

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 March 2025/26

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 for 2025/26. 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

Data will be reviewed before inclusion in our Annual Report on Meeting Well-being Objectives and Welsh Government reporting. Volunteering, learning,

inclusion, public events and community engagement related sessions are provisional and will be subject to further review before inclusion in Welsh Government indicators and in Annual Report on Meeting Well-being Objectives

Some indicators are new so we are still in process of testing data classification, scope and collation for them.

Conservation team has developed new conservation land management master layer on QGIS in support of our land management data.

Following Members request to enable us to track in year trends, Officers met to explore options to enable in year consumption data for some areas linked to Authority Carbon emissions to be reported. This will be piloted in 2026/27 with focus areas likely to be on energy consumption, fleet and potentially waste.

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

6,607.01 hectares is our baseline figure for total area of land managed for biodiversity through out conservation land management activity, with 4,889 hectares of this relating to land managed for biodiversity in partnership with private landowners. In addition, 2,944.5 hectares is target area for approved projects via Ffermio Bro. NNF4 project is contributing to this and some further sites are expected to be included in the total for Q1 2026/27.

A draft of the 30x30 report for the Park has been received. The Slash Ponds Community Reserve located in Broad Haven has been selected as one of the first Naturfa Designated Landscape sites contributing to 30x30 targets. A case study has been included on volunteering work the Authority has been involved with on the site.

We have seen a 15% decrease in number of volunteer and social action hours contributing to nature recovery compared to previous year. However, 8,974 hours were contributed and we have seen positive engagement and developments for wildlife monitoring volunteering in 2025/26, particularly linked to NNF4 project.

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

A number of building related projects are behind and in Amber. Procurement process for Solar Canopies at Llanion is complete. Solar Canopies at OYP is

currently on hold as funding for the canopies is to be relocated to the major upgrade of M & E plant and BMS in Oriel y Parc.

Additional Welsh Government funding at end of the year has enabled the Authority to procure EV replacements for its pool vehicles.

5 new Community Decarbonisation Projects were approved for SDF funding at the Grants Committee in Q4. Transport study is complete and recommendations are to be taken forward through the Greenways partnership.

Through Ffermio Bro and activities of Engagement and Inclusion team the Authority has supported the planting of 2,820 trees and 1,610 meters of hedgerow. It has also supported 13 hectares of woodland restoration through Ffermio Bro and joint working between conservation team and Pathways project volunteers on site.

Creation of risk register for Authority's Asset portfolio is in amber and will be carried forward for development in 2026/27.

5. Connection

There have been 9,880 participants in 2025/26 in NPA run/supported activities focused on inclusion, outreach and increasing access for underrepresented groups. However the Authority is facing a more challenging climate in terms of securing external funding for continuation of some of our inclusion projects, which may impact on this figure for 2026/27. 1st 1000 Days project is one of the projects that is currently affected. A grant to support work for 3 months was received from Waterloo foundation. However, we have received notification from National Lottery that EOI bid (Meithrin Natur) was not successful. Officers are exploring delivery model options for Get Outdoors in terms of volunteers and are continuing to work with fundraising team on donations/ corporate scheme funding.

A number of issues have arisen in terms of Traeth Mawr Access Improvement work that has resulted in need for revised completion date and budget.

Castell Henllys has been engaging with the See Cymru Differently RNIB project to make new exhibition room accessible for audio descriptions and make it a sensory experience.

Although have seen a decrease compared to 2024/25 in volunteer hours the Authority has met its target set in its delivery plan of maintaining a contribution above 12,000 hours per annum across volunteering and social action hours. Volunteer development officer has been appointed and will take up their post in May. Annual participant survey has been delayed for a few weeks but is expected to progress over next month.

Data shows a downward trend in terms of participants in learning programme from schools outside of Pembrokeshire. Potential factor is the financial pressures on schools and impact on transport and other costs for field trips/ visits. Strategic

review of our education offer hasn't commenced yet and is anticipated to commence in early 2026/27.

Authority has seen a 18% decrease in number of Coast Path and Inland Rights of Way Concerns compared to last year. The consistently wet weather throughout the winter, combined with emergency responses to landslips and treefall, made it difficult to keep to the winter maintenance programme, but a substantial number of High Priority jobs have now been addressed. Whilst the Coast Path survey is behind schedule due to unforeseen circumstances, a work programme has been agreed with NRW to make further progress and ensure that the whole survey will be completed within their 2 year timeframe. Team is looking at how to build resilience for this going forward.

The Capital projects for Castell Henllys improvement programme, Carew Causeway and Carew Castle visitor access/ enhancement and interpretation are in Amber. The additional investigations requested by Carew at Carew Castle are now underway.

6. Communities

A number of regenerative tourism actions are in amber or red, linked to vacant Head of regenerative tourism role and decision has been made to pull out of Art on your Doorstep for the moment due to capacity. CEO, Director of Nature Recovery and Tourism and Performance and Compliance Officer met in April to review regenerative tourism delivery plan and are currently drafting a revised re prioritised set of deliverables for 2026/27.

There has been a mixed picture in terms of visitor numbers for centres compared to 2024/25. Carew has seen a 17.36% increase in visitor numbers compared to 2024/25. Oriel y Parc has seen a smaller increase of 2.4%, however it has seen a decrease of 17.36% in terms of visitors to the Gallery. Castell Henllys has seen a decrease of 2.74% in visitor numbers compared to 2024/25. The Authority is currently advertising for a fixed term Tourism Operations Manager, operating across all centres, with a commercial focus on driving financial sustainability, reducing operating costs, and increasing income generation across our tourism services while also supporting delivery of the Authority's regenerative tourism vision.

Volunteer forum is in Amber, but activity is expected to recommence once the Volunteer Development Officer is in post.

The Community Archaeologist is supporting Welsh place name sessions in partnership with RCHAMW's placename officer, workshops held in St Davids in February and Angle in March have produced hundreds of new records for the place name register.

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

Governance

17% (3 Members) have attended or viewed all 4 Welsh Government online training sessions. The Authority is in the process of re-showing the sessions, pausing the video to allow local discussion on the points raised. Two sessions have been shown to date, with attendance of 67% on each occasion. The remaining two sessions are scheduled for 27 April and 6 May.

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. Project level integrated assessment checklists will be developed as capacity allows in 2026/27.

5 participants attended the first session of mentoring scheme linked to public appointments and feedback was positive – 3 further sessions are planned.

Workforce and People

Implementation of key HR related actions within Equality Plan will be progressed once Resourcing Officer and Volunteer Development Officers are in post, with work needed to scope out and plan implementation of actions.

Work on induction is behind, however it has been agreed to develop a Powerpoint presentation to provide to people as part of induction process.

Managers with outstanding Wellbeing and development reviews have been contacted. Need for wider review of Appraisal process identified and discussed at staff reps with aim to establish a working group to progress this.

Development of training plan is in Amber, HR are using job person specifications as well as completed Well-being and Development reviews to inform this work.

Financial and Resource Resilience

Budgets for 26-27 set and approved by NPA. The Authority has been required to utilise its reserves to balance the budget. However, the Authority received £600k in revenue funding and £697K capital funding to manage budget pressures.

Reports in place for financial monitoring. Updated financial standards in draft.

In terms of procurement, work is underway across departments on frameworks. Procurement Hub on staff intranet continues to be populated.

Green Room – Preseli Suite development complete.

Digital Resilience

Cyber Security training from CRC and funded by Welsh Government has continued in 2026. The moving of Cyber Security Training and Data Protection Training to ELMS is complete, with staff enrolled and request made that staff complete training by end of April. Updated communication plan in place. Further work needed to engage teams in Microsoft 365/ Teams and Sharepoint training.

Record Management Plan updated in March, due to scale of task focus under new plan is on doing a small amount each day to achieve incremental progress. Meetings scheduled in to ensure ongoing review of Teams channels to identify inactive ones and those relating to closed projects. In terms of Records of Processing, 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 by end of April.

