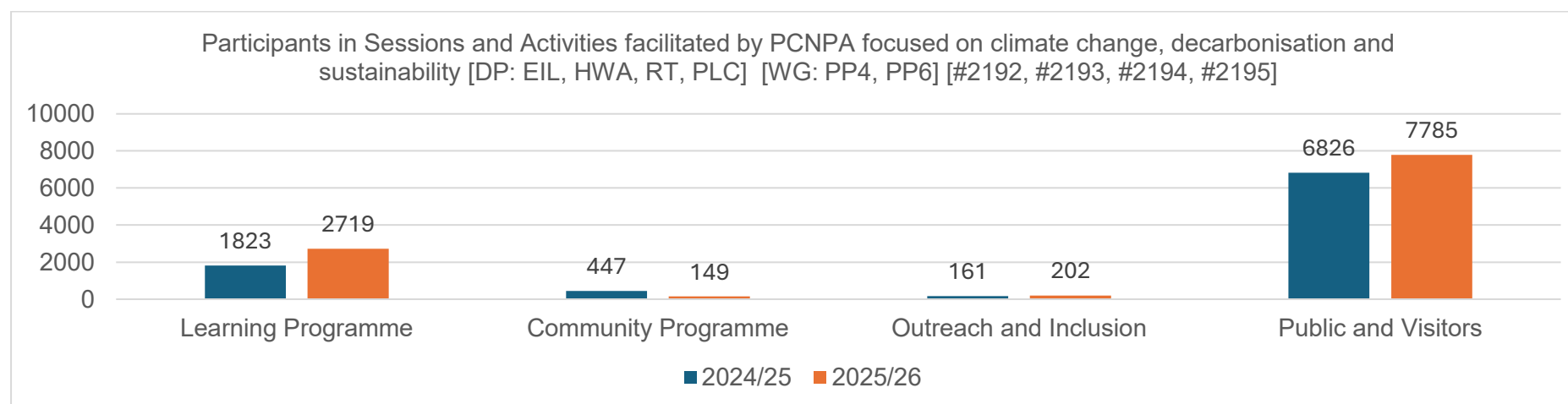
DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
D1/ WG EN5 #926	Activity: Delivery of Carbon Literacy Training and behaviour change communication for staff, volunteers and Members	Green	Green	Progress Status: In Progress/ On Track Work has commenced on improving the slides and reviewing the training materials designed for PCNPA. However, progress since the last report has been limited. Looking into becoming a Bronze CLO, however, there are hidden costs, therefore reevaluating priorities and doing more research. The Sustainability Officer is working on a revised Decarbonisation Plan for 2026 which will include work on behaviour change.

Park Emissions Reduction Pathway – Community/ Visitors

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
D2/ WG EN1,5 #3733 #3734	£ invested in community decarbonisation projects. Note: This is based on our Sustainable Development Fund Grants, funded through SLSP	N/A – New Indicator	SDF 2025/26 claimed ytd: £ 38,306.00 SDF 2025/26 committed ytd: £0 (New funding round opened in Q3)	N/A	New SDF round for 2025/26 opened in Quarter 3, with awarding decisions to be made at Grants Committee in January.
D2/ WG EN1 #3735 #3736	Number of completed Community Decarbonisation Projects funded by Sustainable Development Fund	10	10	0% →	Number approved by grants committee ytd: 0 (New grants round opened in Q3).
D / WG EN5 & PP3 #807	Legacy Impact Indicator: Total EV charging sessions from PCNPA Car Parks	9,230	15,413	+66.99% ↑	The number of charging incidents is already higher than the year total for 2024/25. In December 2025 we saw 1,225 charging incidents compared to 649 in December 2024 an 88.7% increase.
D & EIL/ WG PP7 #2614	Volunteering and Social Action hours contributing to our Climate Objective	1,695	388.5	-77% ↓	Have seen a decrease in activity around tree planting within volunteering and social action initiatives. Previous years had specific project engaging with community councils etc and involved with planting at Wolfscastle. Activity ytd has included work to maintain and look after trees previously planted and 680 trees have been planted through volunteer and social action activity.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	Legacy Impact
D / WG EN1 #3735	Legacy Impact Indicator: Commentary on Estimated Carbon Emission Reductions from Sustainable Development Fund Projects– taken from end of project reports completed this quarter/ or further follow up work	Aiming to reach out to previous SDF projects in order to record estimated carbon emission reductions. Looking at ways to improve measuring this once new 2026 SDF projects are underway.



DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
D / WG EN4, EN5 #3738	Project: Feasibility Study into low carbon route in South East Pembrokeshire including how this could be funded: Investigating access to work transport barriers and solutions in Tenby (SLSP)	Green	Green	Progress Status: In Progress / On Track Consultancy element is complete. Thanks to PCC's Transport staff, an item is being drafted for Coast to Coast 2026 re public transport visitor options focused on the Tenby area.

Park Emissions Reduction Pathway – Carbon Sequestration [Section 6 Duty]

DP/ WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG EN2 #3746	Total Woodland creation delivered (hectares)	N/A – New Indicator	0	N/A	1 Ffermio Bro woodland creation project in progress covering 9 hectares of woodland involving planting of 615 trees.
NR/ WG EN2 #3747	Woodland restoration delivered (hectares)	N/A – New Indicator	8	N/A	2 Ffermio Bro woodland management/ restoration projects completed covering 8 hectares. 2 other Ffermio Bro project in progress covering 3 hectares, one of which involves planting of 160 trees.
NR/ WG EN2 #3748	Peatland restoration delivered through NPAP or other work (hectars)	N/A – New Indicator	0	N/A	Note on Area of Peat present in the Park: Pembrokeshire National Park has 8,612 ha of Peat, 298 ha of deep Peat. This is significantly lower than the other National Parks in Wales. Due to this the Conservation Teams expectation is the impact we can have will be low, the Authority doesn't currently have any active Peatland Action Programme, following the end of the previous project in March 2025.
NR/ WG EN2 #3749	Length of hedgerow planted (meters)	N/A – New Indicator	1145	N/A	3 Ffermio Bro Hedgerow projects completed covering 1145 meters. 11 other Ffermio Bro project in progress relating to 2765 meters.
NR/ WG EN2 #3750	Number of trees planted (Note: standard/in-field trees, excludes trees planted in hedgerow or woodland)	N/A – New Indicator	680	N/A	Next Generation planting of saplings and First 1000 days acorn planting at Southwood. 8 Ffermio Bro project in progress covering planting of 428 trees. We have included trees here where HA calculation is not available for site where work relates to woodland or meters not available for trees planted as part of hedgerow.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG EN2 #3751	Area (hectares) of meadows planted [e.g. new sites in carbon friendly management agreements – supporting meadow creation/ recreation)	N/A – New Indicator	7.4	N/A	5.4 hectares, Management Agreement at Angle. 2 hectares field planted with pollinator/ arable mix (Bird and Bees).

DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
NR/ WG EN6 #3752	Collaborative Project/ Activity: Blue Carbon work through SAC engagement (Oysters etc)	Green	Green	Progress Status: In Progress / On Track Pembrokeshire Marine SAC RAG met 4th December 2025, including updates on activity, funding and management scheme review. Proposed visit to Rudder's Boatyard on January 20th (TBC) to view oyster broodstock in the 'hotels'.

