

Report of: Performance and Compliance Officer

Subject: Approval of Annual Report on Meeting Well-being Objectives 2025/26

Decision Required: Yes

Recommendation:

The Authority is recommended to:

- a. Approve Annual Report on Meeting Well-being Objectives 2025/26 and provide delegated authority to officers to apply any minor changes as needed (e.g. typos or factual corrections).

1. Key Messages

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

2. Background

- 2.2 The report reflects our performance for 2025/26 against activities noted in our Corporate and Resources Plan 2023/24 – 2026/27, associated Delivery Plans and additional developments during the year.
- 2.3 In order to ensure biodiversity considerations are mainstreamed across the Authority it also acts as one element of the reporting on how the Authority complies with the Section 6 Biodiversity and Resilience of Ecosystem duty under the Environment (Wales) Act 2016.
- 2.4 The design of the report is simple to support uploading of the report in HTML format to our website to support compliance with Web Accessibility Regulations.
- 2.5 A number of data sets included in this report have previously been reported in performance reports and have been reviewed and subsequently amended where needed. The introduction of Welsh Government indicators should support future benchmarking of performance against the other National Park Authorities in Wales. Officers will explore how to capture this benchmarking data for future

Annual Reports, considering which are suitable for this purpose due to variables in terms of the different Park areas that can impact on performance and delivery in some areas.

- 2.6 A statement of effectiveness in terms of delivery against each of our Well-being Objectives are included in the report and these are noted below:

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

Statement of Effectiveness: The Conservation Team continue to build on their experiences of engaging with landowners via management agreements and other interventions to expand its reach in this area. The team have successfully weaved activities from different projects and schemes together to deliver an ongoing legacy of conservation management for sites across the Park. Ongoing monitoring by staff and volunteers continues to play an important role in assessing the impact of our interventions and in identifying areas requiring further action, this is an area that will be further developed in 2026/27. The 30x30 report and mapping provides an important opportunity for the Authority to develop its future approach supporting a targeted prioritised approach to nature recovery activities in the Park. Effective collaboration will need to remain at the heart of the Authority's approach alongside ensuring that its own sites are exemplars for conservation management.

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

Statement of Effectiveness: The Authority has closed the gap, that grew in 2024/25 in terms of meeting the mid point Aquatera emission target. Decarbonisation interventions in terms of fleet and energy are making a difference and further planned interventions should support us to move closer to Aquatera target. Behaviour and operational change remain an important component of reducing emissions and Decarbonisation team will need to continue to engage and work with relevant teams for us to achieve a pattern of year on year reductions. Supply chain remains our biggest emissions area, however implementing wider social responsible procurement strategy and policy will help to have wider positive impact on this area.

Data gathered to inform Race to Zero will help the Authority and partners to assess progress of decarbonisation in the Park. Data on protected Landscapes greenhouse emissions published by the Department for Energy Security and Net Zero (DESNZ) show that between 2023 and 2024 estimated emissions in Wales' national parks decreased for the Pembrokeshire coast by -8.5%.

The Authority's Sustainable Development Fund grant has proven an effective mechanism for enabling community led decarbonisation activities to be carried out in the Park and surrounding area. Completed projects for 2025/26 demonstrate both emission reductions but also wider positive impact the projects have on community assets and the people who use them.

Although Park area due to its nature does face land use limitations in terms of carbon sequestration opportunities compared to other Parks, through Ffermio

Bro and work of the Engagement and Inclusion Team the Authority is supporting tree and hedge planting opportunities in the Park.

The Authority has started its journey in terms of responding to climate risk for key areas in terms of its assets, coast path and placemaking. This work is still in its initial stages and as it develops will play a critical role in shaping our operational and strategic approach to managing coast path and assets. The Authority continues to show an ongoing commitment to supporting a collaborative approach to responding to wildfires through facilitating and supporting the Wildfire group.

Collaboration at a regional and local level will remain important when looking at sustainable transport opportunities.

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

Statement of Effectiveness: The Authority's projects and activities during 2025/26 continued to help break down barriers to accessing the Park for underrepresented groups. Our approach takes a targeted and collaborative approach to remove barriers focused on what is feasible in terms of the size and remit of the Authority. Authority projects successfully embed the 5 ways to well-being in their approach. The Authority recognises that these projects tend to be externally funded and that 2025/26 presented a more challenging environment for securing project based funding. Officers will need to work internally and with Members over 2026/27 to review our approach in terms of delivery models and how best to fund these forms of activities to help ensure we can continue to provide opportunities of this nature. Progressing work with Health Board and other health partners to support public health and social prescribing agenda offers a further opportunity for the Authority to ensure the Park is used as a health asset to benefit people.

Work is ongoing to review our volunteer offer, including taking account of the Volunteering Strategy for Pembrokeshire 2025-26. This strategy highlights in terms of the Authority's offer: "The biggest benefits people say are the combination of being outdoors and with other people and doing physical exercise. It's not one thing above others, it's a combination of these three things – that's the magic ingredient of volunteering."

The Authority is providing important skill development opportunities for staff and NNF4 funding has enabled it to offer for 2026/27 a traineeship role in Practical Land Management. Volunteering and social action activities are also supporting wider learning opportunities. The Authority continues to provide learning opportunities for Pembrokeshire schools and schools from outside Pembrokeshire, recognising that its offer will need to develop to respond to financial pressures on schools which can impact on traveling further afield for school trips due to transport and other costs. The Tirlun project is an example of a new approach through supporting learning about Designated Landscapes through developing digital resources.

The Authority continues to carry out activities to maintain the Park's Public Rights of Way network and heritage assets. Key variables impacting on

performance include weather and storm impacts for Public Rights of Way network and impact of wider consents needed for historic site improvements. Volunteers and partners have helped us develop a collaborative approach to protecting ancient scheduled monuments in the Park.

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

Statement of Effectiveness: Through developing regenerative tourism vision and principles, the Authority has created a framework to inform its future work in this area. Centres are already demonstrating actions that show them implementing these principles in practice. The revision of actions relating to the Regenerative Tourism Delivery plan and focus on audit / baseline review of the centres through creation of set of indicators will help identify further priority areas for the centres to progress.

Collaboration with Visit Pembrokeshire and other partners act as an important channel to deliver wider regenerative tourism across the Park. The Authority will need to continue to review and priorities how it can best influence this agenda in the context of financial pressures and managing officer capacity.

The Authority continues to engage with a range of community groups across the Park, with its centres and events programme contributing to cultural opportunities in the Park. The Authority has begun its journey to enhance its Welsh Language offer, using opportunities such as the Eisteddfod being held in Pembrokeshire in 2026 to further develop its approach.

The development of the Partnership Plan Forum provides an opportunity for us to further develop collaborative approaches and solutions with stakeholders.

Planning services and Local Development plan continue to play an important role in delivering our communities objective. Including supporting affordable housing completions, where Local Development Plan Annual Monitoring Reports show positive year on year trends in this area. Work is ongoing to improve planning performance and issues that have arisen following the system upgrade.

3. Consultation

- 3.1 Relevant staff were asked to review the report for accuracy. The report is informed by updates provided by staff on the Authority's performance reporting system and reports produced for external funders.

4. Strategic Policy Context

- 4.1 The report sets out our performance against our Well-being Objectives as set out in our Corporate and Resources Plan. Statement of effectiveness has also been included. Officers also completed the Future Generations Commissioner's Journey Tracker to assist in assessing progress.

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

4.3 The report notes key developments during the year relating to

- Partnership Plan
- Review of Local Development Plan
- Equality Plan
- Socially Responsible Procurement Strategy
- Asset Management Strategy.

5. Financial Considerations

5.1 The report contains funding section and under Corporate Areas of Change information on Authority's income generation and saving activities. Please note wider finance performance is captured through Annual Financial Statements of Account.

6. Risk and Compliance Considerations

6.1 This report helps to provide assurance in terms of the risks set out in the Authority's risk register in particular the first four risks linked to failure to achieve our Well-being Objectives:

- Risk 1 - 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.
- Risk 2 - A failure to respond to the impacts of climate change
- Risk 3 - A failure to create a Park that supports people to be healthier, happier and more connected to the landscape, nature and heritage.
- Risk 4 - Failing to create vibrant, sustainable and prosperous communities in the Park that are places people can live, work and enjoy.

7. Impact on our Public Sector Duties

7.1 Integrated Assessment Completed:

No. Trigger document completed and no assessment required as this is a reporting document only.

7.2 Equality, Socio-Economic, Health and Human Rights Impacts

Report includes performance information for activities that also support delivery of the Authority's Equality Plan and Objectives.

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

7.3 Welsh Language Impacts

Report includes performance information for activities that also support delivery of the Authority's Welsh Language Promotion Strategy.

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

7.4 Section 6 Biodiversity Duty and Carbon Emission Impacts

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

The report includes data and analysis from the Authority's Welsh Government Net Zero submission for 2025/26.

7.5 Well-being Goals for Wales and 5 Ways of Working (Sustainable Development Principles) Impacts

Report outlines under each Well-being Objective contribution to National Well-being Goals and National Milestones and National Indicators.

8. Conclusion

- 8.1 Report outlines Authority's performance and contribution to its Well-being Objectives in 2025/26 and is required to produce this report under the Well-being of Future Generations (Wales) 2015 Act.

9. List Background Documentation:

- Annual Report on Meeting Well-being Objectives 2025/26

(For further information please contact Mair Thomas (Performance and Compliance Officer, mairt@pembrokeshirecoast.org.uk)

Pembrokeshire Coast National Park Authority

Annual Report on Meeting Well-being Objectives

2025/26



**Parc Cenedlaethol
Arfordir Penfro**

**Pembrokeshire Coast
National Park**

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Introduction

This report sets out Pembrokeshire Coast National Park Authority's (The Authority) performance in 2025/26 and contribution to its Well-being Objectives. It also shows how we have applied the 5 ways of working under the Well-being of Future Generations (Wales) Act in our work.

It contains performance information for new indicators introduced by Welsh Government in 2025/26 linked to the Authority's Strategic Grant letter.

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

Note on Section 6 Biodiversity and Resilience of Ecosystems Duty

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

National Park and its Special Qualities

Pembrokeshire Coast National Park was designated in 1952 under the National Park and Access to the Countryside Act 1949. The National Park covers an area of 629km², with approximately 21,000 people living in 49 community, town and city council areas. Most of the National Park is in private ownership with the Authority owning only about 1%.

Pembrokeshire Coast National Park's special qualities are:

- Landscapes and seascapes of exceptional diversity and quality
- Outstanding coastal scenery
- Distant, uninterrupted views and open horizons
- Beaches
- Spectacular geology and geomorphology
- Rich and varied wildlife
- Tranquillity, soundscapes and wildness
- Dark skies
- Rich heritage and culture
- Welsh language and Pembrokeshire dialects
- Historic patterns of settlement and buildings
- Historic patterns of land use and traditional boundaries
- Excellent opportunities to enjoy and experience the National Park
- A comprehensive network of Rights of Way
- The combination of special qualities
- A sense of community and stewardship



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National Park Authority and Park Purposes

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

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

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

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

Placemaking Plans

Every five years the Authority is required to produce a National Park Management Plan. The Plan sets out how it would like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park. A new plan, now called a [Partnership Plan](#) was approved by the Authority in March 2025.

The Authority is the statutory planning authority for the National Park and is responsible for the preparation of the Local Development Plan. The Authority's [Local Development Plan 2](#) was approved in September 2020 and is monitored through its Annual Monitoring Report. The Authority in 2025/26 commenced preparation for the 3rd replacement Local Development Plan, its [Delivery Agreement](#) sets out the timetable for producing it. Local Development Plan 2 will remain in place until Local Development Plan 3 is adopted.

Funding

The Welsh Government determines the level of core funding for National Park Authorities each year through the National Park Grant. For 2025-26, the Authority received a 2% increase in core funding, equivalent to £68k, following several years of flat-cash settlements. During the year, the Authority also received an additional revenue grant allocation of £723k (2024-25: £1.4m) and £1.0m of capital funding from the Welsh Government. This additional funding was instrumental in preventing the budgeted deficit and supporting the delivery of the Authority's priorities.

In setting the National Park Grant, the Welsh Government also determines, under statutory powers, the minimum Levy that may be raised from Pembrokeshire County Council. The National Park Grant accounts for approximately 79% of the Authority's core funding, with the Levy contributing a further 21%.

In addition to its core funding, the Authority continues to generate a significant proportion of its income locally. In 2025-26, 24% of total income (2024-25: 25%) was generated through activities such as car park charges, planning fees and commercial operations. A further 22% of income (2024-25: 21%) was derived from project-specific and service-related grants, including funding for activities such as the maintenance of the Pembrokeshire Coast Path National Trail.

Any annual surplus or deficit is managed through the Authority's revenue reserves, providing flexibility to manage financial risks, support future investment and maintain financial resilience.

Measuring Performance – Well-being Objectives

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

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

- Completion of Future Generations Commissioner's Online Journey Checker tool.
- Welsh Government Strategic Grant letter indicators (introduced in 2025/26)

- Future Generations Commissioner's Future Generations Report 2025
- Audit Wales Reports in terms of 5 ways of working
- Well-being Indicators and National Milestones for Wales

The Authority monitors its progress against its well-being objectives during the year, through performance reports provided to Members through relevant Committees. Some statistics are captured on an annual basis.

The Authority's performance framework was updated during the year to take account of revised Corporate and Resources Plan and introduction of new Welsh Government indicators.

The introduction of Welsh Government indicators should support future benchmarking of performance against the other National Park Authorities in Wales. Officers will explore how to capture this benchmarking data for future Annual Reports, considering which are suitable for this purpose due to variables in terms of the different Park areas that can impact on performance and delivery in some areas.

The Authority has adopted the Welsh Government's net zero carbon reporting methodology for public bodies for carbon emissions.