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

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 – March 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 Feb 2025/26	RAG March 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 draft report has been received from the consultants and is currently with the Conservation Team for comments
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 Continued liaison with Centre for Ecology and Hydrology (Oxford) to refine 2025 moth survey data and officer spoke at workshop for other facilitators, exemplifying what we achieved with landowner surveys in Pembs last year. Moth data received from CEH. Delivered RGA workshop for the Conservation team to review methodology in preparation for new season. Developed plan for trials with

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

				colleagues. Creation of equipment inventory for conservation team, allowing for assessment of what equipment is needed for RGA and Magical Moths, and accounting of where equipment is when it has been lent out. New task descriptions created for Survey and monitoring volunteers and Risk Assessments updated.
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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	6,607.01 (Baseline Figure)	N/A	In addition 2,944.5 ha is target area for approved projects via Ffermio Bro. Note: Slash Ponds Community Reserve located in Broad Haven has been selected as one of the first Naturfa Designated Landscape sites contributing to 30x30 targets.
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)	4,889.89 (Baseline Figure)	N/A	In addition 2,944.5 ha is target area for approved projects via Ffermio Bro.
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)	4,848.59 (Baseline Figure)	N/A	Data based on new QGIS layer developed by Conservation team in 2025/26. We are expecting some additional sites

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
					to added in Q1 2026/27 linked to SLSP funding.
NR/ WG EN3 #3705	Active Project: Area (hectares) land managed for biodiversity in partnership with private landowners (NNF4)	New Project 2025/26	41.30	N/A	Sites where we have received paper work and are claiming for to date. Expecting some additional sites to be added in Q1 2026/27 once paper work received. 2 sites not included as included under Commons sites.
NR/ WG EN3 #3707	Area (Hectares) Commons sites being managed for biodiversity	N/A (Revised recording method)	1,213.87 (Baseline Figure)	N/A	Q4 includes two additional sites via NNF4 management agreements re commons.
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	2,944.5 ha – Target area for approved projects	N/A	
NR/ WG EN3 #122	% in line with formal conservation management agreement	100%	100%	0% →	Indicator to be reviewed as part of wider work Conservation 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 Feb 2025/26	RAG March 2025/26	Progress Commentary
NR/ WG EN3 & PP1 #3697	Project: Ffermio Bro Scheme	Green	Green	<p>Progress Status: In Progress / On Track</p> <p>During February and March, activity intensified to support the final stages of delivery and claim submission ahead of the financial year end. A significant focus was placed on progressing capital works to completion and ensuring that all eligible activity was captured within the claim window. This included close liaison with farmers and land managers to resolve outstanding queries, confirm delivery on the ground, and finalise supporting information required for claims. Considerable officer time was directed towards navigating the Rural Payments Wales (RPW) system, including the submission and verification of Customer Reference Numbers (CRNs), completion of action submission forms, and addressing delays in system updates. In some cases, partial claim submissions were made to ensure deadlines were met, with additional information and corrections followed up as system updates were processed. Mapping and spatial verification formed a key component of this work, with officers reviewing parcel data and ensuring that eligible actions were correctly recorded and aligned with project agreements. Where necessary, discrepancies were resolved through direct engagement with applicants and RPW. Throughout this period, proactive steps were taken to maximise drawdown against the available allocation. This included reviewing project values, progressing additional eligible works where capacity allowed, and ensuring that expenditure remained aligned with scheme objectives and value for money</p>

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				requirements. Alongside delivery, planning for Year 2 continued, building on the Ecological Prioritisation Statement and associated spatial analysis. This work will support a more targeted, landscape-scale approach in the next phase of the programme, focusing on habitat connectivity, priority areas for intervention, and collaborative delivery across holdings. Overall, Quarter 4 activity ensured that the full capital allocation was effectively committed and claimed, while establishing a strong foundation for Year 2 delivery.
NR/ WG EN3 #3698	Project: Naturally Connected - Management Agreements (NNF4)	Green	Green	Progress Status: In Progress / On Track The remaining agreements were sent out before the end of March. A total of 6 have now been signed; we are waiting for the other 3 to be returned.

Conservation – PNCPA Impact Case Study

Scrape Restoration, Broad Haven Slash Ponds

What issue did you address: Overgrown scrape not fit for purpose.

What did you achieve: Ranger worked with Duke of Edinburgh and South West Voluntary Wardens to reopen the scrape providing great habitats for snipe and other waterfowl as well as water invertebrates. Also helps to keep the reedbed wet to prevent it from drying out and scrubbing over. The scrape was originally dug out 5 years ago using funds from LPFN.

Timescales: Carried out over two days in January and February.

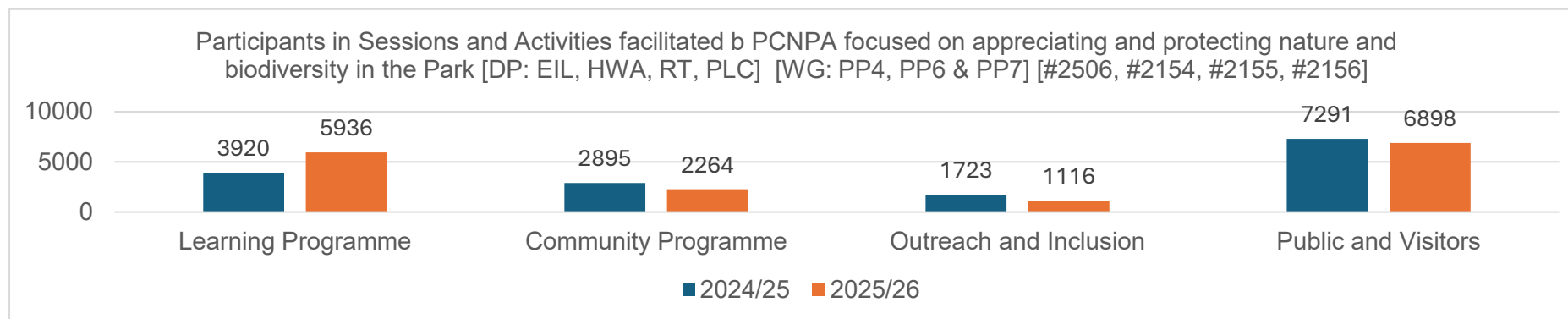
Those Involved: Duke of Edinburgh Volunteers. South West Voluntary Wardens.

Feedback/ Long Term Impact: Feedback from the Community Council at Broad Haven: “That’s a lot of hard work you’ve done – thank you! It will be important to get the word out to the community about this great work -why its been done and who did it, to help to continue to build understanding of biodiversity value of the Slash Pond Community Nature Reserve and the support and collaboration with the National Park.” This work is leading to further discussions with them on future National Park projects that could be undertaken.

This Slash Pond Community Nature Pond Reserve has been selected as one of the first [Naturfa](#) Designated Landscape sites contributing to 30x30 targets. Authority ranger will monitor the area with camera traps to see what wildlife uses the scrape, and undertaking a water invertebrate survey in the spring.

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

DP / WG Ref	Category	Previous Year ytd (Q1-Q4): 2024/25	Current Year (Q1-Q4): 2024/25	Difference	Comment
NR & EIL/ WG PP7 #2611	Number of Volunteer and Social Action Hours contributing to Nature Recovery	10,622	8,974	-15% ↓	15% 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.