Climate Change – Managing Risks

DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
AC #3753	Activity: Creation of risk register for Authority Asset portfolio, that takes account of climate change risks for each asset (Asset Management Strategy)	Green	Green	Progress Status: Not Started / On Hold Not started. The Authority Assets and Property portfolio has been reviewed by SLT will be shared with AMG in 2026. Next steps will be to creation of RR for climate change risk.
AC/ WG PP4 #52	Activity: Practical work and adapting of approaches for PROW to build resilience including realignment activities and responding to impact of weather and erosion events. Responding to recommendations from the Climate Change Risk Assessment and	Green	Green	Progress Status: In Progress / On Track December saw flooding in several areas, prompted by heavy rainfall and high tides. This led to temporary closures of the Coast Path, most notably by Pembroke Mill Pond, and adjacent to the main road at Newgale. All

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
	Adaptation Strategy for the Pembrokeshire Coast Path National Trail.			flooded paths have now reopened. In late December, signs of ground movement were observed on a section of the Coast Path south west of St Anne's Head Lighthouse, prompting the PROW and Countryside team to take the decision to close it ahead of the Christmas school holidays. Alternative access is available by via the road network and existing rights of way. This area is being actively monitored and options for a long-term solution are currently being explored. Following a geologist's report for the beach access path at Monkstone, which was commissioned by the Authority following notable and repeated ground movement there in recent years, the Authority is now considering alternative access for the coming summer season.
AC/ WG PP9 #3754	Activity: Review evidence base and undertake community consultation as part of LDP3 on Flooding and Coastal Inundation related policies.	Green	Green	Progress Status: In Progress / On Track Will ensure LDP 3 aligns with TAN 15 and the Shoreline Management Plans and direct new development away from areas at risk for flooding and adapt to climate change

Well-being Objective Connection

Control Monitoring for Risk Area 4 in risk register: A failure to create a Park that supports people to be healthier, happier and more connected to the landscape, nature and heritage.

5 ways to well-being and equitable access

DP/ WG Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
HWA/ /WG PP6 #3757	Number of active funded projects that support 5 ways to well-being and equitable access to the Park for beneficiaries	N/A – New Indicator	6 ●	Target: 2	Routes to Discovery/ 1st 1000 Days/ Get Outdoors/ Pathways/ Next Generation/ Traeth Mawr Phase 1 and 2.
HWA / WG PP6 & GC3 #3758	Number of active funded projects that support 5 ways to well-being and equitable access to the Park for beneficiaries (through Tirweddau Cymru or Health Partnerships)	N/A – New Indicator	2 ●	Target: 1	Engagement across DL Young People / RNIB Cymru - Hiraeth - See Cymru Differently
HWA /WG PP6 #3759	Number of participants in NPA run/supported activities focused on inclusion, outreach and increasing access for underrepresented groups	N/A – New Indicator	8,537	N/A	Outreach and Increasing Access: 4,901 ytd. Supported Volunteering: 921ytd. Supported Walking: 2,762ytd.
HWA/ WG PP6 #872	Number of bookings for beach wheelchairs/ mobility equipment	383	801	+109% ↑	Level of increase may be impacted by potential underreporting in 2024/25. Other factors leading to increased bookings include better marketing, networking and showcasing equipment activities (this was also supported by previous open to all project), more local outdoor providers using and promoting equipment, expansion of

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

					equipment offer with different resources (So people have more choice for example we have a reclining debug and new bit of kit at Manobier), improved links with local business, health and social care providers and equipment has been increasing used by education and PODs.
HWA & EIL/ WG PP7 #2615	Number of Volunteer Hours contributed	10,861	11,838	-8% ↓	Previous reports for Q2 showed 18% decrease, this has reduced to 8% in Q3, in part reflecting review of source data on systems and attempts to address underreporting issues.

DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
HWA / WG PP6 #3756	Project: Routes to Discovery – Delivered in Partnership with MIND Pembrokeshire and Carmarthenshire (The National Lottery Community Fund)	Green	Green	Progress Status: In Progress / On Track The Routes to Discovery project offered Christmas and winter themed activities during December including carol singing with the trust, wreath making and mince pies with the children and young people groups. This was a difficult period for a number of the group members and additional support was offered in relation to sign posting and access to Mind.
HWA / WG PP6 #2181	Project: Get Outdoors: Supported Walking, Beach Wheelchair and Mobility Equipment, engagement with service users (location audits/ information)	Green	Green	Progress Status: In Progress / On Track 95 people attended get outdoors walks during December. We will be increasing the accessible walking group. Funding team is exploring options with Paul Satori for the get outdoors program which will be a positive direction for Get Outdoors.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
HWA / WG PP6 #495	Project: Pathways – Supported Volunteering	Green	Green	Progress Status: In Progress / On Track Volunteer days progressing as planned. Some cancellations due to weather.
HWA / WG PP6 #486	Project: 1 st 1000 Days	Amber	Amber	Progress Status: In Progress / Behind EOI application submitted to lottery community fund, supported by fundraising team. Expected response March 2026. EOI included detailed project development plan April - August 26. Scolton sessions delivered - weather/season challenges. Digital resources produced and published via PODS website and PCNPA social media. Funding also sought from Children in need, Waterloo Foundation - prioritised by Fundraising team. [In Amber due to need to secure continuation funding for the project]
#3927	Public Toilets and Progress on Capital Upgrades/ Joint Working with PCC. Note: This is an additional indicator added following request from Members at October NPA.	Amber	Amber	Progress Status: In Progress/ Behind Email sent to PCC requesting a copy of their public toilet strategy and future meeting calendar request.
HWA / WG PP6 #2172	Project: Traeth Mawr Access Improvement Work (Phase 1 and Phase 2) (SLSP and Brilliant Basics)	Green	Amber	Progress Status: In Progress / Behind Construction underway.
HWA / WG PP6 & GC3 #3761	Strategic Engagement: Work with Tirweddau Cymru, Strategic Advisor on Governance, Inclusion and Diversity Excellence to develop and deliver collaborative projects that are supporting designated landscapes to be landscapes for everyone.	Green	Green	Progress Status: In Progress / On Track RNIB/ See Cymru Differently Cymru Project Officer and Health and Well-being Team Leader and held a meeting to look at other Parks progress. RNIB/ See Cymru Differently Cymru Project Officer has agreed that Pembrokeshire can have training for walk support in 2026 but has also offered our walk leader trainer a course being arranged in Bannau. This means that this knowledge will be rolled out to walk leaders in the

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				future. A google lenses session from the PCC tech/alarm team was held in November with officers to try following the SCD recommendation. This session was exploring how tech could help interpret the attraction and act as a guide in locations staff were not available.
HWA/ WG PP10 #3763	Strategic Engagement: Explore opportunities with health partnerships to contribute to their delivery (social prescribing, public health) through exploring sustainable sources of funding for initiatives.	Green	Green	Progress Status: In Progress / On Track Meeting held with Hywel Dda looking at potential rift funding opportunities and ideas to present to Beven trust as partners
EIL/ WG PP7 #3764	Activity: Review our Volunteering and Social Action offer including opportunities provided and support required for volunteers (including facilities for rainy day activities). [Equality Plan]	Amber	Amber	Progress Status: In Progress / On Hold This work is on hold until the Head of People Services returns, anticipated to be in January 2026
EIL/ WG PP6 #2185	Activity: Annual Participant Survey to target regular participants in our volunteering and other activities and analysis of results. [Equality Plan/ Audit Wales Report]	Green	Green	Progress Status: In Progress / OnTrack Survey for 2024/25 is complete. 2025/26 survey will be conducted in April 2026 so planning and preparation for this will take place in Q4.
CS/ WG PP6 #3765	Activity: Review the accessibility and inclusivity of our communication and interpretation resources to increase representation, diversity and raise awareness of opportunities to experience the Park	Green	Green	Progress Status: In Progress / On Track Work is underway to gain feedback from users (internal and external) on the accessibility of a range of our Communications products and we have signed up to use of Silktide (along with all NPAs) to support the evaluation and development of website accessibility improvements.
CS/ WG PP6 #3766	Activity: Develop a targeted main season campaign to raise awareness of easy access opportunities across	Green	Green	Progress Status: In Progress / On Track Pre-planning has begun relating to the 2026 action plan, with the extended Walk for Wellbeing, wider easy