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

Development of our Well-being Objectives

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

Priority: Conservation – Boosting biodiversity and halting its decline

Impact: Nature is Flourishing

Priority: Climate – Destination Net Zero

Impact: We're an Authority aiming for net zero and a carbon neutral National Park

Priority: Connection – Natural Health Service

Impact: People are healthier, happier and more connected to nature and heritage

Priority: Communities – Vibrant Communities

Impact: Places people can live, work and enjoy

Vision: A National Park where nature, culture and communities thrive

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

The approval of the high-level strategy triggered a review of our Well-being Objectives. The Objectives were revised to align with the new priorities and to take account of key policy developments and challenges including the nature and climate emergencies. Staff, Members and the Public were consulted on the revised Objectives and associated outcomes. A new set of Well-being Objectives were approved and included in the Corporate and Resources Plan 2022/23. These Well-being Objectives were carried forward to the Corporate and Resources Plan 2023/24 – 2026/27. A set of delivery plans have been put in place to support implementation of the Corporate and Resources Plan.

The delivery plans were subject to detailed review in 2025 following approval of the Partnership Plan, introduction of Welsh Government indicators, considerations around financial pressures and resilience, project funding updates and learning from the first two years of implementation. This included reviewing progress and priorities with the Senior Leadership Team.

Meeting the Sustainable Development Principles

Long Term: The world is facing a nature and climate emergency; lack of action now will have long term consequences for future generations and the Park. Supporting action to address these challenges is at the heart of our Well-being Objectives.

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

Integration: Our Well-being Objectives can only be achieved by taking a strategic and integrated approach with partners. Our delivery plans support an integrated approach maximising cross cutting impacts across our Well-being Objectives.

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

Involvement: Our Well-being Objectives can only be achieved by proactively involving and listening to people. Engagement will be used to ensure we develop the right interventions to break down barriers to support a more diverse range of people to act for nature or experience the outdoors and wonders of the Park.

Below we set out how our well-being objectives in the Corporate and Resources Plan 2023/24 – 2026/27 contribute to the Well-being Goals for Wales, embed the sustainable development principles in practice and our performance against each objective for 2025/26.



Porthclais

Corporate Priority: Conservation

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

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

Through maintaining and supporting an increase in nature based interventions in the Park we contribute to a prosperous Wales, resilient Wales, healthier Wales and globally responsible Wales. Contributing to the '30x30' commitment to

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

- Areas of healthy ecosystems in Wales
- Status of biological diversity in Wales with associated National Milestone of: To reverse the decline in biodiversity with an improvement in the status of species and ecosystems by 2030 and their clear recovery by 2050
- Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status

Through supporting a wide range of people to participate in acting for nature and working in partnership with others, including landowners, farmers and communities we support a more equal Wales and a Wales of cohesive communities.

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

- UK and Welsh Government's public commitment to support the 30x30 target of protecting 30% of our land and seas for nature by 2030.
- The [recommendations and collective actions](#) developed as part of the Welsh Government Biodiversity Deep Dive.
- Welsh Government's Ffermio Bro Scheme and wider developments linked to Sustainable Farming Scheme for Wales that will impact on how land is managed for nature in the Park.
- Environment (Principles, Governance and Biodiversity Targets) (Wales) Act 2026

- Working in partnership with Pembrokeshire Nature Partnership to support delivery of the [Pembrokeshire Local Biodiversity Action Plan](#) .
- Development of [Biodiversity and the Nature Emergency project](#) within the Well-being Plan for Pembrokeshire.
- [South West Wales Area Statement](#), [Marine Area Statement](#), and [State of Natural Resources for Wales Report](#).
- Welsh Government's [Good Practice Guidance on Planning for the Conservation and Enhancement of Dark Skies](#).
- The LDP2 review report identified need to address changes in Planning Policy Wales regarding securing a net benefit for biodiversity, strengthen policies to protect Sites of Special Scientific Interest, opportunities to increase tree and woodland cover.

The Authority has put in place a Nature Recovery Delivery Plan, with actions in other Delivery Plans supporting more people to take part in action to support Nature Recovery.

2025/26 Progress Towards Fulfilling Conservation Objective

Maximising our contribution to 30x30 by supporting land to be managed for biodiversity [\[Section 6 Duty\]](#)

The Conservation Team continue to build on their experiences of engaging with landowners via management agreements and other interventions developed through its Conserving the

Park scheme and Connecting the Coast project. Ffermio Bro, SLSP and NNF4 funded projects are supporting the Authority to expand its reach in this area.

- 6,607.01 total area (hectares) land managed for biodiversity through conservation land management activity. [Baseline Data.]

This is made up of:

- 503.25 hectares of land owned or leased by the Authority managed for biodiversity [Welsh Government Indicator. Baseline Data]
- 4,889.89 hectares of land managed for biodiversity in partnership with private landowners. NNF4 project funding supported addition of 41.30 hectares. [Baseline Data.]
- 1,213.87 hectares of commons land managed for biodiversity [Baseline Data.]

In addition 2,944.5 hectares were supported through Ffermio Bro scheme projects in 2025/26, with 36 farm holdings/ farmer groups supported.

During the year officers worked to develop a new QGIS mapping layer to support improved data reporting and accuracy for the above indicators.

Positive Impact Spotlight: The Authority has sought to address the issue of declining biodiversity on Caldey Island due to the demise of active farming over the last couple of decades. This collaboration began when a new island manager was appointed in 2024, starting a new chapter in Caldey's life and one we have been invited to share in for the first time. Since that time the following has been achieved:

- A 5 year management agreement has been set up to support the reintroduction of a sustainable grassland management regime, including hay meadows, over 35 hectares.
- We have liaised with a grazier to deliver conservation grazing to the island. To aid stock control, Connecting the Coast grant-aided 6 traditional Pembrokeshire gates, made in Cilrhedyn Woodland Centre.
- Dry stone walls have been repaired in several prominent places.
- Connecting The Coast funded 46 days of repair work.
- The Authority applied to the Local Places for Nature scheme on Caldey's behalf to fund a new cut-and-collect machine plus trailer to aid management of the fields.
- Instigated the involvement of Authority volunteers in conservation projects, through the ranger team. A highlight has been the installation of shearwater and storm petrel nest boxes/audio calling which has attracted these birds to the island for the first time.

The project is breathing new life into the land, with improvements in skylark numbers expected, alongside increased feeding grounds for chough and boosted insect

populations. Grassland plant monitoring is also underway. The stone wall repairs have made a long-term improvement to certain areas of the island and benefitted the historic landscape.

Positive Impact Spotlight: A landowner approached the National Park in 2022 after having bought a large intensively-managed farm along the banks of the River Cleddau, with a view to managing it less intensively and balancing productive agriculture with wildlife. The Authority was invited to join them in their journey and to provide guidance and assistance along the way. We are uniquely placed to offer this kind of support to landowners.

Over the last few years, under several of our schemes (Conserving the Park, Connecting the Coast, Traditional Boundaries) we have grant-aided the creation of 3 new ponds/scrapes, 1000 native trees to replace felled conifers and a new hedgerow linking existing woodland. Hay meadow management has been advised upon and grazing animals sourced. Volunteers have contributed to the aftercare of new woodland trees. An otter survey was funded and this has led to management recommendations in the valley in which they have been recorded. NRW have also funded extensive woodland buffers along the river as part of a nutrient catchment project.

The journey is continuing and we and the landowners catch up regularly to monitor progress and to discuss new ideas and

projects as they arise. Current discussions include creating more wetland habitat and offering volunteers the chance to build an otter holt. The work is contributing to habitat restoration and improved ecological connectivity alongside the River Cleddau, as well as providing opportunities for volunteer engagement and connection with wildlife.

Positive Impact Spotlight: Ffermio Bro is a Welsh Government programme running until March 2028 that brings farmers and landowners together to create positive environmental change across our most treasured landscapes. Operating within the Pembrokeshire Coast National Park, we're building resilient ecosystems while supporting sustainable farming practices.

It aims to

- Deliver activities spanning multiple farms to achieve common environmental goals
- Support nature recovery and ecosystem resilience
- Enhance farm business sustainability and resilience
- Create opportunities for public engagement with our landscapes and cultural heritage

In 2025/26 the Authority put in place governance arrangements for its Ffermio Bro scheme. An open expression of interest window ran during May - June 2025 attracting 37 applications. 29 projects were approved for funding, including 3 collaborative proposals. It progressed during the year to project delivery and implementation of monitoring processes. Preparation for year 2 included looking at targeting and

prioritisation with development of 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.

The Authority has commissioned a 30x30 report for the Park, assessing current progress against the 30x30 target and setting out recommendations and action plan to achieve the target for the Park. The Authority will look to develop a strategy in response to this report and will use it to target where additional intervention and collaboration is needed. One of the first Naturfa sites is the Slash Ponds Community Reserve located in Broad Haven in the Park.

The Authority through NNF4 funding has been working with landowners and volunteers to carry out monitoring pilots, including moth monitoring, grassland fungi and developing a rapid grassland assessment protocol. This will inform Authority's future approach to monitoring sites.

Positive Impact Spotlight: Moths are a very important insect group and their distribution can provide information on habitat health, climate change and the effectiveness of land management decisions. The Magical Moths Species Recording project aimed to increase moth recording on sites where the Authority works and to engage landowners in doing so independently with appropriate support and technology. We worked with Centre for Ecology and Hydrology in Oxford

to provide landowners with simple moth traps and AI identification software to identify moths on their own land. The project was extremely successful in obtaining over 3,500 new moth records and feedback from landowners was overwhelmingly positive. Conservation Officer gave two talks at moth themed events in the Llanteg area of Pembrokeshire, reaching over 60 people.

Alongside this the Authority continues to deliver an invasive species catchment based project and supports activities on commons and for grazing, this included fencing and firebreak cutting.

Positive Impact Spotlight: Long term intervention across 10 years for Himalayan balsam control at Porthgain is having a positive impact. Historic control methods used by Authority area ranger and volunteers to control balsam were reliable (hand pulling and cutting with hand tools), however due to the timing and frequency of visits, efforts were in effect piecemeal with limited gains noted from 2009 - 2015. Control efforts were also limited to the bottom of the river catchment in the wet meadow owned by the Authority. The Stitch in Time project launched in 2015 with a strategic, top-down catchment approach to Himalayan balsam control. Initial surveys identified 6.66 hectares of infestation while also confirming balsam-free zones across the catchment.

Between 2016 - 2019 the Stitch in Time project coordinated contractors, staff and volunteers to deliver thorough and consistent control of balsam from the source of the infestation

at Llanrhian through to the Authority land holding at Porthgain and all areas in between.

In 2020, following the success of this control programme the work shifted from high intensity control to a lower resource phase of monitoring and maintenance where visits cover all areas looking for 'rogue' plants pulling 10s rather than 1000s of stems. In 2021 monitoring activities noted an outbreak of Himalayan balsam within Authority land at the bottom of this coastal catchment which was immediately targeted for control and eradicated. The 2024 monitoring highlighted two small areas of Himalayan balsam which were then eradicated in 2025.

By 2025, the Himalayan balsam infestation in the catchment has been reduced from 6.66 ha (2015) to just 0.055 ha requiring intensive control. The remaining 6.605 ha is now in a near-eradicated state, with only occasional rogue plants needing removal during routine monitoring.

Key to the project's success was full landowner cooperation, consistent contractor presence supported by volunteers and rapid, responsive monitoring. This coastal catchment is now more resilient, other vegetation such as pink campion can complete its own lifecycle without the competition from this invasive non-native plant and Himalayan balsam biosecurity risk for neighbouring catchments has been reduced.

Collaboration Spotlight: The Authority continued to provide financial support and participate in the Pembrokeshire Nature Partnership. The Authority's Lead Ecologist chairs the partnership. The steering group assists with assessing the biodiversity grant applications for the Local Places for Nature projects. This funding contributes to projects, that support delivery of local nature recovery plan across the Park, Authority sites and Pembrokeshire. The partnership is engaging with NRW to develop resilient ecological network mapping for Pembrokeshire.

Collaboration Spotlight: The Pembrokeshire Grazing Network capitalises on established relations between landowners and Graziers to ensure that land is managed for conservation purposes. During 2025/26, approximately 403 hectares were managed by grazing across 67 sites throughout the National Park. The Pembrokeshire Grazing Network relies heavily on ponies to deliver targeted grazing but over the past year the network has facilitated goats and cattle using no fence collars to graze at some sites. Habitats under active management include hay meadows, Rhos pasture, and sites supporting Marsh fritillary butterfly populations. Monitoring undertaken during the year indicates positive trends in habitat condition and the presence of scarce species.

Collaboration Spotlight: Pembrokeshire Coast National Park is benefiting from an SLSP funded Designated Landscapes Dark Skies Partnership Project - Dark Ecological Networks. Pembrokeshire Coast National Park is benefiting from approximately £50k of funding over two years focused on reducing light pollution affecting NRW's mapped Priority Ecological Networks and adding value to Ffermio Bro where appropriate. Work in 2025/26 has been focused on the Stackpole Estate after completion of the whole site, they will see savings of £1,644.75 annually on their energy bills, which is a reduction of 1,465.60 kgCO₂e. Work is currently being done to build relationships with other sites and potential projects for year 2 of the project.

Collaboration Spotlight – Marine and Catchments: The Authority has continued to provide financial Support to Pembrokeshire Marine, Cardigan Bay and Carmarthen Bay Relevant Authority Groups for Marine Special Areas of Conservation. The Authority's contribution helps fund the SAC Officer post which in turn unlocks their ability to access external funding for projects, such as the Natur am Byth! native Oyster Project.

Officers continue to engage with the Nutrient Management Board and Technical Officer group as appropriate. The Authority also provides a funding contribution to support the work of the Milford Haven Waterway Environmental Surveillance Group.

Nature Recovery in how we operate [Section 6 Duty]

Managing the Paths for Nature Recovery

The Coast Path and Inland Rights of Way network offers a great opportunity for the Authority to explore how it can manage access work in a way that also supports nature recovery.

232 pollinator and habitat improvement Countryside Management work programme tasks were completed in 2025/26, in support of managing the Coast Path and Inland Rights of Way Network for nature recovery. This compares to 142 tasks in 2024/25 a 63.38% increase. This included ant hill, bee banks and scalloped edges work programme tasks. Despite the Authority no longer having a specific pollinator warden this activity has now been mainstreamed into wider rights of way cutting work programme. Work is ongoing to explore how to further embed pollinator and habitat improvement within the Countryside Team approaches.

Asset Management Strategy and Policy [Section 6 Duty]

There was no change in the property owned or leased by the Authority managed for biodiversity in 2025/26 with it remaining at 503.25 hectares [Welsh Government Indicator].