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
NR/ WG EN4 #869	Project: Stitch in Time/ Invasive Non-native species control (Mixed funding)	Green	Green	<p>Progress Status: In Progress / On Track</p> <p>Main tasks during March , continue to collect consents from landowners ready for contractor cutting from May, meet with contractors to discuss work at Crymych , Waterwynch and Ceibwr/Molygrove. Provided advice to National Trust regarding their Himalayan balsam control around Colby. Meet with NRW on 2 occasions to survey and map balsam infestation in Llangolffan NNR. External project evaluation meetings to set KPIs and re forecast project budget .</p>
NR/ WG EN4 #3708	Project: Commons Resilience – Fencing and Firebreak Cutting on Commons	Green	Green	<p>Progress Status: In Progress / On Track</p> <p>During Quarter 4, activity focused on the delivery of firebreak cutting works and continued coordination with partners to support wildfire prevention across the National Park. Due to exceptionally wet conditions throughout the winter of 2025–26, planned works were adapted to focus on drier and more accessible areas. Firebreak cutting was therefore concentrated within parts of Preseli, where ground conditions allowed safe and effective operation, with approximately 4 km of firebreaks re-cut to maintain and enhance existing wildfire resilience infrastructure. Additional works were undertaken at Penlan, where firebreaks were cut in preparation for planned controlled burning activity. This preparatory work supports safe and effective burn operations, aligned with agreed burn plans and wider wildfire management objectives. Firebreak cutting was also progressed across areas of Dinas and Carningli in partnership with the respective grazing associations. These works were delivered collaboratively, ensuring alignment with local grazing management, habitat considerations, and agreed wildfire prevention priorities. Throughout the quarter, delivery remained</p>

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				<p>closely aligned with the Pembrokeshire Wildfire Group, ensuring that works reflected operational learning, current risk conditions, and site-specific requirements. Despite constraints posed by weather conditions, the targeted approach enabled key areas to be maintained and prepared ahead of the higher-risk spring period. Overall, Quarter 4 activity ensured that priority firebreak infrastructure was maintained and enhanced where conditions allowed, supporting both immediate wildfire preparedness and longer-term resilience of commons landscapes.</p>
<p>NR/ WG EN3, EN4, GC3 #3729</p>	<p>Partnership Project: SLSP Designated Landscapes Dark Skies Partnership Project – “Dark Ecological Networks” supporting reducing light pollution affecting NRW’s Priority Ecological Networks</p>	<p>Green</p>	<p>Green</p>	<p>Progress Status: In Progress / On Track 32 priority sites across Wales designated landscapes have been identified; concept designs are complete for 18 and retrofits started at 14. Farm buildings and farmyards are a particular challenge for dark sky initiatives because they are active working environments 24/7, in rural locations where lighting is essential for safety and operations. The project is developing good practice guidance for agricultural settings with Coleg Cambria Llysfasi. Bat movement modelling is mapping dark corridors (Circuitscapes) across Wales, to help identify further sites for retrofit.</p>
<p>CS #3915</p>	<p>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</p>	<p>Green</p>	<p>Green</p>	<p>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 for the latest edition. Ongoing PR coverage relating to decarbonisation and nature recovery projects continues, along with social media content promoting the Authority's work in these areas.</p>

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	232	+63.38% ↑	Tasks across the year include tasks involving cutting path but leaving wildflowers, creating scalloped edges, protecting bee banks and preventing over-shading of ant hills.

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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]	Amber	Amber	Progress Status: In Progress / Behind No further updates. Limited capacity in the team for this work.
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 will be developed 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 March, scrub clearance took place at three scheduled monuments with support from volunteers. This work helps improve the condition of archaeological monuments and leads to a more diverse array of flora at the monuments, providing benefit for nature.
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 Officers are preparing a background paper for LDP 3 on strategic GI and have met with the conservation team and Ecologist regarding our approach

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 to track in year trends, Officers met to explore options. The reporting of in year consumption based data for some areas will be piloted in 2026/27. Staff are in process of collating data for 2025/26 reporting, revised template released in April 2026 by WGES.

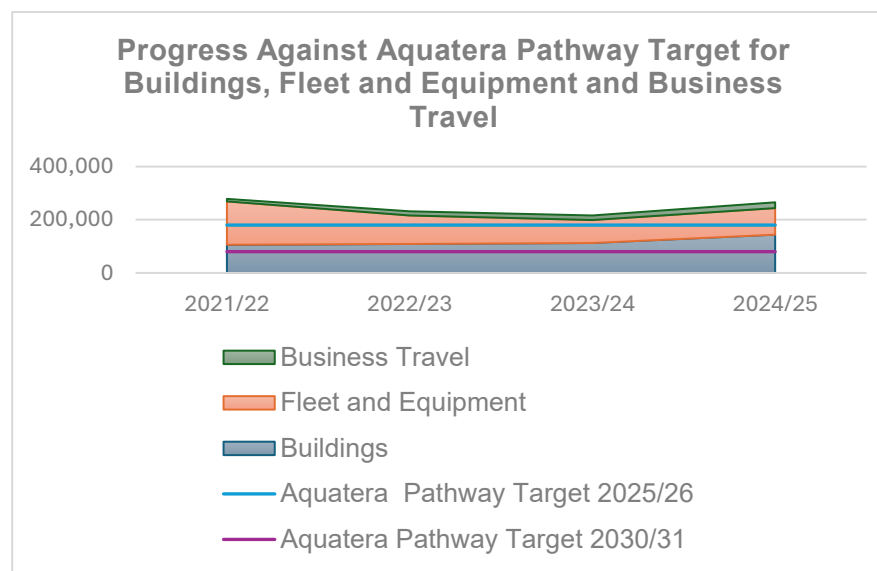
Authority Emissions Trends [WG: EN1]

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	Reported via supply chain	11,696	Reported via supply chain
Supply Chain	936,843	1,063,029	126,186 (+13% ↑)

(Spend Based Calculation)			
Total Emissions	1,309,476	1,500,430	190,955 (+15% ↑)

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 Feb 2025/26	RAG March 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]	Amber	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	Amber	Progress Status: Closed / On Hold Funding for the canopies to be reallocated to the major upgrade of M & E plant and BMS in Oriel Y Parc.
D/ WG EN1&4 #3714	Project: Install low carbon heating OYP (SLSP funded)	Amber	Amber	Progress Status: In Progress / Behind Design work by consultants commenced, programme of work agreed in two phases and to be completed Feb 2027.
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: Complete / On Track Works complete, following receiving an extension.
D/ WG EN1&4 #3716	Project: Small scale interventions at National Park buildings (SLSP funded)	Amber	Amber	Progress Status: In Progress / Behind 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: Complete / On Track

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

EN1&4 #3717				This project has now been completed. All new LED lighting and additional emergency lighting has been installed at the Tidal Mill by the end of February 2026.
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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	40%	40%	0% →	New replacement EV's for pool vehicles ordered end of Q4, will be reflected in Q1 2026/27 figures.

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
D/ WG EN1&5 #3718	Project: Replacement of Pool cars with BEVs	Green	Green	Progress Status: In Progress / On Track New replacement EV's for pool vehicles ordered.
D/ WG EN1&4 #3719	Project: Increase EV charging available for fleet (SLSP funded)	Amber	Amber	Progress Status: Not Started / Behind The new charger at the back of Llanion will be installed in 2026/27.
D/ WG EN1 #3720	Project: Implementation of Telematics and analysis of data	Green	Green	Progress Status: In Progress / On Track Telematics being used. Green/ carbon reporting shared with Asset Management Group. Training on creating report to be set up. Data shared with Wales Energy Services who will review when we have 12 months data.
D/ WG EN1&5 #3721	Activity: Approve revised travel policy	Amber	Green	Progress Status: Complete / On Track Revised travel policy approved by Management Team uploaded on SharePoint and shared across the Authority.

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

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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 Decarbonisation team continuing to engage with finance on SAGE reporting and SIC code. Officers will be attending Welsh Government Energy Service training workshops on supply chain reporting in April. Waste Management Procedure has been developed that highlights important role procurement plays as the first step in reducing waste. Procurement working group has been set up with members of Management Team.
D/ WG EN1&8 #3723	Activity: Improve data collection and develop emission reduction plan for waste	Green	Green	Progress Status: In Progress / On Track Responsible staff are consistently and frequently recording waste collections. The Sustainability Officer recognises that amendments can be made, however, for now waste data has improved. The Sustainability Officer is setting time aside to analyse this data further in time for 25-26 WG Net Zero reporting to develop emission reduction plan for waste.