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

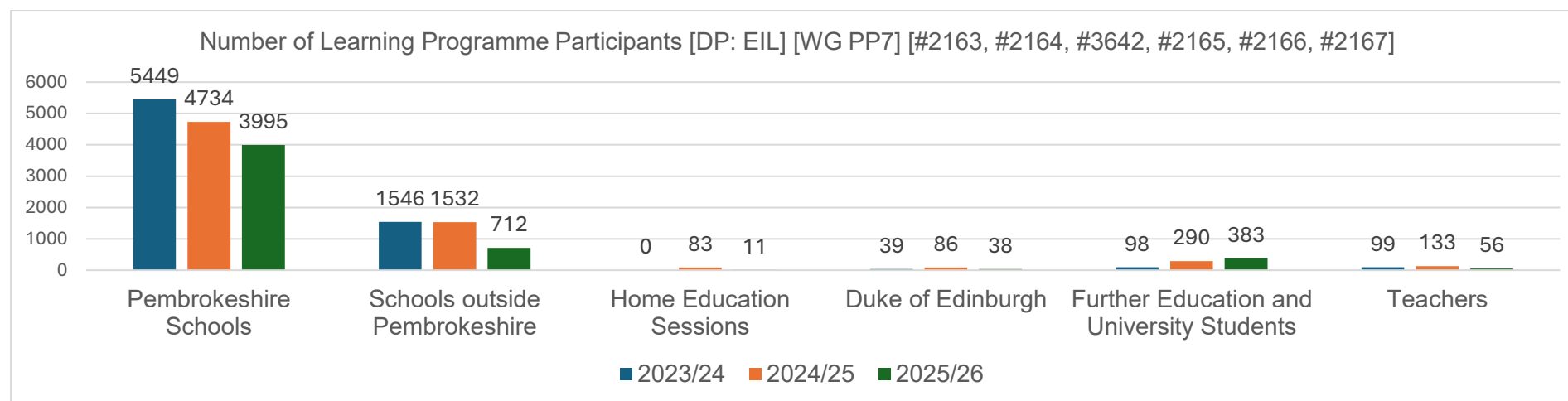
DP/ WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
	the Park, including promotion of the beach wheelchair and mobility equipment scheme			access promotion and marketing and website updates being developed in support of this activity.

Note: Updates for Next Generation and Youth Committee are captured under reporting for Communities Well-being Objective.

Learning and Skills Development – Delivery Model for the future [Section 6 Duty]

DP/ WG Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
EIL/ WG PP7 #3767	Number of training opportunities provided	N/A – New Indicator	3	N/A	Authority is supporting 2 officers with Planning related MSC and officer with Accountancy qualification (qualification has now been completed).
EIL/ WG PP7 #3768	Number of apprenticeships provided	N/A – New Indicator	4	N/A	Figure relates to substantive employees undertaking apprenticeship upskilling: 3 Officers in Countryside Team are doing ILM Level 2 Diploma (with some Level 3 units) in Team Leading and 1 Officer is doing Level 4 Team Leading.
EIL/ WG PP7 #3769	Number of work placements completed	N/A – New Indicator	1	N/A	Work placement completed with Countryside.
EIL/ WG PP7 #2616	Number of Social Action Hours Contributed	2,811	1,598	-48% ↓	Includes practical access IROW sessions with Pembrokeshire College Employability Course Students.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities



Trend Note: We have seen a decrease ytd in number of learning programme participants from Pembrokeshire Schools compared to previous years. In part this may reflect that current focus of education team is linked to delivery of Tirlun project and resources and not direct delivery. There has been a 53% decrease in participant numbers from schools outside Pembrokeshire, this is most significant for Castell Henllys who has in previous years successfully attracted schools from out of county.

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
EIL/ WG PP7 #3770	Activity: Strategic review of our education and community learning offer across Teams to identify future sustainable delivery model focused on where Authority can make most impact within its remit.	Amber	Amber	Progress Status: Not Started / On Hold Strategic review process not initiated. Anticipated 04/2026.
EIL/ WG PP7 & GC3 #3771	Project: Delivery of Phase 2 of SLSP Tirlun Project	Green	Green	Progress Status: In Progress / On Track Promoting teacher attendance to Professional Learning Community workshops to ensure teacher input into developing themes and resources. Focus on GCSE (PS5/6) and adapting resources to earlier age (PS 2/3).

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

EIL/ WG PP7 #3772	Activity: Work Placement Activities – Pembrokeshire College and other Further/ Higher education providers	Green	Green	Progress Status: In Progress / On Track Work placement has been set up with the Countryside team
EIL/ WG PP7 #3773	Project: PCNPA /Museum of London Archaeology and Futureworks heritage and climate project for young people	Green	Green	Progress Status: in Progress / Complete During November, the project team presented an evaluation of the project at the Archaeology Day event, including a stall at the event. During December, the Authority's Interpretation Officer presented remotely on the project at the annual Theoretical Archaeological Group Conference. The project has now concluded.
EIL/ WG PP7 #3774	Project: Deliver 2 one year paid Traineeships as part of NNF4 funded project - providing practical conservation skills and career pathways in biodiversity management.	Green	Green	Progress Status: In Progress / On Track Meetings have been held with interested parties and role outline and training plan developed. Traineeship anticipated to be in post April 2026 in line with the project.

Safeguarding Heritage and Public Rights of Way in the Park

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC/ WG PP4 #589	% of Rights of Way Open and Accessible and Meeting Quality Standards.	87.28	87.45	0% →	
PLC/ WG PP4 #3775	Km of Rights of way enhanced or created ytd	N/A – New Indicator	2	N/A	Brynberian - Footpaths PP71/17 at a length of 1,174m and PP71/23 at a length of 750m. This has been an ongoing focus of attention for the last two years, and improvement works are now completed. Greenala - 80 m of the Coast Path regraded and