During 2024/25 the Authority approved an updated Asset Management Policy and Strategy. Both documents provide a framework to help ensure that the Authority's management of assets contributes to improving biodiversity. An action plan

has been developed for the Asset Management Plan. Further work is expected to be undertaken jointly between Decarbonisation and Nature Recovery teams in 2026/27 to review the current status of site management plans and support updating conservation management plans for Authority sites.

Positive Impact Spotlight: The Authority has seen real benefits at Skrinkle since shifting from a tightly cut amenity lawn to a more relaxed hay meadow mowing regime at this former army camp. The grassland is now rich with wildflowers typical of hay meadow habitat, including common cat's-ear, birds-foot trefoil, black knapweed and yellow rattle as well as a number of orchid species. It is also buzzing with insects such as bees and butterflies.

Positive Impact Spotlight: During 2025/26 Swift Boxes have been installed at Llanion the Authority's Headquarters. Swift numbers in Wales have fallen by more than 76% since 1995, largely because modern building maintenance has removed the nooks and crannies they rely on for nesting. During the migration period, we'll also use audio lures to encourage them to investigate their new homes. This initiative brings the Section 6 Biodiversity Duty to life for staff working at the site.

Archaeology Delivery

Vegetation encroachment is problematic for many archaeological sites because it causes disturbance and displacement of archaeological features and increases

deterioration in the condition of sites. Species that are problematic for scheduled monuments can also prove problematic for nature, such as creating a monoculture or reducing biodiversity. The Community Archaeologist with the support of volunteers and other officers is working to reduce and clear problematic species at several sites, benefiting both the historic and natural environment.

Planning

Strategic Policy Officers are preparing a background paper for Local Development Plan 3 on Green Infrastructure and have met with the conservation team and Ecologist regarding our approach. The Authority continues to support joint planning ecologist posts with Pembrokeshire County Council.

Supporting people to appreciate and protect nature [Section 6 Duty]

8,975 volunteer and social action hours were contributed to nature recovery in the Park and surrounding area in 2025/26. This a 15.9% decrease on the 10,662 hours in 2024/25, but a 27% increase on 2023/24. This shows that there is fluctuation across years rather than a downward trend, with still a healthy level of Nature Recovery related volunteering being facilitated by the Authority.

Positive Impact Spotlight: A Ranger worked with Duke of Edinburgh and South West Voluntary Wardens over two days to reopen the scrape at Broad Haven Slash ponds providing

great habitats for snipe and other waterfowl as well as water invertebrates. It 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 Local Places for Nature funding. The Slash Pond Community Nature Pond Reserve has been selected as one of the first Naturfa Designated Landscape sites contributing to 30x30 targets. The Authority ranger will monitor the area with camera traps to see what wildlife uses the scrape and undertake a water invertebrate survey.

A particular focus of the Authority this year has been on supporting volunteer wildlife monitoring activities. The activities of volunteers are providing important information to shape the ongoing management of sites and demonstrate the positive impact that the work of the Authority is having.

Positive Impact Spotlight: Authority volunteers, trained through the Cysylltu Natur 25x25 project, spent the summer using specially designed footprint tunnels to detect signs of the native hazel dormouse. The method, developed by the People's Trust for Endangered Species, uses harmless ink pads inside plastic tunnels to capture the distinctive 'pizza-slice' footprints left behind by curious dormice as they pass through.

The tunnels were set up in July 2025, following earlier nest box checks that had found only limited evidence of dormice near the eastern edge of the reserve. Over the course of the summer and early autumn, volunteers recorded dormouse

footprints in over half the tunnels, with signs that the animals were becoming more active and ranging more widely as the season progressed.

The hazel dormouse is a legally protected species in the UK, listed as Vulnerable on the Mammal Society's Red List, and subject to biodiversity and habitat conservation legislation. Recent studies show the population has declined by more than 70% since 2000, making local discoveries like this especially significant.

The discoveries add to the growing picture of a resident dormouse population at Pentre Ifan and will help shape the Authority's ongoing management of the site. This reflects the National Park's importance as a safe haven for species that are disappearing from much of the UK – and shows that when habitats are restored, wildlife can return.

Positive Impact Spotlight: A new population of marsh fritillaries has been discovered by the Authority and Butterfly Conservation volunteers in Cwm Gwaun, offering hope for one of Europe's most vulnerable butterflies, which has disappeared from 43% of its British range since 1985. The marsh fritillary thrives in rhos pasture where its caterpillars feed on Devil's-bit scabious, a plant still found across parts of Pembrokeshire's landscape. The county remains one of the species' strongholds, despite the sharp decline of populations throughout the rest of Britain.

This summer, volunteers recorded a population in a sheltered, marshy meadow surrounded by ancient woodland. The Park Authority is now working with the farming family who own the land to ensure it remains suitable for traditional cattle grazing, helping maintain species-rich grassland for marsh fritillaries and other wildlife long into the future.

The site is one of four farms in the locality that together form a marsh fritillary 'metapopulation' of close but separate colonies. The Authority has supported grazing at each of them through measures such as scrub clearance, fencing infrastructure and virtual fencing technology, ensuring conditions remain suitable for the butterfly.

This project is funded by the Nature Networks Programme.

The Authority continued to provide opportunities for people to learn more about nature. There were 1,116 participants in outreach/ inclusion programme sessions and activities facilitated by the Authority that focused on appreciating and protecting nature and biodiversity in 2025/26. This was a decrease from 1,723 in 2024/25 and 3,487 in 2023/24. Activities included practical fencing for nature, hedge planting, scrub clearance and balsam pulling by Pathway participants. For Roots to Recovery participants this included litter picking, gardening activities and walks supporting people to experience nature. Next Generation participants attended a trip to Skomer.

There were 2,264 participants in community engagement sessions and activities facilitated by the Authority that focused

on appreciating and protecting nature and biodiversity in 2025/26. This compared to 2,895 in 2025/26 and 1,716 in 2023/24. This included practical scrub clearance at monuments and balsam control with Friends of the National Park.

There were 5,936 participants in learning programme sessions and activities facilitated by the Authority that focused on appreciating and protecting nature and biodiversity in 2025/26. This compared to 3,466 in 2024/25 and 3,476 in 2023/24. This included beach studies, woodland studies, river studies and practical sessions involving bug hotel creation, tree and wildflower planting, and balsam control activities.

There were 6,898 participants in public and visitor sessions and activities facilitated by the Authority that focused on appreciating and protecting nature and biodiversity in 2025/26. This compared to 7,291 in 2024/25 and 2,400 in 2023/24. This included seal walks, nature related trails, biofluorescent night walk, wildflower and birds focused walks, and brilliant bats events at St Davids and Carew Castle.

Statement of Effectiveness

The Conservation Team continue to build on their experiences of engaging with landowners via management agreements and other interventions to expand its reach in this area. The team have successfully weaved activities from different projects and schemes together to deliver an ongoing legacy of conservation management for sites across the Park. Ongoing

monitoring by staff and volunteers continues to play an important role in assessing the impact of our interventions and in identifying areas requiring further action, this is an area that will be further developed in 2026/27. The 30x30 report and mapping provides an important opportunity for the Authority to develop its future approach supporting a targeted prioritised approach to nature recovery activities in the Park. Effective collaboration will need to remain at the heart of the Authority's approach alongside ensuring that its own sites are exemplars for conservation management.



Marsh Fritillary

Corporate Priority: Climate

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

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

Through supporting the Authority and Park to become Carbon neutral we are supporting a prosperous Wales ambition for Wales to be a low carbon society. We are also supporting a globally responsible Wales and a healthier Wales.

Contributing to Welsh public sector ambition to reach net zero greenhouse gas emissions by 2030 and national milestones for Wales:

- Wales will achieve net-zero greenhouse gas emissions by 2050

- Wales will use only its fair share of the world's resources by 2050

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

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

- Welsh Government's ambition for public bodies collectively to be carbon neutral by 2030 and its '[Routemap for decarbonisation across the Welsh Public Sector by 2030](#)' and the '[Net Zero Wales Carbon Budget 2 \(2021-2025.\)](#)'
- Wider Welsh Government national strategies on [circular economy](#) , [transport](#) and Just Transition to Net Zero Framework.
- The Bus Services (Wales) Act 2026
- Introduction of Socially Responsible Procurement Duty and changes to UK procurement legislation.
- [The Climate Change Risk Assessment for the UK](#), [Climate Adaptation Strategy for Wales](#) and [Pembrokeshire Climate Adaptation Strategy](#).
- Development of [Decarbonisation and Net Zero](#) project and [Climate Adaptation project](#) within the Well-being Plan for Pembrokeshire.

The Authority has put in place a Decarbonisation Delivery Plan and Adapting to Climate Change Delivery Plan.

2025/26 Progress Towards Fulfilling Climate Objective

Authority - Emission Reduction Pathway

Authority's Carbon Emissions - Overall Trend Analysis

The Authority uses the Welsh Government Net Zero emissions submission calculation and framework to work out its corporate carbon emissions for the year.

The Authority's decarbonisation team are carrying out work to enhance both data collection, methodology tiers and analysis to support future reporting and identifying opportunities for reductions. Developments in 2025/26 included addition of SIC codes to finance system and development of waste collection survey tool for sites, trialled in quarter 4.

The data in this section reflects the data submitted as part of the 2025/26 submission. Please note 2025/26 data referenced below is provisional and has not yet been reviewed by Welsh Government. An adjustment has been made to 2023/24 data on Buildings - Heat & Fuel to take account of two unit errors. Figures are influenced by changes in calculation methodology across years. Caution should always be applied when looking at supply chain, commuting and homeworking emissions due to methodology weaknesses and supply chain being based on spend, note these categories only relate to creation of scope 3 emissions.

When emissions are not offset against land removals, the Authority's emissions in 2025/26 were 1,314.77 tCO₂e a decrease in emissions of 185.66 tCO₂e (-12.3%) compared to 2024/25 and 12.03 tCO₂e (-0.9%) compared to 2023/24. This has resulted in correction in the increasing of emissions experienced in 2024/25 that was mainly due to fleet diesel use, Oriel y Parc gas usage and supply chain spend.

Category	2024/25 tCO ₂ e	2025/26 tCO ₂ e	Difference tCO ₂ e	% of our emissions
Buildings and Streetlighting - Grid Electricity	74.37	63.06	-11.30 (-15% ↓)	4.8
Buildings - Heat & Fuel	68.94	60.17	-8.77 (-13% ↓)	4.58
Buildings - Water	0.70	1.02	0.32 (+45% ↑)	0.08
Fleet and Equipment	100.31	66.29	-34.02 (-34% ↓)	5.04
Business Travel	20.96	17.42	-3.54 (-17% ↓)	1.32
Commuting	135.61	121.53	-14.08 (-10% ↓)	9.24
Homeworking	24.81	25.16	0.35 (+1% ↑)	1.91
Waste	11.70	9.41	-2.28 (-20% ↓)	0.72
Supply Chain (Spend Based Calculation)	1,063.03	950.70	- 112.33 (- 11% ↓)	72.31
Total Emissions	1,500.43	1,314.77	-185.66 (-12% ↓)	

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 the Authority's emissions are 32.68 tCO₂e a decrease from 218.35 tCO₂e in 2025/26 and 44.71 tCO₂e in 2023/24.

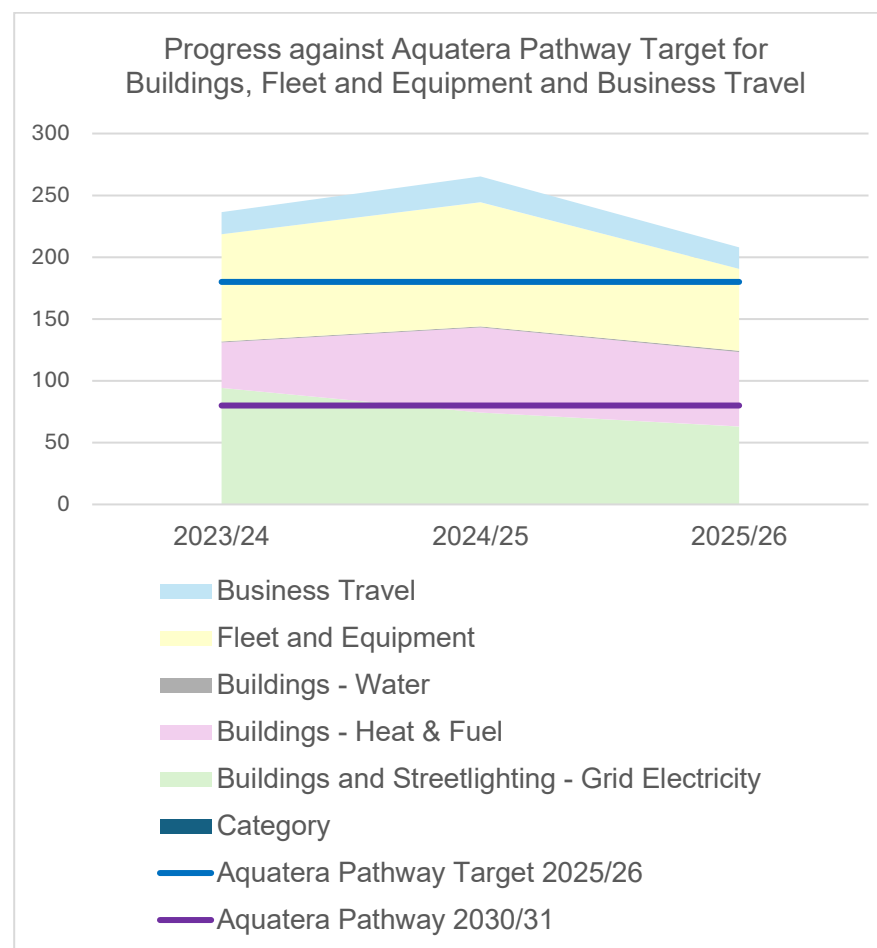
Category	2024/25 t CO ₂ e	2025/26 tCO ₂ e	Difference tCO ₂ e
Land based removals	-1,286.37	-1286.37	0 (0 →)
Land based emissions	4.28	4.28	0 (0 →)

Both Oriel y Parc and Llanion saw increase in level of kWh generated from existing solar panels in 2025/26, with 13.52% increase at OYP.