Authority Emissions Reduction Pathway - Behaviour Change

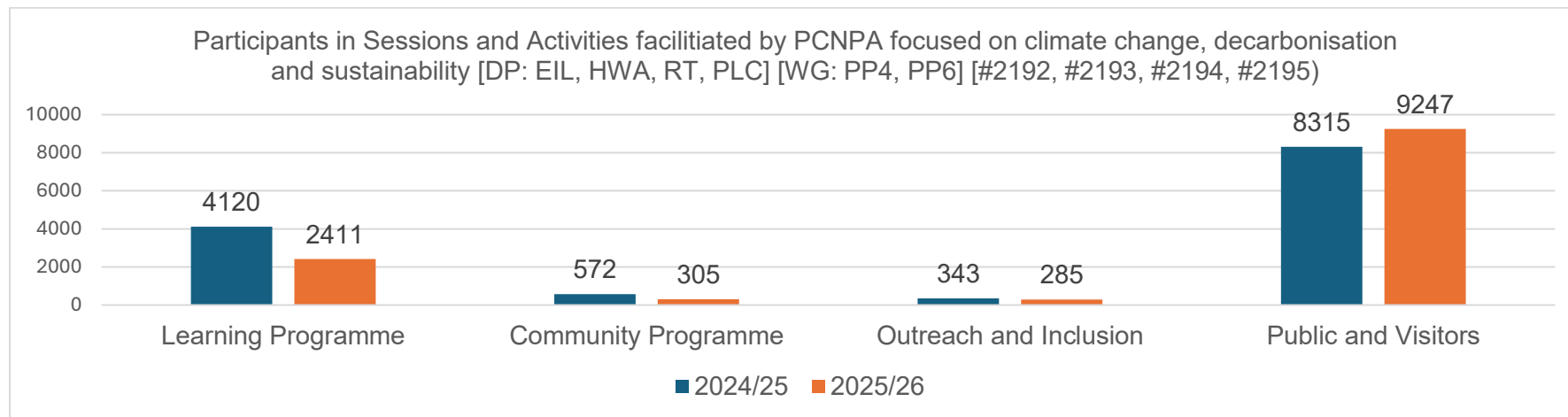
DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
D1/ WG EN5 #926	Activity: Delivery of Carbon Literacy Training and behaviour change communication for staff, volunteers and Members	Green	Green	Progress Status: In Progress/ On Track Sustainability Officer has highlighted slides and infographics that need updating. Head of Decarbonisation is helping with this. A meeting to run through the slides is in the diary for mid - end April. Edits are still taking place.

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 (actual spend): £73,262.00 SDF 2025/26 committed: £ 60,426.00	N/A	Actual SDF spend for 2025/26 - includes historic SDF projects and new 2025/26 SDF projects. 5 SDF projects approved in 2025/26: Transition Bro Gwaun, Wildlife Trust of South and West Wales, St Davids City Council, Yr Hen Ysgol Dinas, Angle Village Hall.
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: 5. Some projects are in their final stages, however, the final reports are yet to be completed.
D / WG EN5 & PP3 #807	Legacy Impact Indicator: Total EV charging sessions from PCNPA Car Parks	11,633	17,939	+54.2% ↑	Saw significant increase in number of charging sessions in June, July and August compared to previous year.
D & EIL/ WG PP7 #2614	Volunteering and Social Action hours contributing to our Climate Objective	3,616	2,994	-17% ↓	

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	Sustainability Officer and Head of Decarbonisation are working on a form to ask SDF current and historic projects to complete and return. Similar to what we have seen the Energy Service do with Renewables data. Sustainability Officer has not seen any SDF projects through completely yet so is working on improving impact reporting with current SDF projects. Sustainability Officer and Head of Decarbonisation have had discussions on perhaps focusing on one type of 'theme' each year in order to have better direction e.g. this year focus on renewable data, next year focus on more qualitative, community impact etc.

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



DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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 Study is complete and recommendations will be taken forward through the Greenways Partnership, which was involved throughout the work. Transport for Wales' franchising is also relevant to the recommendations.

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.
NR/ WG EN2 #3747	Woodland restoration delivered (hectares)	N/A – New Indicator	13	N/A	3 completed Ffermio Bro projects and site in Jeffreyston involving Pathways supported

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
					volunteering project support for Woodland Restoration (with 600 trees planted in 2025/26). 4 Ffermio Bro projects in progress covering 15 hectares.
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. 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	1,610	N/A	5 Ffermio Bro Hedgerow projects completed covering 1,355 meters. 11 other Ffermio Bro project in progress relating to 2765 meters. 40m planted with BumbleBee Trust at Golden Grove School Pembroke as part of Conserving the Park scheme. 15m planted as part of Hedgerow planting with Pembroke RFC an 200m planted as part of planting at farm in Newport by Pathways and as part of NN4 funding.
NR/ WG EN2 #3750	Number of trees planted (Note: standard/in-field trees, excludes trees planted in hedgerow or woodland)	N/A – New Indicator	2,820	N/A	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. Q4 planting included tree planting at Council National Forest site at Wolfscastle with Duke of Edinburgh volunteers and other volunteers, replacing felled poplars at Freshwater East, planting at Solva with Years 1 & 2 from Ysgol Penrhyn Dewi, planting at Ros Woodland.

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 Feb 2025/26	RAG March 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 Native oyster engagement events - visits to the oyster hotels from PCF, Port of Milford Haven, Friends of PCNP and the Darwin Centre.

Climate Change – Managing Risks

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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)	Amber	Amber	Progress Status: Not Started / Behind Not started, will move to 2026/27 actions.
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 Adaptation Strategy for the Pembrokeshire Coast Path National Trail.	Green	Green	Progress Status: In Progress / On Track A section of path at St Anne’s head remains closed but progress has been made toward putting in a long term redirection. A Traffic Regulation Order is now in place for up to six months. A major redirection of the Coast Path at Whitesands, bringing the path further away from the cliff edge is ready to reopen, and the

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

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				Park has submitted the grant claim. The path remains closed for the moment, as an opportunity arose to extend this realignment further, and we are now working with the National Trust, owners of the adjacent land, to do so. PCC have commenced works to reinstate the wall above the Coast Path in Solva, resulting in some temporary disruption to users as scaffolding was constructed. The path remains open for the duration of the works. Monkstone access path closure was extended in early March as planning and discussions with the local landowners continue.
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. Note: 1st 1000 Days may end in 2026/27 if further external continuation funding is not secured. Officers exploring delivery model options for Get Outdoors in terms of volunteers and are continuing to work with fundraising team on donations/ corporate scheme funding.
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	9,880	N/A	Outreach and Increasing Access: 5,290. Supported Volunteering: 1,170. Supported Walking: 3420.
HWA/ WG PP6 #872	Number of bookings for beach wheelchairs/ mobility equipment	427	830	+94% ↑	During March Summer season hosts have started to come back online and more

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

					equipment is ready for the public. Donations stand at £613 for the 2025/26 financial year via the booking site introduced last summer, this is new revenue. During March we held our first Get outdoors partnership programme event at Castell Hennlys that inspires to bring in support of local businesses.
HWA & EIL/ WG PP7 #2615	Number of Volunteer Hours contributed	15,651	14,473	-7.5% ↓	Although have seen a decrease compared to 2024/25 the Authority has met its target set in its delivery plan of maintaining a contribution above 12,000 hours per annum across volunteering and social action hours.

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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 Routes to Discovery continues to deliver a service that meets the needs of the funding bid and participants. they had some incredibly positive feedback following sessions at the Bird of Prey Centre and Alpaca farm opportunities that would not normally be open to this membership group. Sessions have been held with both CYP group and Adults. Relationships are being explored with the new young carers services who will be taking over from action for children in April.