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
					slight realignment around a gully.
PLC/ WG PP4 #50	Number of people using footpath from fixed counters ytd (7 Coast Path/ 4 Inland Rights of Way)	56,308 (April – June)	68,729 (April – June)	+22% ↑	Awaiting survey data from external contractor for Q2 and Q3.
PLC/ WG PP4 #583	Number Coast Path and Inland Rights of Way Concerns ytd	236	202	-14% ↓	
PLC/ WG PP4 #3663	% of Coast Path Surveyed year to date [Note: Progress against 100% survey of Coast Path over two years with a minimum survey of 75% of the route on an annual basis.]	N/A – New Indicator	23.50	N/A	Throughout this quarter, the Access team have been without a Team Leader, which has impacted on the workload of the National Trail Officer and resulted in fewer surveys than usual for this time of year. Value is percentage surveyed year to date. Length of path surveyed and processed since 1 April 2025: 74.7km out of the total 318km. This quarter: 4.1km.
PLC/ WG PP4 #3664	% critical priority jobs completed within 2 weeks. [Note: Number of critical jobs normally low this can distort %]	N/A – New Indicator	Q1: 100% ● Q2: 57% ● Q3: 100% ●	Target: 100%	8 jobs completed in the quarter, all on time. 2 outstanding critical jobs currently on the system, one of which is on hold as further progress cannot be made without landowner consent, which is being pursued.
PLC/ WG PP4 #3665	% of high priority jobs completed within 12 months	N/A – New Indicator	Q1: 90.14% ● Q2: 77.50% ● Q3: 75.00% ●	Target: 100%	134 high priority jobs completed in this quarter, with 34 completed late. There remains 196 outstanding jobs

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
					on the system, which as includes many duplicates and is subject to ongoing work to clean the data.
PLC/ WG PP4 #3676	Number of Public Rights of Way cutting programme tasks completed ytd	N/A – New Indicator	1,293	N/A	
PLC/ WG PP4, PP7 #2625	Number volunteer and social action hours supporting access work in the Park	954	1,240	+ 29% ↑	Includes sessions involving Duke of Edinburgh Award Open Group, Pathways Volunteers and students from Pembrokeshire College, Employability Course.
PLC/ WG PP4, PP7 #2622	Number volunteer and social action hours supporting heritage assets in the Park	1,195	1,732	+ 45% ↑	Includes regular volunteering sessions supporting site maintenance at Carew Castle.

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
PLC/ WG PP4 #3779	Activity: Work to enhance/ create PROW - Maintenance and continuous improvement of PROW/ Coast Path National Trail	Green	Green	Progress Status: In Progress / On Track The teams are continuing to work through the winter maintenance program. December has seen a high level of leave, which is not unusual for the time of year. The planning of future works continues.
EIL/ WG PP4 #3780	Activity: Preparation activity in support of development of next Coast Path User Survey. Survey to be undertaken by 2030.	Green	Green	Progress Status: In Progress / On Track Beaufort Research Field work on the Wales Coast Path commenced during July 25 and will last for 1 year – the results will be shared via a webinar/report in Q3/4 2026. The questions remain largely unchanged from the last survey that can be found on the WCP website. This study will be used to

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				inform PCNPA approach. National Trail Officer has contacted NRW to gain an idea of the costs of the study.
PLC/ WG PP4 #703	Project: Safeguarding Monuments Scheme – working with volunteers to monitor, develop and deliver conservation work programme focused on the Park's publicly accessible monuments.	Green	Green	Progress Status: In Progress / On Track During December, six monuments were visited and information submitted via the online form. Eight forms were assessed. Scrub clearance took place at one monument and a planning meeting took place in relation to another.
PLC/ WG PP4 #2227	Partnership: Heritage Watch Scheme (working with partners to respond to the issue of heritage crime in the Park.)	Green	Green	Progress Status: In Progress / On Track During the third quarter, one incident of disturbance at a bronze age cairn was reported to the police. This was identified by heritage volunteers during a monitoring visit. A Heritage Watch stakeholder remote meeting took place in October and the Community Archaeologist attended the pan-Wales Op Heritage Cymru meeting in November. An Op Heritage Cymru newsletter was produced and content from Heritage Watch was featured. Heritage Watch was promoted on social media, including posts relating to heritage crime, repair work and the latest edition of the Op Heritage Cymru newsletter.
PLC/ WG PP4 #3776	Capital Project: Carew Causeway visitor access improvement.	Amber	Amber	Progress Status: In Progress / Behind Proposals were delayed due to ongoing negotiations with Cadw. Repairs planned for April / May 2026. Procurement of a contractor to commence in Jan 2026
PLC/ WG PP4 #3777	Capital Project: Castell Henllys improvement programme.	Amber	Amber	Progress Status: In Progress / Behind There are three remaining elements to this funding :- Drainage Improvements - On hold work to be re-planned for completion during this financial year. New ramped access to Pant Glas - Currently preparing for the procurement process. New extension to VC - Pellet Store - Currently on hold until resource allows.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

PLC/ WG PP4 #391	Capital Projects: Carew Castle Visitor Access/ Enhancement and Interpretation	Amber	Amber	Progress Status: In Progress / Behind We have final architects plans for driveway/access improvements, agreed by the Carew Castle Manager, Buildings Projects Officer and the Building Conservation Officer. They have now been submitted to Cadw, along with other project proposals, for pre-SAM consent. A follow up meeting was held with Cadw on site in April, where Cadw asked for additional investigations of the area to be completed. These additional investigations have not yet been completed.
PLC/ WG PP4 #3778	Activity: Supporting historic environment through Conservation Areas and their monitoring.	Green	Green	Progress Status: In Progress / On Track At NPA on 10 September the Cresswell Quay Conservation Area Appraisal and Management Plan was adopted as Supplementary Planning Guidance. An errata sheet has also been published on the website to update references in existing Supplementary Planning Guidance for Conservation Areas to reflect legislative changes introduced by the Historic Environment (Wales) Act 2023.

Well-being Objective Communities

Control Monitoring for Risk Area 4 in risk register: Failing to create vibrant, sustainable and prosperous communities in the Park that are places people can live, work and enjoy.

Regenerative Tourism – Vision and Principles: The Authority [Section 6 Duty]

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
RT/ WG PP4 #3781	Activity: Identify revised set of regenerative tourism indicators aligned to our internal Regenerative Tourism Vision/Principles	Green	Green	Progress Status: In Progress / Ahead Meetings of the Destination Management Plan (DMP) Advisory Group have helped shape the associated measures that will be

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				used by both PCNPA and Visit Pembrokeshire to support the delivery of the DMP and its overarching ambition "to be a global leader in regenerative tourism". An update was provided to PCNPA Members by the Visit Pembs CEO at the Dec' 2025 NPA meeting.
RT/ WG EN1, EN8, PP4, PP5, PP6 #2551	Activity: Develop action plans for each centre to support delivery of regenerative tourism vision and principles: Conservation, Climate, Connection, Communities. [OYP plans will take account of the final Master Plan for the centre].	Green	Amber	Progress Status: In Progress / Behind The Authority's regenerative tourism principles document has been used to develop site specific priorities that have been incorporated into the relevant delivery plans for 25/26. This work is presently on-hold as the Authority decides whether to replace the Head of Regenerative Tourism role as this will significantly impact on staff capacity across the team.
RT/ WG PP4, PP6 #3782	Project: Sustainable Steps: unlocking nature and history – Carew (Brilliant Basics/ Matched Funding Contribution)	Green	Green	Progress Status: In Progress / On Track The project is proceeding on time and budget.
RT/ WG PP4, PP6 #3783	Project: Sustainable Steps: unlocking nature and history – Castell Henllys (Brilliant Basics/ Matched Funding Contribution)	Green	Green	Progress Status: In Progress / On Track Boardwalk - wardens deem the work to be more cost efficient with a contractor - digger driver has been contacted. Interpretation - old framework has been taken down.
EIL/ WG PP6 [Audit Wales Action - #3673]	Explore feasibility of gathering demographic related data as part of any feedback surveys developed for Centres and Events and Activities Programme.	Red	Red	Progress Status: Not Started / Behind No action progressed due to vacant Head of Regenerative Tourism role - will progress if role is replaced.