Category	2024/25	2025/26	Difference
Onsite renewables – electricity kWh	16,496	18,436	1,940 (+12% ↑)
Onsite renewables - heat kWh	183,149	166,827	-16,322 (-9% ↓)

The Authority has not met the Aquatera pathway mid-point 2025/26 target for emissions for Buildings, Fleet and Equipment and Business Travel. However, the gap to the target has reduced significantly from the need for reduction of 56 tCO₂e in 2023/24 and 85 tCO₂e in 2024/25 to 28 tCO₂e in 2025/26. The Authority needs a 128 tCO₂e reduction to meet the 2030/31 pathway target. The following activities have potential to support the Authority to reduce the gap to the mid-way and final pathway target:

- Solar canopies at Llanion (longer term if future funding secured solar canopies at Oriel y Parc)
- Air source heat pump upgrade will reduce gas usage at Oriel y Parc
- Opportunities to reduce diesel fleet and equipment, including moving where feasible to hybrid vehicles.



Positive Impact Spotlight: The Authority progressed several activities in 2025/26 to support reducing fleet and business travel emissions. Introduction of telematics to the fleet, with improved data for fleet management and utilisation. Procurement of Electric battery cars to replace hybrid pool cars, delivered in 2026/27 (should have positive impact on 2026/27 emissions.) Travel policy updated to emphasise travel hierarchy, to reduce personal grey vehicle use.

The Authority has seen a decrease of 33.91% in fleet and equipment emissions compared to 2024/25, correcting the increase seen in 2024/25. The transition to electric vehicles is supporting the Authority to reduce its Diesel based emissions. During 2025/26, the National Park Authority's Car Parks Officer drove 15,099 miles in an electric vehicle, resulting in an estimated reduction of 3,670.67 kgCO₂e compared with an equivalent diesel vehicle. Similarly, the Coast to Coast electric van travelled 11,255 miles during the same period, saving an estimated 2,736.27 kgCO₂e compared with a diesel Peugeot Partner van. 40% of the Authority vehicles were hybrid or electric in 2025/26 and this figure is likely to increase going forward as Authority explores hybrid options to replace some Diesel 4x4.

Positive Impact Spotlight: The Authority progressed several activities in 2025/26 to support reducing building/ site emissions. An air source heat pump was installed at Castell Henllys funded by Brilliant Basics. It is estimated it will achieve saving of -4,604 kgCO₂e (per annum.) Procurement and funding secured for Solar PV canopy at car park in

Llanion. When complete, it is estimated it will save -5,000 kgCO₂e (per annum). Existing lighting at Carew Tidal Mill was replaced with energy efficient LED fittings. Installation and provision of an electrical mains connection at Manorbier car park for the ice cream van concession, removing the need for a diesel-powered generator.

Positive Impact Spotlight: Recognising the need to reduce waste, the team at Carew Castle café launched a simple circular economy initiative to repurpose spent coffee grounds that would otherwise have been disposed of as waste. During January and February 2026, the team at Carew began trialling the collection and free distribution of used coffee grounds to local residents and community groups for use as a natural fertiliser and soil improver. By diverting this material from the waste stream, the project reduced waste volumes, lowered associated disposal requirements and contributed to decarbonisation by avoiding emissions linked to waste management and treatment. Staff estimate that an average of 14 bags of coffee grounds are now collected each week, equating to approximately 21kg of organic material being diverted from disposal and reused in community gardens and green spaces.

Park - Emission Reduction Pathway

Race to Zero

The Authority's current progress Score for Race to Zero based on the CDP scoring method is Score C – Awareness. An organisation with a C Score has

- Measured and disclosed its climate related impacts
- Demonstrated awareness of climate change risks and opportunities
- Started assessing emission and climate issues
- Not yet demonstrated the level of governance, target-setting, risk management and implementation expected for Management (B) or Leadership (A) scores.

[\[FAQs - CDP\]](#)

Note: The global Race to Zero initiative is being integrated into a broader Net Zero Recognition Framework under the UNFCCC.

Community Decarbonisation Projects [\[Section 6 Duty\]](#)

Funded through SLSP, the Authority's Sustainable Development Fund supports community led projects that contribute towards a reduction in carbon and help respond to the climate emergency.

- £ invested in community decarbonisation projects [\[Welsh Government Indicator\]](#):
 - SDF 2025/26 claimed (actual spend): £73,262

- SDF 2025/26 committed: £60,426

10 SDF community decarbonisation projects were completed in 2025/26, this is the same as in 2024/25. 5 new projects were approved for funding by the Grants Committee in 2025/26.

A [map](#) is available on the Authority's website providing details of the projects supported by the SDF fund.

Positive Impact Spotlight: Transition Bro Gwaun's Community Hub Retrofit project demonstrates how community-led carbon reduction initiatives can deliver both environmental and social benefits. Through the installation of secondary double glazing on the shopfront windows and door, alongside disability access improvements and a mechanical ventilation heat recovery system, the project has created a warmer, healthier and more accessible community space while significantly reducing heat loss.

The improvements have resulted in a noticeably drier, quieter and more comfortable environment for staff, volunteers and visitors. Despite using the same level of energy for heating, the building retains warmth more effectively, reducing heat loss and improving overall energy efficiency. The secondary glazing has also provided additional benefits during warmer weather by helping to keep the building cool, creating an accessible community cool space during heatwaves, which is more prevalent than ever.

Accessibility was a key outcome of the project, with disability adaptations ensuring that all members of the community can access and benefit from the facility. The enhanced space has led to a significant increase in community use, supporting activities such as energy advice sessions, textile repair workshops, a children's clothes swap scheme, and meetings hosted by other local organisations.

Positive Impact Spotlight: The installation of a 16.20 kWp solar PV array and 13.5 kWh Tesla Powerwall 3 battery at St Davids City Hall has delivered significant environmental, financial and community benefits. The project is helping the City Hall to substantially reduce its carbon footprint while lowering ongoing electricity costs, freeing up Council resources that can be redirected towards other essential community services.

Early performance data provided from the final project report demonstrates the success of the scheme. Since commissioning on 25 June 2026, the system has generated 415.4 kWh of renewable electricity, with almost all generation consumed on-site. The building achieved a 106% energy offset in June and 100% in July, operating as a self-powered facility for 98-99% of the time and relying on the grid for only 1-2% of its electricity needs. This represents a major step towards energy resilience and decarbonisation for the City Hall. Financially, the system has already generated an estimated £150 in electricity cost savings between 25 June and 10 July 2026, with further savings expected throughout the year.

Positive Impact Spotlight: Angle Village Hall, a community asset that has served local residents for over 100 years and remains the area's only indoor community facility, successfully installed a solar PV and battery storage system which became operational on 4 March 2026. The project was completed quickly and has already delivered impressive results, with the Hall sourcing 86.53% of its electricity from renewable energy and reducing grid imports to just 13.47% within the first month of operation.

By 31 March 2026, the environmental benefits were equivalent to planting five trees, saving 0.33 tonnes of carbon dioxide emissions. These savings support the Hall's long-term sustainability while helping to reduce operating costs. As a warm, accessible and age-friendly space, the Hall continues to support a wide range of community activities, including yoga, children's craft clubs and bingo sessions.

Sustainable Transport – Partnership Approach

Collaboration Spotlight: The Authority continued to provide financial support to the Greenways Partnership, Coastal Buses and Tenby Park and Ride service in 2025/26.

Passenger number figures for 2024/25:

- 387/8 Coastal Cruiser: 6233 (6071 in 2024/25)
- 400 Puffin Shuttle: 9,612 (8,899 in 2024/25)
- 403 Celtic Coaster: 25,058 (25,052 in 2024/25)
- 404 Strumble Shuttle: 6,324 (5,884 in 2024/25)

SLSP funded a transport study commissioned by the Authority into low carbon routes in South East Pembrokeshire that looked at the potential for bus or taxi service(s) to transport hospitality workers to employment, and the opportunity for a bus service that connects several visitor attractions along the B4318 corridor between Tenby and Pembroke. The study is complete and recommendations will be taken forward through the Greenways Partnership, which was involved throughout the work.

The Authority agreed on 25 March 2026 to authorise payment of approximately £75,000 to Pembrokeshire County Council for the financial year 2026/27 as a contribution towards the coastal bus network and the Integrated Transport Unit Strategy Manager post. The Bus Services (Wales) Act 2026 gained Royal Assent in February 2026 and aims to re-regulate bus services in Wales, shifting responsibility for the provision of local bus services from local authorities to the Welsh Government through Transport for Wales. Transport for Wales would assume responsibility for routes, timetables, fares, hours of operation, and service standards. It is proposed that bus services in Wales will be franchised in the south west Wales region in 2027/2028. The draft network plan includes all current operating bus services, including the coastal bus services. The Integrated Transport Unit Strategy Manager is working with Transport for Wales regarding the bus franchising and network plans.

Coast to Coast features a sustainable transport section, including promotion of the Flexibus scheme.

Collaboration Spotlight: Officers have inputted into work on the [South West Wales Regional Transport Plan](#), developed by the Corporate Joint Committee for South West Wales which has been formally approved by Welsh Government. The plan, which will guide investment and development in transport up to 2030, aims to make it easier, greener and more affordable for people to travel across the region.

Positive Impact Spotlight: The installation of EV charging points to create a county wide network in partnership with Pembrokeshire County Council was completed in 2022/23. The network is designed to give thorough coverage across the county of Pembrokeshire to address the EV charging needs of residents, visitors and to support and encourage the transition to electric vehicles. The Authority has seen a continued increase in usage of the charging points installed in its car parks. They were used 17,939 times in 2025/26 an increase of 54% on 11,633 in 2024/25 and 114% increase on 8,367 in 2023/24.

Carbon Sequestration [Section 6 Duty]

The Authority has seen mixed performance across Welsh Government Carbon sequestration indicators, some of this reflects the nature of opportunities in the Park. Ffermio Bro and the work of the Engagement and Inclusion Team had a positive impact on this area in 2025/26.

- **9 hectares of woodland creation delivered** [Welsh Government Indicator. Baseline Data]. This was

delivered via Ffermio Bro project. Note the Authority has in place supplementary planning guidance: Tree and Woodland Guidance, Pembrokeshire Coast National Park, A landscape sensitivity assessment to woodland creation.

- **27 hectares of woodland restoration delivered** [Welsh Government Indicator. Baseline Data]. This was delivered via 7 Ffermio Bro projects and 1 hectare at site in Jeffreyeston, involving conservation team and our supported volunteering project Pathways, with 600 trees planted in 2025/26.
- **0 hectares peatland restoration delivered through NPAP or other work** [Welsh Government Indicator. Baseline Data]. Although the Authority didn't have active Peatland Action programme project in 2025/26 (following ending of its previous project in March 2025), it is carrying out activities to support Commons resilience focused on boundary fencing, habitat restoration and the creation of fire breaks. The Authority is a partner in the LIFEquake project. It is important to note 8,612 (hectares) is the Area of Peat present in Park, 298 ha of Deep Peat. This is significantly lower than the other National Parks in Wales.¹

- **4,375 meters length of hedgerow planted** [Welsh Government Indicator. Baseline Data]. This was delivered by 16 Ffermio Bro projects and Engagement and Inclusion Team hedgerow planting activity with:
 - Golden Grove School in partnership with Bumblebee Conservation Trust as part of our Conserving the Park Scheme
 - Pembroke RFC and Routes to Recovery participants
 - Pathway volunteers at farm in Newport areas as part of NNF4.
- **3,081 trees planted** [Welsh Government Indicator. Baseline Data]. Note: standard/in-field trees, excludes trees planted in hedgerow or woodland. We have included trees here where hectares calculation is not available for site where work relates to woodland or meters not available for trees planted as part of hedgerows. This was delivered by 4 Ffermio Bro projects and Engagement and Inclusion Team tree planting activities including:
 - Tree planting with volunteers at Freshwater East
 - Tree planting as part of new hedgeline for Brynberian footpath
 - Planting Acorns with National Trust/ Roch Community School in partnership with

¹ Figure from document provided by NRW Lead Specialist Designated Landscapes, 3 March 2025: Designated Landscapes Contribution to Nature Conservation.

Southwood through our First 1000 Days project and Pembrokeshire Outdoor Schools Project.

- Youth rangers planting saplings for conservation team project at Llanwnda.
 - Tree planting with Years 1 and 2 from Ysgol Penrhyn Dewi at Solva.
 - Planting sessions at Pembrokeshire Council's National Forest Site at Wolfscastle, involving Duke of Edinburgh students, volunteers, Nature Partnership and NHS.
 - Tree planting at Ros Woodland (Manorbier Community Council Area) through Pembrokeshire Outdoor Schools.
- **14.4 (hectares) Area of meadows planted / created** [Welsh Government Indicator. Baseline Data]. Hectares included takes account that meadows can be created entirely through management without the need for planting. This was delivered through 1 Ffermio Bro project, management agreement on site in Angle and use of Birds and Bees fund to plant field with 2 hectares of pollinator/ arable mix.

Collaboration Spotlight: The Authority continues to support Blue carbon initiatives linked to native oyster. A second native oyster rearing phase with Bangor University was carried out in 2025/26. This phase used juvenile oysters which were spawned, reared, and settled onto natural shell (cultch) material using broodstock oysters from the Milford Haven Waterway as part of the previous feasibility study. The project

is further growing on approximately 50,000 juvenile oysters in the hatchery with the objective of increasing the size to approximately 20mm in shell height. The collaborative work between the Authority, Bangor University and the Natur am Byth! Môr project is providing evidence that spat on shell is a highly successful means of oyster restoration, and a possible short-cut to reef creation. The project has demonstrated that we are capable in Wales of successfully progressing native oyster restoration with our own home-grown native oysters and expertise.

Decarbonisation engagement [Section 6 Duty]

2,994 volunteer and social action hours contributed to the Authority's climate objective in 2025/26, this compares to 3,616 in 2024/25. This included community tree planting, hedge planting and litter pick activities.