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

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
HWA / WG PP6 #2181	Project: Get Outdoors: Supported Walking, Beach Wheelchair and Mobility Equipment, engagement with service users (location audits/ information)	Green	Amber	Progress Status: In Progress / Behind Get Outdoor Co-ordinator (South) contract ended at the end of March and they stopped delivering in February. Volunteers stepped up immediately to continue to offer local walking groups. We have started to review our walking group offer as it was previously externally funded and has more recently been paid for through our reserves which is not sustainable. A meeting took place online in March explaining the situation to our walk leaders and a future planning session is being held May 1st in order to take a participatory approach to the review.
HWA / WG PP6 #495	Project: Pathways – Supported Volunteering	Green	Green	Progress Status: In Progress / On Track Futureworks placement completed end of February, they are now in employment applying transferable skills from the placement. Volunteering progressing as planned, however many cancellations due to poor weather.
HWA / WG PP6 #486	Project: 1 st 1000 Days	Amber	Amber	Progress Status: In Progress / Behind The project team continued to deliver regular sessions at Scolton Manor for parents, other carers and pre-school. The sessions are open access and bookable for all interested, with a maximum number of 15 attendees at each session. Sessions are popular with clear engagement via social media posts and promotion. A grant to support work for 3 months was received from Waterloo foundation. Notification from National Lottery that EOI bid (Meithrin Natur) was not successful. Sustainable funding to support this area of specialised engagement is challenging.
#3927	Public Toilets and Progress on Capital Upgrades/ Joint Working with PCC.	Green	Green	Progress Status: In Progress/ Behind

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

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
	Note: This is an additional indicator added following request from Members at October NPA.			Work continues at Traeth Mawr. Further information sent for financial contribution to the project from PCC - no response yet. No joint meeting held this month with PCC. Site visit held at Poppit Sands with consultants commissioned to create a masterplan which incorporates toilets.
HWA / WG PP6 #2172	Project: Traeth Mawr Access Improvement Work (Phase 1 and Phase 2) (SLSP and Brilliant Basics)	Amber	Amber	Progress Status: In Progress / Behind Construction underway. A number of issues have arisen which means there will be a revised completion date and budget.
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 Support provided to delivering local support training in the area, however restrictions were put in place following discussions with the other national parks that attendees need to have highland lowland qualifications a criteria that we do not have at PCNPA. There was therefore low take up and training cancelled. See Cymru Differently project lead and team are now looking to amend the training and guidelines. Interpretation Officer and Visitor Services Manager North have been working incredibly hard to make the new exhibition room accessible for audio description and make it a sensory experience following feedback from the See Cymru team and RNIB. This is a learning journey but one the team has shown commitment too.
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 Health and Well-being Officer presented at the Welsh Government's Social Prescribing showcase event in Cardiff. There topic was National parks being the core foundation for nature based social prescribing in Wales. They were invited to look at potential partnerships and research with Cardiff & Vale Health

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

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				Board Authority looking at the benefits of walking and nature to staff wellbeing, given the geography they have passed this opportunity over to the Bannau team. They were invited to Park Prison to look at collaboration with their Family project and currently exploring options for family days across the National parks. The Nordic walking group for GP surgeries proposal is still with Hywel Dda as they would like pilots over more locations so we are negotiating costs.
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 The Volunteer Development officer has been appointed and will take up post in May 2026. Preparatory work is in hand to facilitate networking with other key stakeholders upon taking up post.
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	Amber	Progress Status: In Progress / Behind The survey is delayed for a few weeks whilst the team deal with a particularly busy time but will be sent out to participants next month.
CS/ WG PP6 #3922	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 We are collaborating with other UK NPAs on use of the Silktide software, to support the evaluation and development of website accessibility improvements. Work is also underway to gain feedback from users (internal and external) on the accessibility of a range of our Communications products, with support from colleagues in the Learning and Inclusion team.
CS/ WG PP6 #3923	Activity: Develop a targeted main season campaign to raise awareness of easy access opportunities across the Park, including promotion of the	Green	Green	Progress Status: In Progress / On Track Pre-planning has begun to celebrate the 20th anniversary of the beach wheelchair scheme, with a celebration planned later in 2026. Work is also

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

DP/ WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
	beach wheelchair and mobility equipment scheme			underway to deliver the extended Walk for Wellbeing event, wider easy access promotion and marketing and website updates being developed in support of this activity.

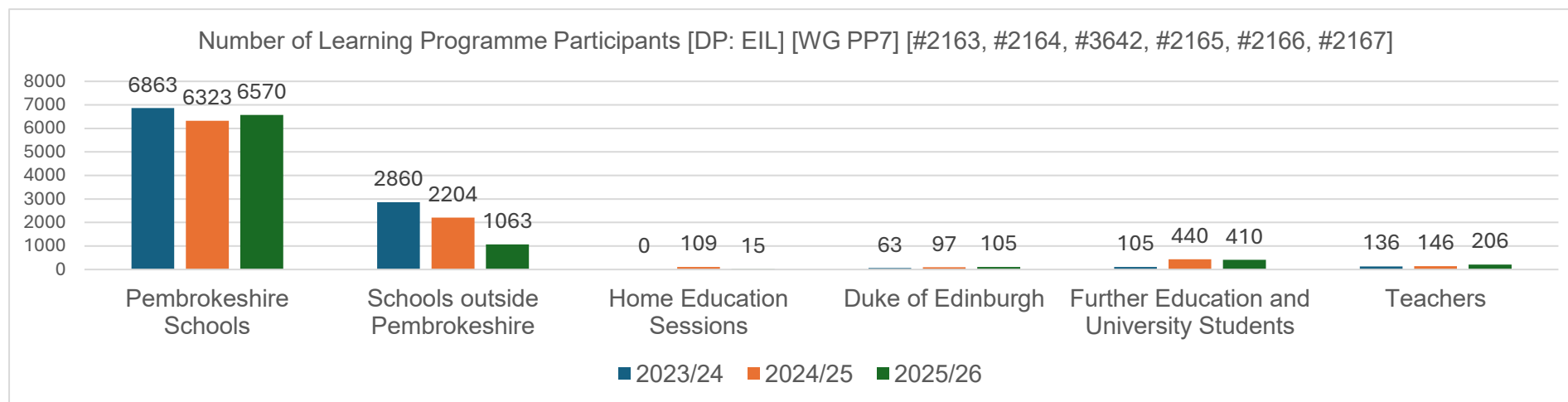
Note: Updates for Next Generation and Youth Committee are captured under reporting for Communities Well-being Objective.

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 supported 2 officers with Planning related MSC (one completed in 2025/26 and one ongoing) and officer with Accountancy qualification (completed in 2025/26). Authority is expecting to provide a traineeship role in Practical Land Management through NNF4 funding in 2026/27.
EIL/ WG PP7 #3768	Number of apprenticeships provided	N/A – New Indicator	4	N/A	Figure relates to substantive employees undertaking apprenticeship upskilling during the year: 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	Placement extended - Futureworks placement completed end of February, they are now in

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

DP/ WG Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
					employment applying transferable skills from the placement..
MaiEIL/ WG PP7 #2616	Number of Social Action Hours Contributed	3,335	2,209	-33.8% ↓	Includes practical access IROW sessions with Pembrokeshire College Employability Course Students.



Trend Note: Data shows a downward trend in terms of participants in learning programme from schools outside of Pembrokeshire. Potential factor is the financial pressures on schools which can impact on traveling further afield for school trips due to transport and other costs.

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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	Amber	Amber	Progress Status: Not Started / On Hold Strategic review process not initiated. Anticipated 04/2026

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

	where Authority can make most impact within its remit.			
EIL/ WG PP7 & GC3 #3771	Project: Delivery of Phase 2 of SLSP Tirlun Project	Green	Green	Progress Status: In Progress / On Track PLC (professional learning communities) workshops held - teachers and Designated Landscape Officers co-producing resources with contractors. Delivered 2 teacher training Webinars (English and Welsh) during Wales Outdoor Learning Week. Attended by 80 teachers from across Wales.
EIL/ WG PP7 #3772	Activity: Work Placement Activities – Pembrokeshire College and other Further/ Higher education providers	Green	Green	Progress Status: In Progress / On Track The Resourcing Officer has been appointed and takes up their post in May 2026. Networking with other key stakeholders is in hand and will form part of the induction programme
EIL/ WG PP7 #3773	Complete: 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 Traineeship role in Practical Land Management and training plan to be approved by the funding body prior to recruitment.