Regenerative Tourism – Vision and Principles: The Park [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
RT/ WG EN1, PP3, PP4 #3786	£ value of funding secured for piloting regenerative tourism initiatives in the Park (similar to SDF).	N/A - New Indicator	0	N/A	Unable to progress this work due to lack of staff capacity linked to vacant Head of Regenerative Tourism role.

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
RT/ WG PP3, PP4 #3787	Activity: Explore with partners including Visit Pembrokeshire potential to develop Pembrokeshire Visitor Pledge.	Green	Green	Progress Status: In Progress / On Track A wide variety of potential pledge ideas have been shared with Visit Pembrokeshire (VP) by PCNPA. The decision to progress a visitor pledge for the National Park and Pembrokeshire now rests with the VP Board if this is something that they wish to actively pursue.
RT/ WG EN1, PP3, PP4 #3788	Activity: Identify and secure funding sources to support development of initiative (similar to SDF) supporting visitor economy stakeholders/ businesses on their regenerative tourism journey.	Red	Red	Progress Status: Not Started / On Hold Unable to progress this work due to lack of staff capacity linked to vacant Head of Regenerative Tourism role.
RT/ WG PP3 #3784	Activity: Collaborate internally through Recreation Management Group and externally with partners in support of multi-agency responses to management of recreational pressures and their impact on nature, communities or safety in the Park. Review our approach to commercial recreational use of the foreshore.	Green	Green	Progress Status: In Progress / On Track A post-season multi-agency meeting was held in Oct' with associated PCNPA actions undertaken via Management Team.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

RT/ WG PP3 #2553	Activity: Implementing Members decision on Article 4 Direction to Control 28 day sites (Park wide.) Collaborative work with WG and other statutory bodies to develop working protocol for Exemption Organisations	Green	Green	Progress Status: In Progress / On Track Article 4(1) Direction comes into effect for 28 day camping, caravans and motor homes from 1 January 2026. Work to develop a working protocol for Exempted Organisations has not commenced.
CS/ WG PP3 #3789	Communications Activity: Promote campaigns of Partners that support delivery of Partnership Plan actions e.g. Water Safety and Sustainable Transport in the Park.	Green	Green	Progress Status: In Progress / On Track Coast to Coast carried important water safety features and advice and has used this for ongoing social media messaging during the summer and autumn months, along with promotion of the Fflecsi bus and wider sustainable transport options across the Park, linking with RNLI and other partners for appropriate messaging. Work is ongoing to support wider sustainable transport marketing initiatives with partners, including Transport for Wales/GWR, and the Authority is involved with content development and wider promotion, where relevant.

Placemaking, Partnerships and Engagement [Section 6 Duty]

DP/ WG Ref	Priority Indicator	Trend Summary Information from LDP Annual Monitoring report 2024/25
PLC/ WG PP2 #904	Net affordable housing built	Local Development Plan Annual Monitoring Report shows that Housing completion rates overall are above the cumulative target for 2024/25. In March 2020, the Welsh Government published the Development Plans Manual (Edition 3), which introduced a requirement for this Authority's Annual Monitoring Report to include an up-to-date Housing Trajectory and to compare the actual delivery of housing against the AAR (Annual Average Requirement). The housing requirement for the Pembrokeshire Coast National Park Local Development Plan 2 is 960 units, an expectation of delivering 60 units per annum. There have been slightly fewer completions than anticipated in the period 2024-2025, but all of those anticipated for completion are under construction and cumulative completions are above the cumulative target (46-25-LDP2-AMR.pdf)

Communities – PNCPA Impact Case Study

Residential development of 72 dwellings within an allocated site on the edge of Saundersfoot (Major Development)

What issue was addressed: Received a pre-application enquiry on the site and gave initial advice on possible planning obligations required from this type of development. A formal planning application was submitted a short time after by a National housebuilder (Persimmon Homes), and officers worked with the design team to implement positive changes to the overall scheme. Often working with National house builders, there is very little opportunity to implement design changes, especially to their pattern design of dwellings.

What was achieved: Officers changed the layout of the scheme and reduced the extent of the proposed removal of the front hedgerow to ensure that the dormice habitat was maintained as much as possible. The change to the layout also looked at moving the largest and tallest buildings away from the boundaries of the site and locating them more within the centre of the site to reduce the overbearing impact on neighbouring dwellings. We also requested design and material changes to the proposed dwellings to ensure that they would be more in keeping with the local vernacular. Highway amendments were secured through officers' involvement to ensure that the proposed access and highway into Saundersfoot were improved and made safer.

Timescales: The application was granted planning consent at the July 2024 Development Management Committee and is currently on site with the build programme. The build period is likely to last for around 12 -18 months.

Those Involved: Normal planning stakeholders (i.e., statutory planning consultees) formed part of the planning process, including our in-house planning ecologist, and tree and landscape officer.

Feedback/ Long Term Impact: The agent confirmed by email (17/07/2024) that they enjoyed working with the National Park officers to reach a positive conclusion on the proposed residential development. The intervention of officers resulted in a well-designed scheme which will deliver residential housing on an allocated site within the National Park and help to meet its housing targets. The construction phase will deliver local opportunities for employment within the construction industry. The development will also provide part of the active travel route for Saundersfoot from the harbour area to New Hedges roundabout.

Ateb published on LinkedIn in December that the first three families moved into the affordable homes just in time for Christmas, which is lovely to hear.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC & RT & EIL #3793	# Participants in community engagement sessions, activities, and events Note: Includes inclusion related sessions and community focused events from Centres.	N/A – New Indicator	41,996	N/A	Community Engagement 1312. Community Event (includes centre events) 32,786. Community Festival/ Show 1,119. Community Group Activity/ Session 4,449. Community Volunteering/ Social Action 2,330.

Wider Trend Data: [A view of poverty - Data Cymru](#) (Select under area Pembrokeshire)

DP / WG Ref	Priority Project/ Activity	RAG Dec 2025/26	RAG Nov 2025/26	Progress Commentary
PLC #3790	Activity: Development of Partnership Plan Forum and mechanisms to capture impact of partners and wider partnership activities in support of Plan.	Green	Green	Progress Status: In Progress / On Track The Partnership Forum distribution list has been extended and refined since the meeting in November and Forum Members have access to Forum documents online. Quarterly meeting invites for 2026 have been issued.
PLC #3791	Activity: Review of Partnership Framework and Monitoring Report to take account of approval of Partnership Plan and resource considerations for the Authority.	Green	Green	Progress Status: In Progress / On Track Second Partnership Framework Monitoring Report approved at July NPA and Partnership Framework Standards Approved. Officers providing ongoing updates on performance system in terms of current status and activity of partnerships. Partnership Stakeholder survey to be developed.