There were 285 participants in outreach/ inclusion programme sessions and activities facilitated by the Authority that focused on climate, decarbonisation, behaviour change and sustainability in 2025/26. This compares to 343 in 2024/25. This included tree planting, litter picks and hedge laying activities with Roots to Recovery, Routes to Discovery and Pathways participants.

There were 305 participants in community engagement sessions and activities facilitated by the Authority that focused on climate, decarbonisation, behaviour change and sustainability in 2025/26. This compares to 572 in 2024/25.

This included tree planting activities and litter picks with volunteers.

Positive Impact Spotlight: On 6 August, 37 people came together for a beach clean at Frainslake. Volunteers from the Authority, Friends of the National Park, VC Gallery, Defence Infrastructure Organisation, and members of the local community all joined forces to tackle litter along this beautiful stretch of coast. A large amount of rubbish was removed and taken to the Waste Sorting Station, where recyclable items are separated for recovery. The event was a great example of teamwork making a real difference for our coastal environment.

There were 4,120 participants in learning programme sessions and activities facilitated by the Authority that focused on climate, decarbonisation, behaviour change and sustainability in 2025/26. This compares to 2,411 in 2024/25. These included tree planting activities, climate change workshop with Pembrokeshire Coastal Forum and Energy Sparks for Saundersfoot Primary School and Erosion and Tourism session for Gilfach Fargoed Primary and Park Primary Schools years 3,4 and 5 pupils.

There were 9,247 participants in public and visitor sessions and activities facilitated by the Authority that focused on climate, decarbonisation, behaviour change and sustainability in 2025/26. This compared to 8,315 in 2024/25. Including Oriel y Parc hosting seasonal markets supporting local craft makers and arts and craft workshops. Castell Henllys hosted a sustainable living day.

Climate Change – Managing Risks

Asset Management and Climate Risks

The Authority is working towards the creation of risk register for Authority Asset portfolio that takes account of climate risks for each asset. This forms part of wider work looking at all site monitoring and site management plans. Risks will consider the Coastal Car Park Study's findings previously commissioned by the Authority. Further progress is expected in 2026/27 through collaborative working between the Decarbonisation and Nature Recovery Team.

Public Rights of Way and Climate Risks

The Authority previously commissioned Pembrokeshire Coast Path National Trail Climate Risk Assessment and Climate Adaptation Advisory report. This report will influence the future operational and strategic management of Authority's Rights of Way going forwards.

During the year Officers carried out drone surveys at points of concern along the Coast Path providing useful viewpoints of cliff erosion and landslips that are not visible from the Coast Path itself. The use of drones for surveys of this nature will provide useful information to support the Authority to manage climate risks and adaptations for the Coast Path going forwards.

The Authority continued to carry out activities to increase resilience of paths and to respond to the impact of coastal

erosion, soil movement and poor weather conditions on them. Realignment activities include getting relevant SSSI consents and making Public Path Diversion Orders. A snapshot of 2025/26 activities:

- A major redirection of the Coast Path at Whitesands, bringing the path further away from the cliff edge is ready to reopen, however 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.
- Following a geologist's report for the beach access path at Monkstone, which was commissioned by the Park following notable and repeated ground movement, the access path closure was extended as planning and discussions with the local landowners continue.
- December saw flooding in several areas, prompted by heavy rainfall and high tides. This led to temporary closures of the Coast Path, most notably by Pembroke Mill Pond, and adjacent to the main road at Newgale. All flooded paths were reopened
- The final stage of the Llangwm Ferry riverside path works took place in October, addressing a landslide that occurred at this site last year. This path has now reopened.
- Storms resulted in Countryside team responding to reports of trees down on various inland paths, with ground saturated causing drainage issues on paths.
- Remedial works have been carried out on Matthew's Slade, a steep access route down to Marloes Sands,

after concerns this route had degraded at beach level due to wave/tidal action.

- A bridge suffering extensive damage at Moylgrove during Storm Darragh was replaced and the path reopened.

Placemaking and Climate Risks

The Local Development Plan 2 review report presented to Members at the March 2025 National Park Authority meeting identified a need to update evidence to take account of Strategic Flood Consequences Assessment and Flood Map for Planning which will inform the Local Development Plan's strategy and proposals. The replacement plan will also consider the viability of requiring zero carbon market homes. In developing Local Development Plan 3 officers are ensuring it aligns with TAN 15 and the Shoreline Management Plans.

Officers have attended the Saundersfoot Climate Adaptation group meetings who are looking to formulate a plan for the managed realignment of the Strand, Saundersfoot in epoch 3 of the Shoreline Management Plan. The group was facilitated by Pembrokeshire Coastal Forum and includes representatives from NRW, Pembrokeshire County Council and representatives from the community.

Positive Impact Spotlight – Raising awareness of climate risks: The Authority, in partnership with the Museum of London Archaeology and Futureworks, through funding from the Arts and Humanities Research Council delivered an engagement project with young people focusing on heritage at

risk due to climate change. Eight day-long workshops were delivered with Futureworks learners aged 16–20, helping them develop skills in digital recording, videography and storytelling while confronting the reality of heritage loss along Pembrokeshire's coast. Sites explored included the promontory fort at Caerfai, the cemetery, kiln and rath at St Brides, and the East Blockhouse at West Angle. Each visit was paired with skills sessions, from drone use and 3D modelling to scripting and video editing. Participants worked bilingually in Welsh and English, producing short films that captured their own perspectives on climate risk, heritage and identity. A [presentation](#) on the project was delivered at the 2025 Annual Archaeology Day and is available on its YouTube channel.

Collaboration Spotlight – Managing Wildfire Risks: The Authority chairs and co-ordinates the Pembrokeshire Wildfire group bringing together land managers, emergency services, and public bodies to reduce wildfire risk through proactive land management, training, and coordinated response planning. A utility terrain vehicle funded through Local Places for Nature, has been acquired to improve wildfire response and access across difficult terrain, particularly in the Preseli Hills. The group review wildfire incidents and identify key learning points from incidents and responses to inform planning for the next season. The group provided training in 2025/26 on Vegetation Fire Foundation training, Vegetation Fire Operator course and utility terrain vehicle training, bringing the total number of trained operators to 6. The training improved understanding of wildfire behaviour,

legislation, safe working practices, and equipment use, directly informing new burn plans developed with graziers.

Statement of Effectiveness

The Authority has closed the gap, that grew in 2024/25 in terms of meeting the mid point Aquatera emission target. Decarbonisation interventions in terms of fleet and energy are making a difference and further planned interventions should support us to move closer to Aquatera target. Behaviour and operational change remain an important component of reducing emissions and Decarbonisation team will need to continue to engage and work with relevant teams for us to achieve a pattern of year on year reductions. Supply chain remains our biggest emissions area, however implementing wider social responsible procurement strategy and policy will help to have wider positive impact on this area.

Data gathered to inform Race to Zero will help the Authority and partners to assess progress of decarbonisation in the Park. Data on protected Landscapes greenhouse emissions published by the Department for Energy Security and Net Zero (DESNZ) show that between 2023 and 2024 estimated

emissions in Wales' national parks decreased for the Pembrokeshire coast by -8.5%.²

The Authority's Sustainable Development Fund grant has proven an effective mechanism for enabling community led decarbonisation activities to be carried out in the Park and surrounding area. Completed projects for 2025/26 demonstrate both emission reductions but also wider positive impact the projects have on community assets and the people who use them.

Although Park area due to its nature does face land use limitations in terms of carbon sequestration opportunities compared to other Parks, through Ffermio Bro and work of the Engagement and Inclusion Team the Authority is supporting tree and hedge planting opportunities in the Park.

The Authority has started its journey in terms of responding to climate risk for key areas in terms of its assets, coast path and placemaking. This work is still in its initial stages and as it develops will play a critical role in shaping our operational and strategic approach to managing coast path and assets. The Authority continues to show an ongoing commitment to supporting a collaborative approach to responding to wildfires through facilitating and supporting the Wildfire group.

Collaboration at a regional and local level will remain important when looking at sustainable transport opportunities.



Authority Electric Vehicles

² UK Government - UK Protected Landscapes greenhouse gas emissions statistics: 2005-2024

Corporate Priority: Connection

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

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

- Historic assets in the National Park are protected and appreciated.

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

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

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

- [South-West Wales Area Statement](#) and role access to green and blue spaces can play in supporting improved health outcomes.

- [National framework for social prescribing](#)
- [The Curriculum for Wales](#) and the 'what matters statements' across the six areas of learning and experience.
- Welsh Government's [Term of Government Remit Letter for the National Park Authorities](#) that stated it would like to see all bodies working with under-represented audiences and communities.
- [Welsh Government's Equality related plans](#), and Authority's own [Equality Plan](#).
- Development of the [Reducing Poverty and Inequalities project](#) within the Well-being Plan for Pembrokeshire.
- [Volunteering – A Strategy for Pembrokeshire 2025-2030](#)
- [Rights of Way Improvement Plan](#).
- [Welsh Government Priorities for the historic environment of Wales](#).
- LDP2 review report identified need to address changes in Planning Policy Wales regarding the identification and protection of strategic green infrastructure.
- Development of local strategies – Pembrokeshire Age Friendly Communities Strategy and Pembrokeshire Volunteering Strategy.

The Authority has put in place a Health, Well-being and Access Delivery plan and Engagement, Involvement and learning about the Park Delivery Plan. With actions in Pembrokeshire Life Delivery Plan and wider Corporate Services Delivery Plan also contributing to this Objective.

2025/26 Progress Towards Fulfilling Connection Objective

5 Ways to Well-being and equitable access

Well-being and equitable access projects

At the end of 2025/26 the Authority has 6 active funded projects that support the five ways to well-being and equitable access to the Park for beneficiaries. The target is two. The projects are:

- **Routes to Discovery** delivered with MIND Pembrokeshire, supported by the National Lottery Community Fund until July 2028. The project target audience is unpaid carers, young carers, young people, people with limited mobility, and those who identify as having poor mental health. It is a people-led project, which is all about the restorative powers of Pembrokeshire's amazing outdoors and especially its National Park.
- The **Get Outdoors Scheme** has enabled the Authority to continue its supported walking activities following the ending of the West Wales Walking for Well-being project. It also supports the Authority's Beach Wheelchairs and Mobility equipment.
- **Pathways Supported Volunteering**, including opportunities for volunteers to support other volunteers to take part.

- The **1st 1000 Days pre-school aged project** is supporting early year engagement with the outdoors.
- The **Next Generation programme for young people**, including youth rangers, youth committee and joint working with other National Parks and other partners (such as Futureworks)
- Significant capital enhancement and access project at **Traeth Mawr** which incorporates ramp and disabled access to the beach, beach wheelchair huts, toilet facilities and changing places facilities as well as improving biodiversity of public space and car park. The project faced delays in 2025/26 but is expected to be completed in 2026/27.

Tirweddau Cymru have also supported two projects the Authority has engaged with:

- Engagement across designated landscapes for Young People
- RNIB Cymru- See Cymru Differently – Hiraeth project

These projects along with wider activities across teams including the centres resulted in 9,880 participants in National Park Authority run/ supported activities focused on inclusion, outreach and increasing access for underrepresented groups. [Welsh Government Indicator. Baseline Data]. This was made up of:

- 5,290 participants in outreach and increasing access sessions.
- 1,170 participants in supported volunteering.

- 3,420 participants in supported walking opportunities.

The Authority has previously been successful in securing external funding for this work, which is mainly project based, however it is becoming more challenging to secure this funding. As a result, we are expecting to see decreases in the future due to external funding in some areas ending. To address this in some areas we are having to modifying how we deliver activities, for example the Get Outdoors project. The Pembrokeshire Coast National Park Trust launched a new Get Outdoors Partnership Programme in November 2025 exploring a sponsorship model to support our outdoor mobility work.

The Authority continues to monitor the effectiveness of its project and volunteer opportunities through running an annual participant survey. A survey was carried out in 2025 and staff were preparing for the 2026 survey in quarter 4 of 2025/26 ready for its launch in quarter 1 2026/27.

Positive Impact Spotlight: Our mobility equipment provision is supported by local hosts such as cafes, surf clubs and hostels. There were 830 bookings for beach wheelchairs and mobility equipment in 2025/26, an increase of 94% from 427 in 2024/25. New booking process and increased publicity has helped support this increase.

Positive Impact Spotlight: The Routes to Discovery builds on strong collaborative partnership working that was developed between Authority officers, MIND Pembrokeshire and Carmarthenshire staff, project mentors and participants

as part of the previous Roots to Recovery Project. The project commenced on 1 August 2025 and delivery commenced immediately with established groups as well as supporting longer-term participants from the previous Roots to Recovery project with the project transition. The project was launched to the public in September 2025. Activities provided by the project include guided walks, nature-inspired arts and crafts, conservation tasks, community gardening and supported volunteering. Project staff work with outside organisations to develop relationships and create new opportunities for participants based on participant feedback in sessions.

Feedback from participants demonstrates the positive impact and importance of taking a people led approach to project:

“Thanks for the chat today. I think everyone tries to get me talking... it’s a hard job I know because I am quite a solitary person. I do appreciate everything you guys do for me” Jan 2026

“I’m so glad you got me involved in Routes, it has changed my life so much and has giving me more confidence and amazing opportunities and meet so many lovely people.” Jan 2026

“I feel confident that the support I need will be there when I go on these walks, for me and for my mum with our walkers (wheeled walking frames). The walks are suitable and not too hard for me, I look forward to going, it’s nice to meet new people and have company. I get low with depression, and it helps to have something else to focus on, the depression lifts with company and fresh air”

Children and Young People event group feedback:

Person 1 – “I love the outdoor trips, being outside and just taking a break from everything makes me feel lighter”.

Person 2 – “Thanks for today, I didn’t realise how much a walk and some fresh air could clear my head until now”.

Person 3 – “Just want to say thanks for today, honestly helped me so much, when is the next one?!!!”

Positive Impact Spotlight: Accessibility improvements were made to a stretch of river path running from Haverfordwest to Cunnigar on the Western Cleddau. This included the removal of four stiles and replacement with two gates, and improving of surfacing.