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	0.19% ↑	Opening of Brynberian paths has increased Park RoW network meeting quality standards by just under two kilometres.
PLC/ WG PP4 #3775	Km of Rights of way enhanced or created ytd	N/A – New Indicator	2.36 Km	N/A	2.36 Km Path - Brynberian - Footpaths PP71/17 and PP71/23 improvement works completed. Greenala - 80 m of the Coast Path regraded and slight realignment around a gully. Path at Whitesands moved inland and widened to 4m. Realignment of path at Port Lion that had been lost to a landslide, and had been closed for some time following advice from a geologist's report. Works included installation of handrails and general surface improvements and the path is now open again 0.1km. Accessibility improvements were made to a stretch of river path running from Haverfordwest to Cunnigar on the Western Cleddau, including the removal of four stiles and replacement

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
					with two gates, and improving of surfacing 2km.
PLC/ WG PP4 #50	Number of people using footpath from fixed counters ytd (7 Coast Path/ 4 Inland Rights of Way)	159,619 (April – December)	176,785 (April – December)	+11% ↑	Awaiting survey data from external contractor for Q4.
PLC/ WG PP4 #583	Number Coast Path and Inland Rights of Way Concerns ytd	322	264	-18% ↓	Q4 concerns for Coast Path mainly related to landslips or proximity issues, while for IROW they related to fallen trees, rotten furniture, and some enquiries regarding inaccessible paths.
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	28.80 ●	N/A	Whilst the survey is behind schedule due to unforeseen circumstances, a work programme has been agreed with NRW to make further progress and ensure that the whole survey will be completed within their 2 year timeframe. Team is looking at how to build resilience going forward. In this quarter, 0.3km of surveys carried out and processed, although the percentage increase is higher as surveys from the previous quarter will now have been processed.
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% ● Q4: 100% ●	Target: 100%	4 out of 4 jobs completed on time this quarter. One outstanding job remains on the system, with Park staff unable

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
					to proceed without cooperation of the landowner.
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% ● Q4: 64.48% ●	Target: 100%	128 high priority jobs completed in this quarter, with 45 completed late. There remain 120 outstanding high jobs on the system, but there has been ongoing work to sort through these and remove duplicates. Many of the high priority jobs completed late in this quarter may have been more accurately classed as medium.
PLC/ WG PP4 #3676	Number of Public Rights of Way cutting programme tasks completed ytd	N/A – New Indicator	1,317	N/A	
PLC/ WG PP4, PP7 #2625	Number volunteer and social action hours supporting access work in the Park	1,613	1,913	+ 18% ↑	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	1,695	2,296	+ 35% ↑	Includes regular volunteering sessions supporting site maintenance at Carew Castle.

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
PLC/ WG PP4 #3779	Activity: Work to enhance/ create PROW - Maintenance and continuous improvement of PROW/ Coast Path National Trail	Amber	Amber	Progress Status: In Progress / Behind March brought the first period of dry weather seen for several months. The consistently wet weather throughout the winter, combined with emergency responses to landslips and treefall, made it difficult to keep to the winter maintenance programme, but a substantial number of High Priority jobs have now been addressed. The Access Improvement Grant report has been submitted.
EIL/ WG PP4 #3925	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 Some initial discussions have been held, largely focused on the potential budget, and practicalities of carrying out the survey, either in house or with a contractor. Additionally, reviewing how the previous survey was funded and conducted. We will use the results of the WCP survey to inform the Pembrokeshire Coast Path National Trail User Survey.
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 March, 17 monitoring visits took place to scheduled monuments by heritage volunteers. Scrub clearance work took place at three monuments with support from volunteers and a meeting took place in relation to the development of interpretation content for Nevern Castle.
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 quarter 4, one incident of heritage crime at a scheduled monument was identified in February 2026. In addition, a Heritage Watch quarterly meeting took place in January with the key stakeholder organisations.

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

PLC/ WG PP4 #3776	Capital Project: Carew Causeway visitor access improvement.	Amber	Amber	Progress Status: In Progress / Behind Phase 4 repairs - Scheduled for Sept 2026 as agreed by Reservoirs Engineer.
PLC/ WG PP4 #3777	Capital Project: Castell Henllys improvement programme.	Amber	Amber	Progress Status: In Progress / Behind New store shed complete, new ramp and draining improvements delayed until Autumn 2026. New pellet store building following completion of this work in 2027/28.
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 are underway and once they have been completed another meeting will be held with key colleagues and the architect to move the project forward.
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 Feb 2025/26	RAG March 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 / On Track Meetings of the Destination Management Plan (DMP) Advisory Group have helped shape the associated measures that will be 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].	Amber	Amber	Progress Status: In Progress / On Hold 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 All expenditure has been made and the final funding claim will be submitted on 03/03/26. All elements are in place or are in production.

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				Some minor elements to install remain: labelling for the new weaponry displays and installation of four illuminated interpretation boxes within the Castle's Undercroft.
RT/ WG PP4, PP6 #3783	Project: Sustainable Steps: unlocking nature and history – Castell Henllys (Brilliant Basics/ Matched Funding Contribution)	Amber	Green	Progress Status: In Progress / On Track We've finalised the project, invoices are in, and are happy with what we've achieved and the site looks so much better for it. ASHP is currently being installed after receiving an extension.
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 potentially 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 Feb 2025/26	RAG March 2025/26	Progress Commentary
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Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

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 First pre-season multi-agency meeting organised for the 24th March.
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 The Town and Country Planning (General Permitted Development) (Amendment) (Wales) Order 2025 introduces Class BA which permits 60 recreational campsites and 28 day recreational campsites in National Parks which will come into force on 1 September 2026. We will need to amend the Article 4 (1) Direction to ensure PD rights under Class BA are removed.
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 carries important water safety features and advice, and this will be used for ongoing social media messaging during the

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

				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 where relevant.
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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)

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	46,925	N/A	Community Engagement 1712. Community Event (includes centre events) 35,435. Community Festival/ Show 1,139. Community Group Activity/ Session 5,467. Community Volunteering/ Social Action 3,172.