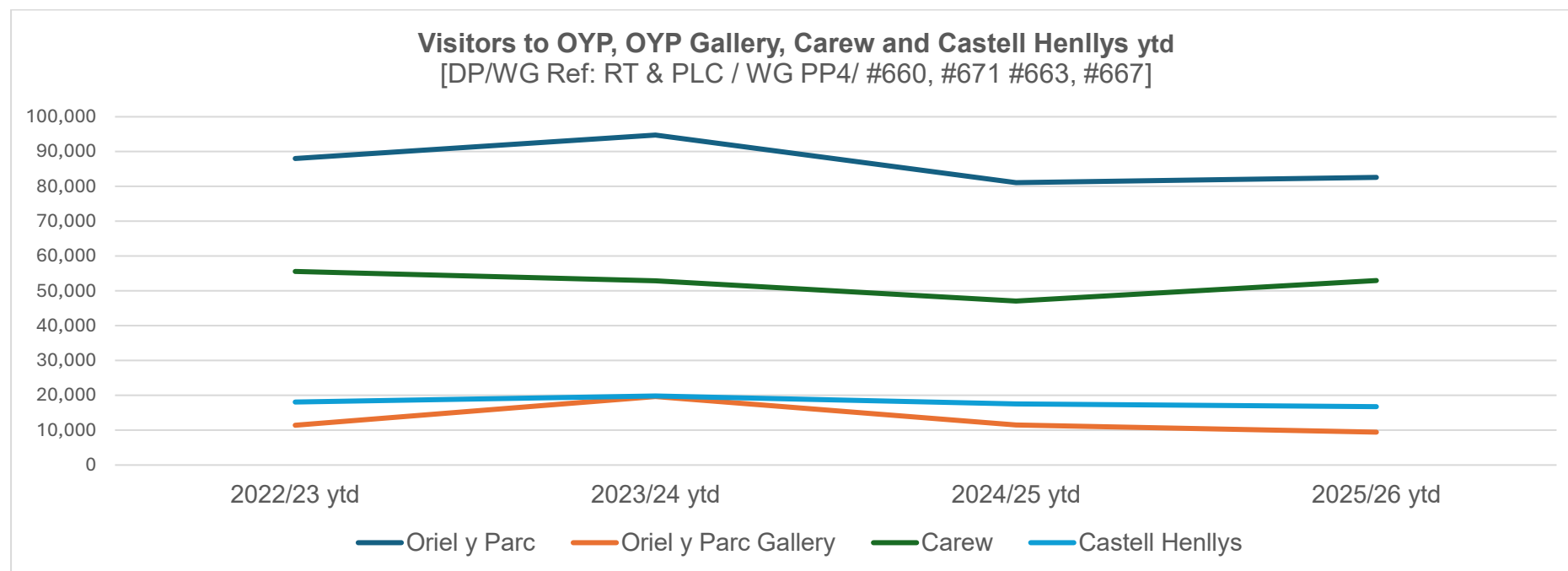
Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Dec 2025/26	RAG Nov 2025/26	Progress Commentary
PLC/ WG PP2, GC6, EN7 #3792	Activity: Preparation and Approval of Delivery Agreement for LDP3 and its implementation once approved	Green	Green	Progress Status: In Progress / On Track A revision to the timescale of LDP 3 was made to ensure the 15 year plan period aligns with the annual monitoring period. A consequential change was made to the Delivery Agreement to reflect this year. The Delivery Agreement (version 2) was agreed by NPA on 17 December and stakeholders were notified in January 2026. No amendments were made to the timetable
EIL/ WG PP6, GC2 #381	Delivery of Next Generation and Youth Committee programmes including promotion of the PCNPA Youth Manifesto. [Equality Plan]	Green	Green	Progress Status: In Progress / On Track Youth Rangers returned to a tree planting project they had previously worked on near Goodwick. Trees were planted to support a connecting the coast project co-ordinated by Conservation officers. Youth rangers worked hard, planted all the saplings provided. Enjoying seasonal picnic food and were interested in finding out more about tree planting, visit a tree nursery in the future. Session was technically supported by a youth ranger currently on a work placement with the Pathways project officer.
EIL/ WG GC2, PP7 #1121	Delivery of Volunteer Forum reflecting the diversity of volunteers [Equality Plan]	Amber	Amber	Progress Status: In Progress / On Hold On hold pending the recruitment of a full-time Volunteer Development Officer anticipated to recruit first quarter of 2026
EIL/ WG GC6 #348	Planning Service engagement with Community Councils and annual training sessions for them	Green	Green	Progress Status: In Progress / On Track Community Council Member training session was held on-line on the 24th of November, 2025 with good attendance, although no-one from the Councils that seem to have persistent issues with planning attended. DM

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Dec 2025/26	RAG Nov 2025/26	Progress Commentary
				Manager is meeting with Herbrandston Community Council in February to discuss their planning issues on a site where they are seeking enforcement action.

Supporting Culture and Welsh Language in the Park



Trend Note: There has been a mixed picture financial ytd in terms of visitor numbers for centres compared to 2024/25. Carew has seen a 12.45% increase in visitor numbers compared to 2024/25. Oriel y Parc has seen a smaller increase of 1.88%, however it has seen a decrease of 17.87% in terms of visitors to the Gallery. It is important to note that the nature of the exhibition will impact

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

directly on visitors to Gallery, as shown by peak in visitor numbers in 2023/24 due to the wide appeal of Geiriau Diflanedig – Lost Words Exhibition. Castell Henllys has seen a decrease of 4.5% in visitor numbers compared to 2024/25.

Welsh Government Tourism Barometer: <https://www.gov.wales/tourism-barometer>

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC & RT/ WG PP4 #3794	# participants in public and visitor programme activities and events	N/A – New Indicator	51,248	N/A	Around the Park Events Programme: 1,113 (Includes Archaeology Day). Centres Events Programme – Carew: 27,509. Centres Events Programme – CH: 18,499. Centres Events Programme – OYP: 4,127.
PLC/ WG PP5 #3799	# participants in Welsh Language promotion activities – Welsh and Bilingual Offer (Planned/ Active Offer): Community/ Inclusion/ Events Programme	N/A – New Indicator	28,293	N/A	Note work is being carried out on updating and reviewing classifications. Castell Henllys continues to host Can i Blant Penfro in its Tipi.
PLC/ WG PP5 #3798	# participants in Welsh Language promotion activities – Welsh and Bilingual Offer (Planned/ Active Offer): Learning Programme	N/A – New Indicator	1,303	N/A	Note work is being carried out on updating and reviewing classifications.

DP / WG Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
PLC/ WG PP4 #3920	Art on your Doorstep (National Gallery)	Green	Amber	Progress Status: In Progress / On Hold. The Authority has taken the decision not to replace the A&E Co-ordinator post. As a result, we are looking at alternative ways to deliver this project but, without increased staff capacity we may, unfortunately, have to withdraw from the partnership.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

PLC/ WG PP4 #321	Event Delivery: Delivery of Annual Archaeology Day	Green	Green	Progress Status: In Progress / On Track The annual event was delivered on 08 November 2025 at Pembrokeshire College. The event was sold out with 229 attendees, stall holders, speakers, staff and volunteers in attendance. The event was well received and talks from the event have been published and promoted on the event YouTube channel . Planning for the 2026 event will commence in the spring.
PLC/ WG PP4 #318	Activity: Collaborating with others on Community Archaeology excavations and projects in the Park. Secure additional funding where required for joint projects.	Green	Green	Progress Status: In Progress / On Track During December, there was limited activity due to Christmas. A thank you event was held by the Community Archaeologist for volunteers involved with archaeology related activities at the Stackpole Estate. The event was well received. During November, a presentation and display stall were delivered at Archaeology Day about the Lidar Archaeology Portal to promote the opportunity to attendees. Thirteen new volunteers have signed up to map features in the portal since the event. There are currently 56 people signed up with the portal with 16 actively mapping features. Up to November 533 features had been added and 107 had been reviewed by the Community Archaeologist.
PLC/ WG PP5 #3795	Activity: Explore new ways to proactively integrate Welsh language promotion with National Park Authority activities. Including opportunities across our centres, events, outreach and partnership work. [Welsh Language Promotion Strategy]	Green	Green	Progress Status: In Progress / On Track To be raised as an item at Team Leaders Meeting in January. The Community Archaeologist attended the Pembrokeshire Eisteddfod Committee and has agreed to offer activities to support their fundraising efforts, including a Bluestone themed guided