Positive Impact Spotlight: In October 2025 the Walk the Path for Wellbeing event was held, with more than 186 miles of Coast Path covered in a single day by staff, volunteers, schools and community groups. This was the second attempt at the challenge, after severe weather disrupted the original date. The revised event saw teams taking on stretches across the Park, with several staff groups joining in, including volunteers from our Pathways and Routes to Discovery projects walking the route between Martin’s Haven and West Dale.

Schools, charities, and community partners took part across the county, with pupils from St Teilo’s School covering over 7km as part of the Pembrokeshire Outdoor Schools network, and representatives from Sandy Bear, Pembrokeshire People

First and Clynyfwr CIC all walking designated stretches. Real-time updates were shared throughout the day on Pure West Radio, with walkers encouraged to send in photos and voice notes from the route.

Collaboration Spotlight: The Authority contributed £110k to Pembrokeshire County Council for public toilets as part of year two of a two-year agreement. This is based on a National Park Authority decision following a request made by Pembrokeshire County Council linked to potential closure of toilets. Members also agreed a further two-year funding following further request from the Council.

Collaboration Spotlight: The Health and Well-being Officer has continued to build connections with range of partnerships to explore future collaboration opportunities including Hywel Dda Health Board, 50+ Forum, Carers Forum, Dementia Network, Gypsy and Traveller Women's Group, RNIB See Cymru Differently project, PAVS woman & girls network, Cymru Gryff, Social Care Network, Ffynhonnell and EYST. Developing these connections will support the Authority to develop future collaborative Well-being and equitable access projects alongside projects that support the wider social prescribing agenda.

Volunteering

14,473 volunteer hours were contributed in 2025/26 [Welsh Government Indicator]. A decrease of 7.5% compared to 15,651 in 2024/25. The number of Volunteer and Social

Action hours combined is above our internal target of maintaining contribution of 12,000 combined volunteer and social action hours per year.

Examples of some of the activities volunteers have been involved with in 2025/26:

- Practical access, conservation and heritage activities across the Park. Volunteers have been able to access specialist training to enable them to carry out dormice monitoring.
- Leading walks in the Park including Castlemartin Range walks and Get Outdoors supported walks.
- Mentor and support to other volunteers and participants to enable them to take part in activities or volunteering opportunities.
- Supporting site maintenance and conservation activities at Carew Castle
- Duke of Edinburgh practical volunteering sessions.

Positive Impact Spotlight: The Pathway project is a positive example of taking an inclusive approach to volunteering helping more people to take practical action for nature, with volunteers supporting other volunteers as part of sessions. In 2025/26 the group were involved in conservation fencing activities in Cwm Gwaun, tree maintenance and cutting brambles at Mill Bay, coppicing at site in Jeffreyston, hay raking for conservation at Sandy Hill Chapel, Hasguard and the Authority's St Brides Orchard and hedgelaying at

Llangolman. Sites where practical work was undertaken included those in the Nature Networks 3 project area.

Positive Impact Spotlight: Carew Castle demonstrated the important role volunteering can play in terms of our centres. Running a well-attended regular practical group volunteering offer during 2025/26. Volunteers assisted with conservation activities such as tree maintenance, improving drainage, grassland and meadow maintenance and providing wider site support through helping with repairs, painting and general tidy ups of the site.

Work on reviewing our volunteer offer and consideration of how our volunteer offer can support the wider Volunteering Strategy for Pembrokeshire 2025-26 will be progressed in 2026/27 following the appointment of new Volunteer Development Officer.

Accessible Communication and Interpretation

The Authority is collaborating with other UK National Park Authorities 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 Engagement and Inclusion team. This work will be further progressed in 2026/27.

Positive Impact Spotlight: A marketing campaign was launched with Wales Online, designed to spotlight the Authority's three visitor attractions - Carew Castle, Castell Henllys and Oriel y Parc. This collaborative campaign featured a series of engaging new short films, each produced to showcase the unique character, history, and natural beauty of these iconic sites. The films aim to reach a wider, more diverse and inclusive audience, encouraging new and returning visitors to explore all that the sites, and wider National Park area, have to offer.

Positive Impact Spotlight: New interpretation panels have been developed at Castell Henllys and as part of this process the site has engaged with the RNIB See Differently project. Officers have completed a first draft of the audio description for the images on the new interpretation panels. This is currently being reviewed by our partners, and once the final draft has been signed off RNIB intend to recruit student volunteers from the local area to record the audio descriptions in both English and Welsh. The audio description will be available via the UniDescription app, which blind and visually impaired people will access via an NFC tag that sends a notification to users' mobile phones. On one of the panels, there is a 3D printed tactile map based on the Lidar data for Castell Henllys and the surrounding landscape.

Learning and Skills Development

Training, Skills Development and Social Action

5 Training opportunities were provided by the Authority in 2025/26 [Welsh Government Indicator, Baseline Data]. This Authority supported

- 2 officers with Planning related MSC (one completed in 2025/26 and one ongoing)
- officer with Postgraduate Diploma in Regenerative Tourism,
- officer with Accountancy qualification
- officer with CIPD Level 3 qualification

The Authority is also due to provide a traineeship role in Practical Land Management through NNF4 funding in 2026/27.

Positive Impact Spotlight: 1 Work placement was completed in 2025/26, this was a Futureworks (Council employability and skills scheme) work placement which concluded in February. The individual is now working in a job applying transferable skills from their placement with the Authority.

5 Apprenticeships were provided by the Authority in 2025/26 [Welsh Government Indicator, Baseline Data]. This is based on substantive employees undertaking upskilling during the year.

- 3 Officers in Countryside Team are doing ILM Level 2 Diploma (with some Level 3 units) in Team Leading
- 1 Officer is doing ILM Level 4 Team Leading
- 1 Officer is doing ILM Level 4 Project Management.

2,209 social action hours were contributed in 2025/26 [Welsh Government Indicator]. This is a 34% decrease on 3,335 in 2024/25. This included practical Inland Rights of Way sessions with Pembrokeshire College Employability Course students.

Learning Programme and Projects

There were 6,570 participants in our education programme sessions from schools in Pembrokeshire. This was a 3.9% increase on 6,323 in 2024/25. It included:

- Woodland studies, river studies and National Park discovery days.
- A range of outdoor engagement activities, including guided walks and opportunities to visit St Brides Orchard as part of Apple Days.
- Heritage focused sessions. At Carew themes of sessions included Capture the Castle, Horrid Histories: Castle Life, Tudor Tales and the Great Tournament. Castell Henllys continued to deliver its popular Daily Life in the Iron Age sessions.
- Practical sessions at school grounds and tree planting activities.

- Gwreiddiau Roots project outdoor learnings session for local primary schools across the Haven area and Haverfordwest through funded by South Hook LNG through Pembrokeshire Coast Charitable Trust.

Collaboration Spotlight: The Pembrokeshire Outdoor Schools (PODS) partnership, which is co-ordinated by the Authority, is a network of specialist organisations, head teachers and local authority advisors. The partnership aims 'to promote the use of the outdoors across the National Curriculum for young learners in Pembrokeshire.' In 2025/26 the PODS co-ordinator continued to visit schools to provide support with school grounds improvements (biodiversity and learning resources) and curriculum planning for outdoor activities. Collaboration activities with partnership organisations supported delivery of coastal challenge day with Pembrokeshire Coastal Forum and supporting Tirlun project activities in terms of teacher consultations and resource development.

There were 1,600 participants in our education programme sessions from schools outside of Pembrokeshire in 2025/26. This was a 27% decrease on 2,204 in 2024/25 and 44% decrease on 2,860 in 2023/24. Data shows a downward trend in terms of participants in learning programme from schools outside of Pembrokeshire. A potential factor is the current financial pressures on schools which can impact on traveling further afield for school trips due to transport and other costs.

There were 46 participants in our learning programme for teachers in 2025/26 compared to 146 in 2023/24.

Collaboration Spotlight: The Authority has been leading a collaborative project working across the Welsh designated landscapes on a collaborative education resource. Funding from the SLSP collaborative fund was secured in April for a second phase of the [Tirlun Learning resource project](#). The second phase will include the creation of new content for the digital portal and training and promotion for stakeholders and the target audience of 'educators'. In 2025/26 the project delivery plan was developed for phase 2 and further commissioning activities undertaken for consultants. Stakeholder/ engagement workshops and events were facilitated over the year and two teacher training webinars delivered. An initial teacher training course at Bangor University, using partnership network and coproduction was produced. It brought in a range of stakeholder partners creating a model for further university training around Tirlun. Learning resources were also being developed linked to the Eisteddfod chair in preparation for Eisteddfod y Garreg Las being held in 2026/27.

There were 105 participants in Duke of Edinburgh sessions in 2025/26, compared to 97 in 2024/25. These practical sessions included scrub management for conservation, removing tree guards on conserving the park site, tree planting, beach cleans and site work at Castell Henllys and Pentre Ifan woods.

There were 473 participants in our learning programme from further education or Universities, compared to 440 in 2024/25. These sessions included practical access and conservation sessions with Pembrokeshire College Students a presentation was also delivered to Cardiff Met University students on regenerative tourism.

Safeguarding Heritage and Public Rights of Way

Safeguarding the Rights of Way Network in the Park

87.45 % of Rights of Way were Open and Accessible and Meeting Quality Standards in 2025/26. A 0.19% increase on 87.28% in 2024/25 [Welsh Government Indicator].

4.48 km of rights of way were enhanced or created in 2025/26 [Welsh Government Indicator. Baseline Data]. Work included:

- Brynberian - Footpaths PP71/17 and PP71/23 this has been an ongoing focus of attention for the last two years, and improvement works are now completed.
- Greenala - 80m of the Coast Path regraded and slight realignment around a gully.
- Path at Whitesands moved inland and now widened to 4m.
- Access Improvement Grant Activities: works were carried out to realign a 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. Accessibility improvements were

made to 2 km stretch of river path running from Haverfordwest to Cunnigar on the Western Cleddau, including the removal of four stiles and replacement with two gates, and improving of surfacing.

Positive Impact Spotlight: At Brynberian, Footpaths PP71/17 and PP71/23 have been successfully reopened following a two-year programme of works to restore a previously inaccessible route. This included extensive vegetation clearance to reopen overgrown sections, targeted surface upgrades to improve usability in wet conditions, and the repair and replacement of path furniture to remove barriers to access. Delivered through a collaborative approach with Rangers, Wardens and volunteers, these works have created a more accessible and welcoming route, enabling people to reconnect with the landscape and benefit from being outdoors.

28% of the coast path was surveyed in 2025/26. Although the survey fell 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.

The Authority continues to manage a Coast Path and Inland Rights of Way network that due to its nature requires significant cutting investment with over 1,317 tasks completed in 2025/26 by our Countryside Team.

For three out of four quarters all critical jobs were completed within 2 weeks, in quarter three 4 out of the seven were completed within 2 weeks. There was a mixed picture across quarters in terms of % of high priority jobs completed within 12 months. 90.14% in quarter 1 were completed within 12 months, 77.5% in quarter 2, 75% in quarter 3 and 64.48% in quarter 3.

1,913 volunteer and social action hours supported access and path work in the Park in 2025/26. This compared to 1,613 in 2024/25. This includes independent volunteers who have been involved in footpath monitoring activities.

Data from the seven fixed Coast Path counters recorded 170,134 walkers in 2025/26, a 10% increase on the 154,122 walkers in 2024/25. The four inland path counters recorded 28,445 walkers in 2025/26, a 1.9% increase on 27,912 walkers in 2024/25.

There was a 18% decrease in Coast Path and Inland Rights of Ways concerns on standards compared with 2024/25. 264 concerns were received in 2025/26 compared to 322 in 2024/25. A mixture of concerns were raised relating to vegetation, trees down, landslips, proximity issues, inaccessible path and rotten furniture.

The Wales Coast Path user survey was initiated in 2025/26 and the methodology and outcome of this survey will be used to inform development of the Authority's next Coast Path user survey.

Safeguarding Heritage in the Park

The Authority has in place a Safeguarding Ancient Monument Scheme for publicly accessible monuments enabling volunteers to carry out assessments of sites that feed into a wider practical work programme for these sites.

Heritage volunteers were involved in 177 visits to monuments to gather information on their condition in 2025/26. This compares to 212 in 2024/25. This information is then assessed by the Community Archaeologist and a work programme developed. Heritage Crime incidents are also identified as part of this monitoring.

Improvement and maintenance work carried out by Authority officers, volunteers and contractors took place at 30 monuments in 2025/26. This compares to 22 in 2024/25. Work took place more than once at many of the monuments during 2025/26. For example, work was carried out on the Carn Ingli Hillfort affected by heritage crime in partnership with volunteers from the Friends of the Pembrokeshire Coast National Park and scrub clearance took place at Mill Haven Rath with Pembrokeshire College Students.

2,295 volunteer and social action days supported heritage assets in the Park in 2025/26, compared to 1,695 in 2024/25.

This includes volunteers at Carew helping with site maintenance.

New store shed for Castell Henllys improvement programme was completed in 2025/26, new ramp and drainage improvements are to be carried out in 2026/27.

Phase 4 repairs for Carew Causeway visitor access improvements are now scheduled for 2026/27. This work requires input from reservoir engineer.

The Carew Castle Visitor Access project architects plans for driveway and access improvements were submitted to Cadw, along with other project proposals, for pre-SAM consent. Additional investigations were requested by Cadw and were underway at end of 2025/26 for the Carew Castle Visitor Access project

At the National Park Authority on 10 September the Cresswell Quay Conservation Area Appraisal and Management Plan was adopted as Supplementary Planning Guidance.

Statement of Effectiveness:

The Authority's projects and activities during 2025/26 continued to help break down barriers to accessing the Park for underrepresented groups. Our approach takes a targeted and collaborative approach to remove barriers focused on what is feasible in terms of the size and remit of the Authority. Authority projects successfully embed the 5 ways to well-being in their approach. The Authority recognises that these projects tend to be externally funded and that 2025/26 presented a more challenging environment for securing

project based funding. Officers will need to work internally and with Members over 2026/27 to review our approach in terms of delivery models and how best to fund these forms of activities to help ensure we can continue to provide opportunities of this nature. Progressing work with Health Board and other health partners to support public health and social prescribing agenda offers a further opportunity for the Authority to ensure the Park is used as a health asset to benefit people.