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

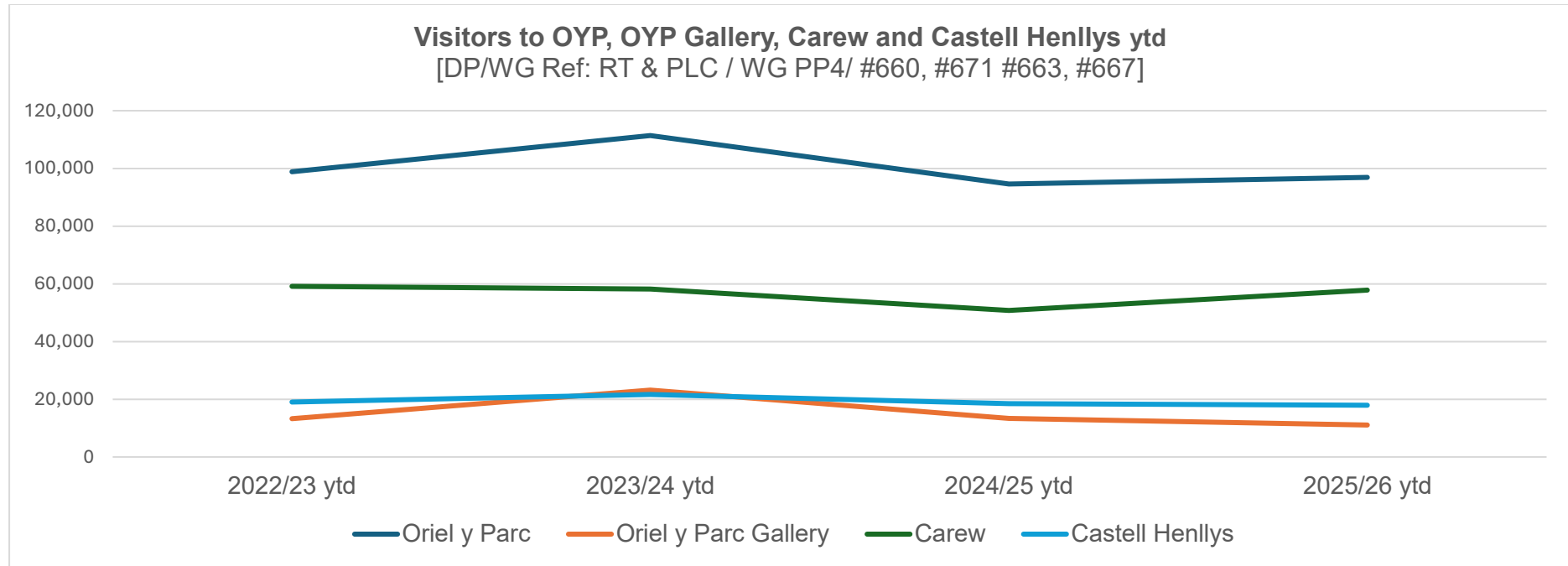
Wider Trend Data: [A view of poverty - Data Cymru](#) (Select under area Pembrokeshire)

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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 Forum met 19th March. Terms of Reference were agreed. Strategic Policy Team outlined the Local Development Plan review process and opportunities for engagement; session included interactive polls which will feed into LDP3.
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 Officers providing ongoing updates on performance system in terms of current status and activity of partnerships. Partnership Stakeholder survey being developed to feed into Partnership Framework report. Partnership Plan Forum in place with meeting held in March.
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 On track with LDP 3 preparation in line with the agreed Delivery Agreement.
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 Next Generation / Youth Rangers worked on a conservation site clearing Brambles to maintain open spaces for flora and fauna in a traditionally manged meadow. Over lunch, members discussed plans for future sessions over the next few months.
EIL/ WG GC2, PP7	Delivery of Volunteer Forum reflecting the diversity of volunteers [Equality Plan]	Amber	Amber	Progress Status: In Progress / On Hold A full-time Volunteer Development Officer has now been appointed and is taking up post on

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

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
#1121				11 May 2026. This work will be included in their programme of work and priorities.
EIL/ WG GC6 #348	Planning Service engagement with Community Councils and annual training sessions for them	Green	Green	<p>Progress Status: In Progress / On Track</p> <p>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 Manager met with Herbrandston Community Council in February to discuss their planning issues on a site where they are seeking enforcement action and this was a positive meeting. This meeting did demonstrate that further work is needed to ensure Community Councils understand how the enforcement process works. More information on how enforcement works will be inputted into the next training this coming November.</p>

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 17.36% increase in visitor numbers compared to 2024/25. Oriel y Parc has seen a smaller increase of 2.4%, however it has seen a decrease of 17.36% in terms of visitors to the Gallery. It is important to note that the nature of the exhibition will impact 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 2.74% in visitor numbers compared to 2024/25.

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

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/ WG PP4 #3794	# participants in public and visitor programme activities and events	N/A – New Indicator	54,439	N/A	
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	30,925	N/A	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	2,180	N/A	

DP / WG Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
PLC/ WG PP4 #3920	Art on your Doorstep (National Gallery)	Red	Red	Progress Status: Closed/ On Hold. Due to the funding pressures facing the Authority we have taken the decision not to replace the Activities and Events (A&E) Coordinator post who was leading on this work. The team were struggling to take-on this project due to existing work commitments and, as a result, the Authority has taken the decision to pull-out of this project in 2026. However, this is a programme that runs every 2-3 years so, with increased capacity, there's a future opportunity for PCNPA to take part and we continue to work closely with the National Gallery to explore partnership working opportunities.

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 During March, an Archaeology Day planning meeting took place. Work is now underway for this year's event.
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 March, volunteer transcription data was reviewed by the Community Archaeologist as part of the Arfordir Penfro Lidar project. Also, a Roots2Discovery guided walk was delivered to participants by the Community Archaeologist exploring the archaeology of Whitesands Bay and St Davids Head.
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 Examples of existing activity provided to support reporting to Welsh Language Commissioner. Group to be set up to take this work forward. Meeting of group arranged for April.
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 Internal and external discussions have been undertaken to support this work. In February Oriol y Parc hosted a visit from the organisers of the Arglwydd Rhys parade.
PLC/ WG PP5 #3936	Project: Community Place Names Workshop Project. [Welsh Language Promotion Strategy]			Progress Status: In Progress / On Track During February, the first place name workshop was held in St Davids in partnership with the RCAHMW's Placename Officer. The event was attended by approximately 30 people and resulted in 290 new placename records. During March, the second placename workshop at Angle took place, with attendees providing hundreds of new records to the place name register. In addition, a planning

				meeting took place in advance of the third workshop to take place in Brynberian in May 2026.
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Community – PNCPA Impact Case Study

Pembrokeshire Coast Charitable Trust and Authority delivering Regular Community and Business Beach Cleans

What issue was addressed: Litter on beaches, raising awareness of our work and chance for local people and organisations to come together to clean the beaches while networking and meeting new people.

What did you achieve: The Trust established a regular, well-supported programme of beach cleans open to residents, visitors, volunteers and local businesses. Quantifiable impacts so far: 50+ volunteers and business participants engaged across recent cleans. 40–50 bags of litter removed to date. Large items recovered, including fishing net bundles and bulky plastic debris.

Timescales: Ongoing – every quarter/ season due to demand.

Those Involved: Pembrokeshire Coast Charitable Trust staff and trustees. PCNPA Ranger Service and Engagement teams. Community volunteers and residents. Representatives from over 30 local businesses at the Big Business Beach Clean. Visitors who benefited indirectly from improved beach conditions. Volunteer participation: Amroth Beach Clean: approx. 20–25 participants, Big Business Beach Clean: approx. 30–35 business representatives.

Feedback/ Long Term Impact:

The beach clean programme has led to cleaner, healthier beaches, reducing risks to wildlife and improving habitat quality. By removing plastics before they break down, the activity also supports climate resilience and healthier coastal ecosystems. It has strengthened people’s connection to the Park, with volunteers reporting a deeper sense of place and ongoing interest in conservation. The programme has also built strong community and business networks, increasing participation in corporate volunteering and environmental support. Quantifiable impacts to date: · 50+ people engaged in practical conservation · 40+ bags of litter removed this year · Three major cleans completed, with more planned · Noticeably cleaner beaches during follow-up ranger patrols

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

“Getting out of the office for some fresh air, meeting new people, and helping protect our fantastic coastline was a brilliant experience, the whole Signspeed team loved being part of the beach clean.”

Performance Report 2: Corporate Areas of Change Actions/ Annual Governance Statement Improvement Actions/ Welsh Government Governance Reporting (April – March 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	17%	3 Members have attended or viewed all 4 recordings. The Authority is in the process of re-showing the sessions, pausing the video to allow local discussion on the points raised. Two sessions have been shown to date, with attendance of 67% on each occasion. The remaining two sessions are scheduled for 27 April and 6 May.