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				walk and a place name community drop in session. The place name session will form part of a series to be held across the National Park in 2026 in partnership with the RCAHMW and Yr Eisteddfod.
PLC/ WG PP5 #3796	Activity: Enhance our Welsh Language promotion activities through engaging with activities in support of Eisteddfod y Garreg Las due to be held in Pembrokeshire in 2026. [Welsh Language Promotion Strategy]	Green	Green	Progress Status: In Progress / On Track Work continues to prepare for the Eisteddfod. The Authority will be awarding the Chair at the Eisteddfod. In addition, an Education Pack linked to the Chair is being prepared as part of Tirlun. A project to collect placenames is being run in partnership with the Eisteddfod. Discussions are ongoing with other public bodies regarding exhibition space at the event. Articles on the event are being prepared for Coast to Coast.

Performance Report 2: Corporate Areas of Change Actions/ Annual Governance Statement Improvement Actions/ Welsh Government Governance Reporting (April – December 2025/26)

Control Monitoring for Risk Area 5, 6, 7, 9 and 11 in risk register.

- Please note Indicators and RAG actions reflect deliverables from delivery plans, Welsh Government Reporting requirements and improvement actions from Annual Governance Statement.

Governance

Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Comment
CS/ WG GC4 #3825	% of members who have attended all four Governance online training sessions or watched the recordings	N/A – New indicator	5%	Governance Session being re-shown 14/1/26.

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
CS #2344	Values: Finalise set of revised values for the Authority. Update Employee Code of Conduct/ Manager Behaviour Framework to reflect revised set of Values.	Amber	Amber	Progress Status: In Progress / On Hold Identified that this work needs to be revisited to progress it and should be linked to review of Employee Code of Conduct and Manager Behaviour Framework. There are opportunities to look at how previous work on values align with Academi Wales One Welsh Public Service Values and Leadership in all roles. The values work and updating of Employee Code of Conduct and Manager Behaviour Framework is on hold for the moment until the Public Office (Accountability) Bill progresses through relevant stages. We will then update the documents to align with the new potential Duty of Candour, Nolan Principles,

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				requirements around code of ethics. This would also offer us a good opportunity to raise awareness of the code of conduct (qualifying local government employees) (Wales) Order 2001 (subject to any changes as a result of Public Office Accountability Bill) and to integrate the Academi Wales One Welsh Public Sector into these documents. Template has been set up ready for the review process.
CS/ AGS #66	Policies: Progress review of policies, standards and procedures in line with new Tracker/ Forward Work Programme document.	Amber	Amber	Progress Status: In Progress / Behind Forward Work Programme Tracker document in development - to support mop up work and development of forward work programme. Includes tracking in support of publication scheme (staff intranet and website.) Delay in final completion and sharing with Management Team due to other work priorities.
CS/ WG GC2 #3826	Assessments: Deliver workshops and support for staff on Committee report writings and integrated assessments.	Green	Green	Progress Status: In Progress / On Track Reminder sent to Team Leaders on need to complete trigger document and if needed assessment in advance of December NPA papers being due. Planning activities for session will occur in Q4. Performance and Compliance Officer is due to support Strategic Policy team with Equality Impact Assessment on preferred strategy re LDP3.
CS #3827	Assessments: Develop project level integrated assessment checklists	Green	Green	Progress Status: In Progress / On Track Copy of Inclusive and Accessible Events Checklist based on checklist developed by Open to All uploaded to Corporate Document Operational Procedure section on staff

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				intranet in August. Next step is in Q4 to scope other checklists needed.
CS #3828	Reporting: Update Section 6 Biodiversity Signposting document and submit 3 year reporting documents.	Green	Green	Progress Status: In Progress / On Track Internal meetings held to review current approach and capture relevant information for Section 6 reporting - updated report sent to WG in Dec '25. Officers have updated and applied amendments to the Section 6 Signposting Document ready for wider consultation and approval of revised signposting document at future NPA.
CS #3829	Reporting: Meet first year reporting requirements for Social Partnership and Procurement Act – Social Partnerships	Green	Green	Progress Status: Complete / On Track Report agreed with UNISON and submitted to the Welsh Government. Note: Report has been published to our website:
CS #3830	Reporting: Meet first year reporting requirements for Social Partnership and Procurement Act – Annual Socially Responsible Procurement Report	Green	Amber	Progress Status: Not Started / Behind Not started. Procurement meeting has been arranged for January with key officers from Management Team and review of strategy and report will be an area under consideration. Update on requirements: Confirmation has now been received that the first Socially Responsible Procurement Report required will cover 2026/27.
WG GC1 & GC2 & GC3 #3831	Governance Review: Feed into Governance review of protected landscapes being initiated by Tirweddau Cymru	Green	Green	Progress Status: In Progress / On Track Review has commenced
AGS/ WG GC1 #3832	Governance: Implement the recommendations of the Welsh Government Review of Member Evaluation	Green	Green	Progress Status: In Progress / On Track Stage 2 Report received meeting with

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				Members to discuss arranged for January 2026.
WG GC5 #3834	Partnership: Share experience and best practice as designation for a new National Park progresses.	Green	Green	Progress Status: In Progress / On Track Information provided to Welsh Government to support impact assessment and meeting held with consultants to support this work. A response to the statutory consultation submitted by National Parks Wales.
CWG GC2 #3835	Mentoring: Participation in Mentoring Scheme as part of public appointment scheme	Green	Green	Progress Status: Not Started / On Track CEO met with Welsh Government to discuss and a Mentoring Scheme has been agreed. A letter to potential participants has been drafted and this will be sent by Welsh Government probably in the new year.

Workforce and People

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
CS/ AGS #3836	Strategic: Development of Establishment and Workforce Plan	Green	Green	Progress Status: In Progress / On Hold Work for the establishment and workforce plan to be scoped out in the New Year
CS/ EP #3837	Strategic: Implement actions within Equality Plan that support delivery of equality objectives that sit under long term aim: Our workforce is diverse, we are an employer of choice and staff feel supported within an inclusive and fair work environment.	Amber	Amber	Progress Status: In Progress / On Track Meeting to be arranged in the New Year to develop and agree an action plan to support and deliver this work
CS/ EP #3838	Strategic: Sign up to the zero-tolerance to racism policy created by Zero Racism Wales.	Green	Green	Progress Status: In Progress / On Track Policy put into Authority template for paper to go to future NPA for approval (to enable Authority to officially sign up to it). Policy to

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
				go to Management Team in January for initial discussion.
CS / AGS #2377	Knowledge: Induction process updated to reflect Well-being Objectives and Corporate compliance areas (Staff, Volunteers and Members induction.)	Amber	Amber	Progress Status: In Progress / Behind Work will be resumed in the new year
CS/ WG GC1 & GC4 #3839	Knowledge: Embed resources created during the NPA Governance Assistance programme (Members' Governance Handbook, training recordings and associated toolkits) in Member induction and development arrangements	Green	Green	Progress Status: In Progress / On Track Resources included in induction for new Member. First Governance session recording being re-shown.
CS/ AGS #2379	Knowledge: Annual Appraisal/ Work and Well-being process carried out to identify skills gaps and development opportunities for all staff	Amber	Amber	Progress Status: In Progress / Behind Status of returned wellbeing and development reviews to be addresses and TNA updated and training plans for all staff to be resumed in the New Year
CS/ AGS/ EP/ SRPS/ WLP #2380	Knowledge: Development and delivery of training plan/ programme) for staff and volunteers. Covering: <ul style="list-style-type: none"> • mandatory compliance related training • skills and development opportunities in support of staff delivering against our Well-being Objectives. Note: Member Development Plan agreed July 2025.	Amber	Amber	Progress Status: In Progress / Behind Status of returned wellbeing and development reviews to be addresses and TNA updated and training plans for all staff to be resumed in the New Year.
CS/ WLP/ WG PP5 #3919	Knowledge: Welsh Language Staff Training and Engagement Activities	Green	Green	Progress Status: In Progress / On Track In October event held for Shwmae Su'mae day. In November Welsh Hwb launched and Officer undertaken training to deliver Welsh Language awareness training to staff - sessions to be arranged in the new year.