Work is ongoing to review our volunteer offer, including taking account of the Volunteering Strategy for Pembrokeshire 2025-26. This strategy highlights in terms of the Authority's offer: "The biggest benefits people say are the combination of being outdoors and with other people and doing physical exercise. It's not one thing above others, it's a combination of these three things – that's the magic ingredient of volunteering."

The Authority is providing important skill development opportunities for staff and NNF4 funding has enabled it to offer for 2026/27 a traineeship role in Practical Land Management. Volunteering and social action activities are also supporting wider learning opportunities. The Authority continues to provide learning opportunities for Pembrokeshire schools and schools from outside Pembrokeshire, recognising that its offer will need to develop to respond to financial pressures on schools which can impact on traveling further afield for school trips due to transport and other costs. The Tirlun project is an example of a new approach through

supporting learning about Designated Landscapes through developing digital resources.

The Authority continues to carry out activities to maintain the Park's Public Rights of Way network and heritage assets. Key variables impacting on performance include weather and storm impacts for Public Rights of Way network and impact of wider consents needed for historic site improvements. Volunteers and partners have helped us develop a collaborative approach to protecting ancient scheduled monuments in the Park.



Corporate Priority: Communities

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

Contribution to National Well-being Goals

This Objective aims to deliver the following outcomes:

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

Promoting regenerative tourism in the park and helping visitors to make a positive contribution to local communities and nature recovery supports a resilient Wales, prosperous Wales, and a Wales of cohesive communities. Sustainable transport initiatives will contribute to target of 45% of journeys in Wales being undertaken by sustainable modes by 2040.

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

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

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

- [Welsh Government Tourism Strategy for Wales 2020-25](#)
- [Pembrokeshire Destination Management Strategy 2024-2028](#)
- [Welsh Government's Cymraeg 2050 strategy](#) and the Authority's Welsh Language Promotion Strategy.
- Development of [Strengthening Communities Project](#) within the Well-being Plan for Pembrokeshire.
- The Authority's Next Generation – Youth Committee [Pembrokeshire Coast National Park Youth Manifesto](#).
- Social Partnership and Public Procurement (Wales) Act.

The Authority has put in place a Supporting Regenerative Tourism through the visitor economy Delivery Plan and Pembrokeshire Life Delivery Plan.

2025/26 Progress Towards Fulfilling Communities Objective

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

In 2024/25 a Regenerative Tourism vision and set of principles were developed by the Regenerative Tourism Team. The development of the principles was informed by research and internal engagement with staff. Development of wider Regenerative Tourism action plans for each centre was on hold in 2025/26 following Head of Regenerative Tourism leaving mid year, and role not being replaced. Following review of delivery plan this action has been amended for 2026/27 with focus on audit / baseline review of the centres through creation of set of indicators across Authority Regenerative Tourism Principles.

However, although action plans for centres have not been developed, the centres have continued to embed regenerative tourism principles as part of wider projects or activities linked to managing the sites. Brilliant Basic funded Sustainable Steps: unlocking nature and history projects were completed at both Castell Henllys and Carew, improving interpretation at both sites and implementing energy efficiency measures

through installation of LED lights in Carew and installation of air source heat pump at Castell Henllys.

Positive Impact Spotlight: Carew's historic Tidal Mill benefited from the above Sustainable Steps: unlocking nature and history projects. The project has resulted in new interpretation, modern bilingual displays and a fully updated audio tour designed to help visitors follow the machinery step by step as it once roared into life. Much of that machinery still survives – a rare and intact example of tidal mill engineering, and one of only five restored sites of its kind in the UK. The Mill's lighting has also been upgraded, with old filament bulbs replaced by energy-efficient LEDs. As well as reducing energy use, the new lighting will improve visibility and help highlight details that were previously lost in shadow.

Positive Impact Spotlight: The Authority is supporting nature and tourism side by side at Carew Castle. The Castle is designated as a SSSI for its greater horseshoe bats, although as many as eleven bat species may be present at any one time. As a result, all events and visitor activities must be bat-friendly, which means keeping noise and lighting to a minimum. Visitors and bats do occasionally cross paths during our evening guided bat walks. To boost insect numbers for the bats, the site has also adopted a new grassland management regime that allows the sward to flower and set seed. Over winter, a local farmer grazes his Jacob sheep on the site to keep the habitat open and to provide the dung that supports the insects bats depend on. The grassland is also valuable for

its fungi, particularly the colourful waxcaps, including pink waxcap, scarlet waxcap and golden waxcap.

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

Visitor Pledge and Securing Funding

A wide variety of potential pledge ideas have been shared with Visit Pembrokeshire by the Authority. The decision to progress a visitor pledge for the National Park and Pembrokeshire now rests with the Visit Pembrokeshire Board if this is something that they wish to actively pursue.

Following the Head of Regenerative Tourism leaving mid year, and role not being replaced, the review of regenerative tourism delivery plan identified that there is no longer capacity to develop a similar initiative to SDF for visitor economy stakeholders and businesses on their regenerative tourism journey. It was also felt that potentially the Authority may not be the best body to deliver this, and other organisations e.g. Business Wales may be better route for tourism businesses to access grants.

Collaboration Spotlight: The Authority continues to work closely with Visit Pembrokeshire, as the Destination Marketing Organisation, to review our collective promotional approach throughout 2025/26. Authority Members identified the need for a Destination Management Plan Strategic Advisory Board to be established, and it has now been established and is

meeting regularly. Meetings of the Destination Management Plan Advisory Group have helped shape the associated measures that will be used by both the Authority and Visit Pembrokeshire to support the delivery of the Destination Management Plan and its overarching ambition "to be a global leader in regenerative tourism."

Positive Impact Spotlight: "Coast to Coast" remains one of the Authority's most powerful tools for public engagement. "Coast to Coast" is available at over 550 outlets across Pembrokeshire, Ceredigion and Carmarthenshire during the peak tourism season. It carries important information on staying safe in wild places on both land and water, and information on what tourists can do to help wildlife and the local landscape, support local communities and lighten their carbon footprint, including discovering the coast without a car.

Article 4 Direction [Section 6 Duty]

Members confirmed the Article 4 Agreement to remove permitted development rights for 28 day camping, caravans and mobile homes at the National Park Authority on 7 May 2025. The Article 4 Direction came into effect from 1 January 2026. Officers in 2026/27 will however need to respond to the impact of The Town and Country Planning (General Permitted Development) (Amendment) (Wales) Order 2025 being introduced for Class BA which permits 60 day recreational campsites and 28 day recreational campsites in National Parks which will come into force on 1 September 2026.

Recreational Management [Section 6 Duty]

The Authority engaged with a multi-agency pre and post season meetings with associated Authority actions undertaken through Management Team. Head of Engagement and Inclusion continues to attend both Pembrokeshire Water Safety forum and Beach Liaison group.

Collaboration Spotlight: The Authority continues to provide funding to Pembrokeshire Coastal Forum. They lead on the Outdoor Charter and Marine Code. In preparation for 2025 season they delivered workshops and support for adventure activity providers across Pembrokeshire to ensure that the industry is working collectively to conserve and enhance the special qualities of the National Park.

Collaboration Spotlight: The Castlemartin Ranger continued to collaborate with partners to manage recreation on the Defence Training Estate in Pembrokeshire. Supporting access when military use allows while also safeguarding the conservation features of the sites. Measures were taken to protect cliff nesting birds, seals, and other species.

Commercial Coasteering Licensing [Section 6 Duty]

The Authority has historically relied on a combination of voluntary codes of behaviour to guide the operation of a range of recreational activities in Pembrokeshire, including on land in which the Authority has an interest. This has operated successfully for many years, however changes in the number

of providers operating over time and complaints raised in the last two years have highlighted the benefits of moving to a more formal arrangement through the issuing of licences for coasteering activity. The intention is to move to a system of licensing following the completion of environmental assessments for existing coasteering routes from the 1st May 2026. Should any routes not pass the environmental assessments, they would not be included in such licensed arrangements.

Members recognised that there were currently inconsistencies in expectations and practices between coasteering providers however a licensing scheme would ensure consistency and fairness. Members resolved at the 25 March 2026 National Park Authority meeting that the delegation of the introduction of a licensing scheme in relation to commercial coasteering operations on land owned or leased by the National Park Authority, subject to the satisfactory completion of associated environmental assessments for specific routes be agreed.

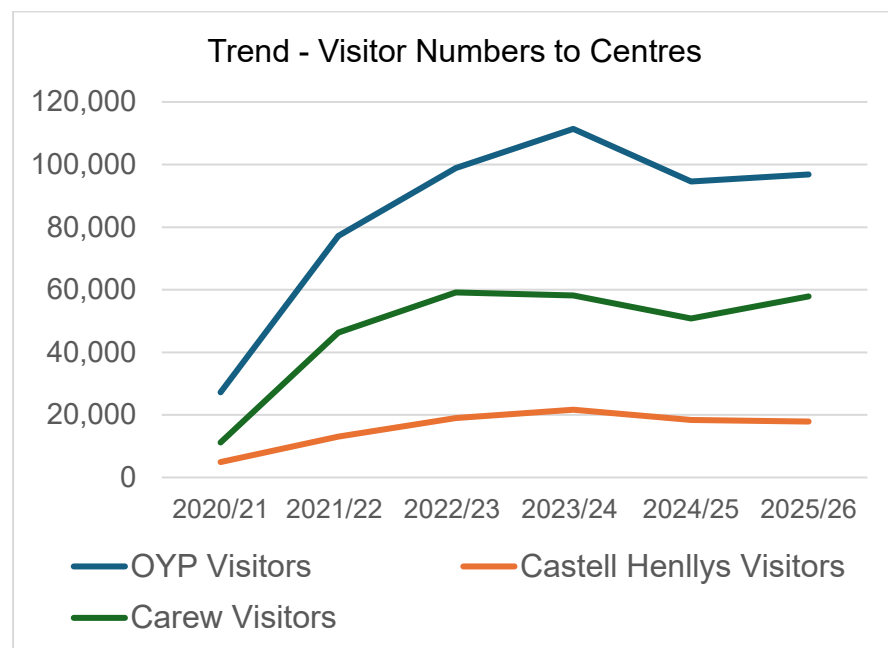
Supporting culture and Welsh language in the Park

Heritage and Cultural Experiences

Castell Henllys, Carew Castle and Mill and Oriel y Parc provide a great opportunity for people to experience heritage and culture.

There has been a mixed picture in terms of visitor numbers for centres compared to 2024/25. Carew has seen a 13.9%

increase in visitor numbers compared to 2024/25. Oriel y Parc has seen a smaller increase of 2.4%. Castell Henllys has seen a decrease of 2.7% in visitor numbers compared to 2024/25. £384,514 was generated from admissions to Castell Henllys and Carew in 2025/26 a 11.3% increase on 2025/26.



This mixed picture aligns with the Welsh Government [Tourism Barometer: summer Wave 2025](#) which notes that overall, 29% of tourism businesses had more customers during summer of 2025 compared to summer of 2024, and a further 45% have

had the same level. However, 26% report a decrease. Those who saw an increase attributed this to much better weather during summer of 2025, with above average levels of sunshine and below average rainfall. Two in five businesses with decreased customers attributed their downturn unprompted to ‘people lacking disposable income.’³

All three centres have facilities that communities can use, including cafes and spaces to hire or use.

The gallery at Oriel y Parc Gallery saw 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 the Gallery, as shown by peak in visitor numbers in 2023/24 due to the wide appeal of Geiriau Diflanedig – Lost Words Exhibition. The 2025/26 visitor numbers of 11,057 is below range in terms of figures for 2024/25 (13,379), 2022/23 (13,259 visitors) and 2021/22 (13,550 visitors).

Collaboration Spotlight: Oriel y Parc hosted in partnership with Amgueddfa Cymru the, Môrwelion / The Sea Horizon exhibition, presenting the work of acclaimed British artist Garry Fabian Miller. Drawing on over four decades of deep observation, Fabian Miller’s images examine our enduring fascination with the horizon, the meeting point of land, sea, and imagination. As part of Oriel y Parc’s wider programme, Ateb brought a group of participants to visit the exhibition

³ Welsh Government: [Tourism Barometer: summer wave 2025](#) | [GOV.WALES](#)

through the Wales REACH project. In response, the group created their own 'Horizon of Hope' which has been displayed in the Centre. The VC Gallery group visited in November to view the exhibition and look at opportunities for them to produce work in response to their visit. The Discovery Room was used to display interpretation to support the exhibition, a series of panels share the work of the Authority and partners on nature recovery. Visitor feedback has been very positive, particularly in response to the downloadable and paper mindfulness map highlighting horizon viewpoints, and the conversation prompts. Both these and the Horizon of Hope community artwork installation have been successful in encouraging discussion and deeper engagement with the work. Artwork, contributed by visitors to the Horizon of Hope was also viewable on an iPad in the Centre.

Work did commence in 2025/26 on participation in the collaborative Art on your Doorstep project run by the National Gallery. However, the Authority took a decision to withdraw from this project at this time due to capacity considerations linked to existing work commitments and personnel changes.

There were 54,439 participants in our events programmes across the centres and around the Park in 2024/25. Castell Henllys programme of events included Experience the Iron Age, Roman Invasion, Calan Mai – Beltane, Calan Awst, Calan Gaeaf and Sustainable Living events. Oriel y Parc hosted craft markets, events linked to the Horizon exhibition, art workshops and dark sky events. Carew's event programme ranged from open air theatre, ghost tours, archery

and community targeted events including "Kids rule the castle" and Glow event during festive period. A decision has been made to reduce the number of around the Park events going forward, following decision due to financial pressures on the Authority not to replace the Activities and Events co-ordinator.

Positive Impact Spotlight: Authority hosted a range of events to celebrate Dark Sky Week in August 2025. Events included Stargazing at Skrinkle, Bat walks, Biofluorescent walks, Planetarium shows, Dark sky storytelling, Manx Shearwaters of the Pembrokeshire Islands talk and Summer Ranger Dark Sky activities.

Community Archaeology Activities

The Authority's annual Archaeology day was held on the 8th November at Pembrokeshire College. The event was sold out with 229 attendees, stall holders, speakers, staff and volunteers in attendance. Presentations given on the day were recorded and uploaded to the [Archaeology Day YouTube channel](#).