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				<p>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, 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 and review will be added to forward work programme for 2026/27 for policies.</p>
CS/ AGS #66	<p>Policies: Progress review of policies, standards and procedures in line with new Tracker/ Forward Work Programme document.</p>	Amber	Amber	<p>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. Number of policies will need to be</p>

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				changed due to legislative changes: Data (Use and Access) Act - meetings held with DPO to discuss impacts re DP policy and complaints and SAR procedures, Failure to Prevent Fraud Offence (Economic Crime and Corporate Transparency Act) and Public Office (Accountability) Bill. Officers working on Drone Policy, PCI DSS Compliance Policy and Decarbonisation Team updating IT Policy. Updated Travel Policy approved by Management Team.
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 Public Health Wales Workshop for Members on Socio Economic Duty held on 11 February for Members. Some Officers attended. Officers attended workshop on new requirements and linked guidance on Health Impact Assessments. Session for Officers on completion of trigger document to be arranged for 2026/27.
CS #3827	Assessments: Develop project level integrated assessment checklists	Amber	Amber	Progress Status: In Progress / Behind Further work needed to identify scope and additional checklists needed. Will look to carry out scoping work in Q1 2026/27, to then develop additional checklists as capacity allows across the remainder of 2026/27.
CS #3828	Reporting: Update Section 6 Biodiversity Signposting document and submit 3 year reporting documents.	Green	Green	Progress Status: In Progress / On Track Section 6 reporting documents were submitted to WG in Dec 2025. The signposting document itself is being reviewed

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				and updated, and engagement with staff and members will take place in 2026.
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	Green	Progress Status: Not Started / On Hold SPPP Wales act - Welsh Government has confirmed that the first annual report will need to 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 Work is being undertaken to respond to questions asked by the panel.
AGS/ WG GC1 #3832	Governance: Implement the recommendations of the Welsh Government Review of Member Evaluation	Green	Green	Progress Status: In Progress / On Track Authority responded positively to recommendations of Stage 2 report with a commitment to implement in the coming year. A workshop has been arranged for Members in June.
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 No specific activity in Q4. In Q3 information was 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 5 participants attended first session of mentoring scheme and feedback was positive. 3 further sessions planned.

Workforce and People

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
CS/ AGS #3836	Strategic: Development of Establishment and Workforce Plan	Green	Green	Progress Status: In Progress / On Hold No further progress has been made pending the outcome of a number of external grant bids and the refinement of outline plans prior to discussion with SLT
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 Hold Work is needed to scope out and plan the work with an agreed timeline. The Resourcing Officer and Volunteer Development officer posts are key to the work required to deliver the equality plan. When they take up their posts in May 2026 this will be the first time People Services will have had a full complement of staff since December 2024.
CS/ EP #3838	Strategic: Sign up to the zero-tolerance to racism policy created by Zero Racism Wales.	Green	Green	Progress Status: Complete / On Track Completed - Authority agreed policy at February NPA and the Authority has registered this on the Zero Racism Wales web site. The Authority will join the PCC group monitoring this work
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 A meeting took place on 12 March to discuss how best to produce content that could be varied to meet the needs of the different groups. It was decided that a Powerpoint

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
				presentation was the preferred format and the group are meeting again at end of April to integrate the various sections and slides
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 referred to in Member Induction presentation. Two of the four governance workshops re-shown to Members and dates arranged for the remaining two sessions.
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 Individual Managers who have yet to submit their wellbeing and development reviews have been contacted and this has also been raised regularly at management team meetings. The current process was seen as a temporary arrangement whilst we reviewed that annual appraisal process. Appraisal and supervision was tabled as an agenda item at the Staff Reps Group Meeting on 12 March whilst the discussion was time limited it would appear that there is an opportunity to set up a working group to review the policy and procedure and identify best practice. Such a group would include Trade Union, staff and management representation and a project team could be established with a timescale of 3/4 months to complete the work with rollout in Autumn of 2026. The Management Team and Staff Reps Group will be invited to nominate representatives to join the project team.

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 2025/26	Progress Commentary
CS/ AGS/ EP/ SRPS/ WLP #2380	<p>Knowledge: Development and delivery of training plan/ programme) for staff and volunteers. Covering:</p> <ul style="list-style-type: none"> • mandatory compliance related training • skills and development opportunities in support of staff delivering against our Well-being Objectives. <p>Note: Member Development Plan agreed July 2025.</p>	Amber	Amber	<p>Progress Status: In Progress / Behind</p> <p>We continue to monitor the compliance rates of all mandatory training. We are using the person specifications as well as the Wellbeing and Development reviews to inform this work. The appointment of the Volunteer Development officer, due to take up appointment in early May 2026, will enable progress to be made in respect of Volunteer training needs.</p>
CS/ WLP/ WG PP5 #3919	<p>Knowledge: Welsh Language Staff Training and Engagement Activities</p>	Green	Green	<p>Progress Status: In Progress / On Track</p> <p>Further Language Awareness Sessions to be arranged in the coming month.</p>

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	£2,379,900 Gross Expenditure (Based on 31/03/2026).	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 on 31/03/2026 from PCNP Summary Departments by Cost Centre Report on Sage. Report re run also for Q3 from SAGE and error in apportion calculation rectified also - previously reported figure for at end of Q3 should have been: £1,310,873 [2,969,248]

CS #3918 #614	% Invoices paid on time	N/A	March: 94.79% 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.
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Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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: Complete / On Track Budgets for 26-27 set and approved by NPA. The Authority has been required to utilise its reserves to balance the budget. However, the Authority received £600k in revenue funding and £697K capital funding to manage budget pressures.
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.	Green	Green	Progress Status: In Progress / Behind Reports in place for financial monitoring. Updated financial standards in draft.
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 Continuing to support projects and seeking fundraising opportunities. Working alongside departments to help prioritise project, project develop and look for suitable and alternative funding sources.
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	Green	Progress Status: In Progress / On Track Work underway in different departments on frameworks. Procurement hub on Parcnet continue to be populated. Actions from strategy are being worked on cross departmental.
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 Working through current actions for 2025/26. Review progress of 2025/26 action in Asset Management meeting April 2026.
CS #3643	Asset Management: Green Room Development	Green	Green	Progress Status: Complete / On Track Contract works completed as programmed on 24th November. Acoustic panels fitted and snagging complete.

Digital Resilience

Ref	Priority Project/ Activity	RAG Feb 2025/26	RAG March 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 Training on 26th was well attended. Email sent to staff who haven't attended thus far. Two sessions remain this year. Review meeting held, and on the back of feedback form sent out to provide them with more data.
CS/ AGS #3852	Digital Skills: Revise and launch Cyber Security and data protection training using ELMS platform.	Amber	Green	Progress Status: Completed / On Track Data Protection Essentials Training and Cyber Security Training (Top Tips for Staff: help your staff keep your organisation safe online) are now on ELMS. All staff have been enrolled onto the training and e-mail sent requesting completion on revised

				training by end of April. New starters will be required to complete the training as part of induction process.
CS/ AGS #3853	Digital Skills: Implement Communication plan for Cyber Security, Digital Skills and Data Protection.	Green	Green	Progress Status: In Progress / On Track Communication this month, include: How to report a data breach and procedure, roll out of Windows Hello to users and post on how to use it and improved security. Detailed training sessions on improved productivity when using laptop, 26th March cyber training session. Data protection training for Members 18th March. Promoted IT drop in sessions.
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 Poor take up from the Team Leaders meeting, still had no scheduled training sessions. We tried a weekly drop-in session for general training over Teams but also very minimal take-up.
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 Record Management Plan updated. Focus currently on Archive, Delivery Folder and responding to organisational changes and impact on activities and events records. Due to scale of task focus under new plan is on doing a small amount each day to achieve incremental progress. Every two months Performance and Compliance Officer and IT Team Leader to meet to review Teams channels to address any closed projects or inactive teams.
CS/ AGS #3856	Record Management: Update Records of Processing	Amber	Amber	Progress Status: In Progress / Behind 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 provided the information. To address departments where no information has been provided the Performance and Compliance Officer had meetings with department heads in January to go through the spreadsheet and agree timescale for completion, a reminder was issued mid March and departments agreed to provide information by end of April. Information will then need to be reviewed and technical aspects inputted by Performance and Compliance Officer and DPO.
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 and will feed into this work. Aim to progress it in 2026/27.
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 Updated form is being used.