Financial and Resource Resilience

Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Comment
CS/ WG EN4 #3868	Financial investment in Nature & Carbon initiatives in total	N/A – New indicator for 2025/26	2,969,248.85 Gross Expenditure Year to Date (Based on 31/12/2025).	Please note that figure does not include some areas within the Authority involved in decarbonisation/ Conservation initiatives, where further work is needed to apportion spend to these activities. Please note that this is based on gross expenditure to date (Based on 31/12/2025) in some areas key payments will be made later in the year.
CS #3918 #614	% Invoices paid on time	N/A	December: 89.45% Outstanding: 29	Note: This indicator will be subject to review to take account of changes linked to Payment Compliance Notice and requirements on how quickly we pay invoices under public contracts.

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
CS/ AGS/ #3861	Organisational Review: Work across the Authority to set a balanced budget, making best use of reserves and funding received from Welsh Government and other sources.	Green	Green	Progress Status: In Progress / On Track Draft budgets in progress - software implementation of Sage planning has delayed progress.
CS/ AGS/ #3862	New Finance System: Review financial standards & processes as a result of new finance system. Ensure revised and/or new reports in place for effective financial monitoring.	Amber	Amber	Progress Status: In Progress / Behind Many reports have now been created on Sage and available for use. Continued system improvements ongoing. Financial Standards update to follow. Other tasks have taken priority.
CS/ #3863	Fundraising: Deliver Authority Fundraising Strategy in support of prioritised projects and activities. Maintain a portfolio and pipeline of prioritised projects for seeking funding opportunities.	Green	Green	Progress Status: In Progress / On Track Community Lottery Fund bid submitted to support the 1st 1000 days and awaiting outcome. Will know by March. External Fundraising Manager attended Nature Finance event, to explore how the Authority

				could explore Nature Finance as an option to secure funds/investment.
CS/ AGS #3864	Procurement: Agree new procurement Contract Standing Orders to reflect changes in legislation	Green	Green	Progress Status: Complete / On Track Members adopted the revised Contract Standing Orders dated July 2025 at the 30/7/25 National Park Authority Meeting. Training delivered for relevant staff on the 4 September. Presentation slides from the training also posted to Procurement Microsoft Team.
CS/ SRPS #3865	Procurement: Implementation of Authority's Socially Responsible Procurement Strategy. Secure additional funding where required.	Amber	Amber	Progress Status: In Progress / Behind Work underway in various departments across the NP. Review of strategy and implementation planned Jan/Feb.
CS/ AMS #3866	Asset Management: Creation and implementation of Action Plan in support of delivery of Asset Management Strategy.	Green	Green	Progress Status: In Progress / On Track Asset Management Strategy implementation plan reviewed by AMG in December. Working through current actions for 2025/26.
CS #3643	Asset Management: Green Room Development	Green	Green	Progress Status: In Progress / On Track Contract works completed as programmed on 24th November. Snagging and acoustic panels to be fitted in New Year.

Digital Resilience

Ref	Priority Project/ Activity	RAG Nov 2025/26	RAG Dec 2025/26	Progress Commentary
CS/ AGS #3855	IT Infrastructure and Systems: Implement the IT Strategy to strengthen actions to mitigate cyber security risks and ensure Authority is upgrading its IT infrastructure.	Green	Green	Progress Status: In Progress / On Track Cyber Security training from CRC and funded by Welsh Gov will continue in 2026. These sessions will be open to Authority Members and should be particularly useful for WG Members. We are looking to simplify the Project Request for staff, however this

				could mean more requests will trigger a full DPIA.
CS/ AGS #3852	Digital Skills: Revise and launch Cyber Security and data protection training using ELMS platform.	Amber	Amber	Progress Status: In Progress / Behind Officers working to move Cyber Security and Data Protection Training to ELMS, instead of using training on Virtual DPO. This will enable more staff to complete the training, make monitoring of training a lot easier and enable line managers to track completions/ follow up with staff. NCSC Cyber Security training in English and Welsh has been uploaded to ELMS and officers have sourced a more suitable data protection training and are working with HR to set this training up on the ELMS system.
CS/ AGS #3853	Digital Skills: Implement Communication plan for Cyber Security, Digital Skills and Data Protection.	Green	Green	Progress Status: In Progress / On Track 2026 IT communications and training plan created. More staff cyber security (external) training organised. Leadership cyber resilience training shared with Leadership team for 2 directors to attend and Committee members. Work ongoing with updating ELMS for cyber security and DP.
CS/ AGS #3854	Digital Skills: Deliver training programme for staff to increase confidence in use of Microsoft 365/ Team, Sharepoint	Green	Green	Progress Status: In Progress / On Track One training session in October, 4 attendees. One session with small dept discussion on storage locations.
CS/ AGS #3855	Record Management: Further progress restructure of F/Drive and movement of digital files where appropriate to Teams/ Sharepoint	Amber	Amber	Progress Status: In Progress / Behind Work currently focusing on Archive and Park Delivery mop up work. Decarbonisation currently reviewing relevant documents in Park Delivery. Meeting held in November to look at where GIS data is held and future approach for collaborative projects where support provided by Strategic Policy. Wider

				work linked to server will mean that any major folder changes will need to wait until this work is complete.
CS/ AGS #3856	Record Management: Update Records of Processing	Amber	Amber	Progress Status: In Progress / On Track Template issued to members of Management Team in June for them to work with officers in their department to complete by end of October. Only some departments have provided the information - Nature Recovery, Tirweddau Cymru, Democratic Services and Performance. Where information has been provided by departments this will now be reviewed by the Performance and Compliance Officer and DPO in terms of technical aspects. A progress update was issued to Management Team in December and to address departments where no information has been provided the Performance and Compliance Officer has arranged to meet with department heads in January to go through the spreadsheet and agree timescale for completion. Management Team have been reminded that providing information for Records of Processing is one of their responsibilities as Information Asset Owners set out in the Authority's Records Management and Retention Policy.
CS #3859	Record Management: Identify solution to photo/ video storage management risks.	Green	Green	Progress Status: Not Started / On Hold Work on this has not commenced yet. Work on Records of Processing currently being given priority.
CS #3858	Managing IT Resource: Pilot and implement new IT/ Systems Project request form (2 stage management team approval process.)	Green	Green	Progress Status: In Progress / On Track

				Review of the form underway to reduce the size without losing the purpose of the systems request process.
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