The Authority's Community Archaeologist has continued to support community based archaeology initiatives. This has included:

- The Authority supported University College London and the University of Southampton with excavation focussed on the neolithic in the Preseli, including tours for the public.

- Delivering talks to community groups including Solva Care Friday Club and for Routes to Discovery project and Pembrokeshire Coastal Forum event.
- Two guided archaeology walks were delivered, with one taking place at St Brides and the other at Whitesands in partnership with Council for British Archaeology Wales.

Positive Impact Spotlight: The Authority's Arfordir Penfro Lidar project offers training and volunteering opportunities focused on citizen science mapping, archaeological interpretation and landscape recording (identifying and mapping archaeological features such as ancient field systems, enclosures, earthworks, and other landscape traces.) As of November 2025, there were 56 volunteers signed up to the Lidar Portal, with 13 actively mapping. Over 500 features have been recorded and 67 have been reviewed professionally. To support volunteers, online catchup events take place every few months.

Positive Impact Spotlight: The Authority supported Royal Commission on the Ancient and Historical Monuments of Wales, Heneb and MOD on Operation Nightingale excavation involving veterans on the Castlemartin range. This included a tour for the public to visit the site during the excavation. The project aims to support the health and well-being of soldiers and veterans.

The Authority is also involved with the Chariots and Cynefin Project led by Amgueddfa Cymru and Manchester University following discovery of Wales only complete Iron Age chariot burial. This is an ongoing five-year programme funded by Arts and Humanities Research Council grant of conservation, research, creative community engagement, culminating in a co-created exhibition. Together these will tell the story of this extraordinary burial and what it means to the people of Pembrokeshire.

Welsh Language Promotion events

There were 2,180 participants in our Welsh or bilingual facilitated education programme sessions (Baseline Data). This included included Cwrs Croeso walks for Ysgol Preseli and participation in Gwyl hirddydd haf event for 5 Welsh medium schools organised by Pembrokeshire County Council Welsh Co-ordinator and Menter Iaith.

Positive Impact Spotlight: A special event was organised with a school at one of the Authority's Centres to celebrate Welsh Language Music Day, at which the children performed in Welsh. This was promoted via social media.

Positive Impact Spotlight: Through Tirlun the collaborative education project with the 8 Welsh Designated Landscapes the Authority has supported the development of bilingual, Curriculum for Wales learning resources. The resource provides schools with extensive learning materials and related content focussing on the 8 Designated Landscapes, whilst

covering a range of topics and approaches to learning, both inside and outside the classroom and is available through a dedicated bilingual website. A webinar for teachers was delivered in Welsh, and bilingual workshops have been delivered with teachers as part of the project.

There were 30,925 participants in our Welsh or bilingual facilitated community, inclusion and wider events programme sessions (Baseline data). These included Welsh language walks held in Cwm Gwaun, a Welsh learners walk held at Marloes, volunteering sessions, Experience the Iron Age at Castell Henllys and events at Oriel y Parc.

Centres provide self directed bilingual trails during the year, and Carew has a Welsh version of its Audio commentary exploring the history of Carew Castle and a Tidal Mill Audio Tour. Castell Henllys have continued to host Cân i Plant Benfro in their tipi, they also hosted a pumpkin carving session that was facilitated in Welsh for Cylch Meithrin.

Positive Impact Spotlight: The Authority in 2025/26 engaged with the Eisteddfod team and local groups in advance of Eisteddfod y Garreg Las taking place just outside of the National Park in 2026. The Authority will be awarding the Chair at the Eisteddfod. In addition, an Education Pack linked to the Chair is being prepared as part of Tirlun.

Positive Impact Spotlight: A project to uncover and protect the historic place names of the National Park was launched in January 2026. Run in partnership with the Royal Commission

on the Ancient and Historical Monuments of Wales, the project will gather local knowledge from communities across the Park through a series of workshops and record the names of fields, footpaths, buildings and lanes in the List of Historic Place Names for Wales. Officers in preparing the 2026 Coast to Coast have also included a crossword with Welsh place names from around the Park and a section on Welsh names in the landscape.

Placemaking, Partnerships and Engagement

Partnership Plan Forum

A new National Park Management Plan was approved in March 2025 and is now called a [Partnership Plan for the National Park 2025-2029](#). The Partnership Plan sets out the purposes of the National Park, key goals, policies together with the action to be taken over the next five years, the partners involved and the measures of success. Discussions with partners provided a strong steer that there should be an overarching partnership or forum to specify, guide and scrutinise Plan achievements.

During 2025/26 Officer worked to establish the Partnership Forum. This included a meeting with officer from Eryri National Park Authority and partners to find out more about Fforwm Eryri. Draft Terms of Reference were agreed at the September 2025 National Park Authority Meeting, with the first forum meeting held on the 25th November. Presentations were given on the Partnership plan and Forum purposes and

from officer leads for Conservation, Connection, Climate and Communities. A second meeting was held in March where the forum agreed its terms of reference and the Strategic Policy Team outlined the Local Development Plan review and opportunities for engagement and carried out interactive survey polls for participants to feed into Local Development Plan 3. Going forwards the plan is to hold four Partnership Forum meetings a year, with each focused on one of the four priority areas within the Partnership Plan.

The Authority produced its second Partnership Framework Monitoring report for 2024/25 and Members approved the Authority's [Partnership Framework Standards](#) at the July 2025 National Park Authority meeting.

Community Engagement

There were 46,925 participants in community engagement sessions, activities and events facilitated by the Authority in 2025/26 (Baseline data). This included having stands at Festival of the Sea at Milford Haven and attending the Fishguard and Nevern shows.

Positive Impact Spotlight: St Davids was transformed into a celebration of creativity, colour and community spirit on Saturday 28 February as the annual St David's Day Parade once again drew large crowds to the city. Hosted by the Park Authority, the parade brought together community groups and visitors from across the region. Participants wore dragon wings, daffodils and handmade creations made during Oriel y

Parc's half-term art sessions, bringing music, movement and an abundance of Welsh hwyl to the Parade. Storytelling sessions linked to Taith y Chwedlau / The Journey of the Legends took place in the Oriel y Parc courtyard before and after the parade, bringing the project to life for families who had taken part in the half-term activities. The programme, including the workshops and parade, was supported by funding from the Welsh Government. Beyond the parade, the day's economic and creative impact was bolstered by the Makers Bizarre Handmade Craft Market. Open throughout the day at Oriel y Parc, the event showcased the wealth of talent within the local maker community, serving as a major attraction for tourists and locals looking to support Pembrokeshire producers.

Positive Impact Spotlight: The Authority stand at Pembrokeshire County Show provided opportunity for Authority to raise awareness of its work and engage with the Public. The stand in 2025/26 included Rangers led rockpool-themed activities where children created sea creatures from plasticine, a live aquarium of local marine life, staffed by Sea Trust Wales, Dark Skies area which invited visitors to explore bioluminescence using UV torches and wooden display boxes and display of beach wheelchair equipment. Tenby-themed display highlighted a live travel survey. Planning topics were also explained through accessible materials, including flyers on Article 4 directions affecting 28 camping and caravan sites, and proposed updates to the Local Development Plan. At least one strategic policy officer was available throughout to answer questions and guide visitors to further information

online. On the Wednesday, the stand hosted a well-attended reception to mark the launch of Ffermio Bro. Guests heard how the project will support nature-friendly farming across Wales' designated landscapes, including the Pembrokeshire Coast National Park.

The Authority continued to provide opportunities for young people to engage with the Park and the Authority through its Next Generation programme. The format of Youth Committee sessions has changed to meet the needs of participants, involving more informal feedback sessions and chats during more practical Next Generation sessions.

Positive Impact Spotlight: The Authority's Next Generation group enjoyed a visit to Skomer Island. Setting off bright and early, the group travelled by minibus and boat, eager to explore one of Wales's most iconic wildlife destinations. Despite the brisk coastal winds, the group were treated to a day of sunshine, seabirds and stunning views. The trip offered a fantastic opportunity to experience the island's unique landscape and wildlife up close. This visit was made possible through support from the Principality Building Society Future Generations Fund.

Positive Impact Spotlight: Next Generation participants were invited to view Oriel y Parc's 'Môrwelion'/ 'The Sea Horizons' exhibition and have a go at creating their own Horizons artwork. The group was welcomed into the space by the Authority's Interpretation Officer, who explained and demonstrated art techniques.

One volunteer forum meeting was held in 2025/26 in July, with forum then on hold for remainder of the year in anticipation of recruitment of new Volunteer Development Officer. During the year meetings were held with volunteers affected by changes to the Activities and Events programme.

Supporting Placemaking - Planning Policy and Service

LDP 3 review

During 2025/25 the Authority consulted on and agreed its Delivery Agreement for Local Development Plan 2, with a revised version agreed at the 17 December National Park Authority meeting. The Delivery Agreement has been published on the Authority's website. Members also resolved at the December meeting the consultation on the Sustainable Appraisal incorporating the Strategic Environmental Scoping Report and the Draft Issues, Vision and Objectives Paper for the replacement Local Development plan.

Affordable Housing Completions

Local Development Plan 2 policy 48 sets a target to deliver 362 affordable dwellings over the plan period 2016 to 2031. This equates to an annual target of 23 affordable dwellings. The data from the latest Annual Monitoring Report for the Local Development Plan shows:

- There were 51 affordable housing completions in 2025/26.

- Since 2015/16 (Year 1) 283 affordable homes have been completed, which is above the target of 230.

Planning Performance – Local Development Plan

Performance against Local Development Plan 2 is captured in the annual local development plan monitoring report. This report is presented to National Park Authority and submitted to Welsh Government.

Engagement with Community Councils

The Authority delivered an annual planning training session for all Community Councils in November, with good attendance. Development Management Manager met with Herbrandston Community Council in February 2026 to discuss their planning issues on a site where they are seeking enforcement action.

Planning Performance - Welsh Government Indicators

Planning performance [benchmarking data](#) for other planning authorities is available on the Welsh Government Planning pages as part of the development management quarterly survey.

A major planning database upgrade took place in 2024 which caused significant delays in determination and some reporting issues. Officers are still not able to easily do any internal monitoring of individual officer stats or performance with the current system, which the Authority is tied into until April 2027

although Officers have found some workarounds. Officers began process of exploring procurement options to enable a new system to be in place for April 2027 to address issues with the current system.

Planning Applications

The Authority saw improved performance across all quarters in terms of % of planning application determined within statutory and agreed timescales. However, its performance remained below the Welsh average. Q1 and Q2 saw its average time to determine planning applications fall below the Welsh average, however the length of time did increase in Q3 and Q4 above the Welsh average and previous years' performance.

Planning Application Workload: 524 planning applications were received in 2025/26, this compares to 532 in 2024/25. 507 planning applications were decided in 2025/26, compared to 464 in 2024/25. 64 planning applications were withdrawn or transferred in 2025/26 this compared to 39 in 2024/25.

Planning applications determined within statutory and agreed timescales:

Number determined on time

Quarter	2023/24	2024/25	2025/26
Q1	58	101	140
Q2	98	105	97
Q3	68	82	92

Q4	100	77	115
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Number not determined on time

Quarter	2023/24	2024/25	2025/26
Q1	29	31	17
Q2	36	25	5
Q3	55	21	20
Q4	15	22	21

Percentage determined on time

Quarter	2024/25	2025/26	Wales Average 2024/25	Wales Average 2025/26
Q1	77%	89%	91%	92%
Q2	81%	95%	90%	92%
Q3	80%	82%	91%	92%
Q4	78%	85%	90%	91%

Average time to determine planning applications

Quarter	2024/25	2025/26	Wales Average 2024/25	Wales Average 2025/26
Q1	98	97	106	105
Q2	99	78	106	98
Q3	96	121	125	101
Q4	134	155	110	114

Appeals Dismissed

% appeals dismissed

Quarter	2023/24	2024/25	2025/26
Q1	100	100 (1 out of 1)	100 (4 out of 4)
Q2	100	100 (1 out of 1)	100 (5 out of 5)
Q3	100	66.67 (2 out of 3)	66.67 (2 out of 3)
Q4	100	66.67 (2 out of 3)	100 (3 out of 3)

One judicial review challenge to a decision was upheld against the Authority in 2025/26.

Decisions made contrary to Officer Recommendation

In 2025/26 there were 0 decisions made contrary to Officer recommendation this compares to 1 decision made contrary to Officer recommendation in 2024/25.

Enforcement Cases and Positive Action Taken

Total Number of Enforcement Cases Investigated

Quarter	2023/24	2024/25	2025/26
Q1	27	28	17
Q2	32	41	30

Q3	33	21	25
Q4	16	24	19

Number of cases investigated in 84 days or less

Quarter	2023/24	2024/25	2025/26
Q1	24	13	13
Q2	25	24	18
Q3	24	12	11
Q4	9	12	12

Number of cases investigated in more than 84 days

Quarter	2023/24	2024/25	2025/26
Q1	3	15	4
Q2	7	17	12
Q3	9	9	14
Q4	7	12	7

Average time taken to investigate enforcement cases in days

Quarter	2023/24	2024/25	2025/26
Q1	91	226	230
Q2	466	168	378
Q3	139	154	176
Q4	238	331	110

Average time taken to take positive enforcement action in days

Quarter	2023/24	2024/25	
Q1	118	398	390
Q2	466	188	352
Q3	98	54	170
Q4	413	411	92

Planning Performance – Additional Indicators

There were 33 applications for works to protected trees determined in 2025/26, compared to 23 in 2024/25. 1 new tree preservation order was made in 2025/26, this is the same as in 2024/25. The % of buildings at risk, based on Cadw survey remained at 5% in 2025/26. 26 listed building applications were determined under CADW delegated scheme in 2025/26, compared to 29 in 2024/25.

Statement of Effectiveness:

Through developing regenerative tourism vision and principles, the Authority has created a framework to inform its future work in this area. Centres are already demonstrating actions that show them implementing these principles in practice. The revision of actions relating to the Regenerative Tourism Delivery plan and focus on audit / baseline review of the centres through creation of set of indicators will help identify further priority areas for the centres to progress.

Collaboration with Visit Pembrokeshire and other partners act as an important channel to deliver wider regenerative tourism across the Park. The Authority will need to continue to review and priorities how it can best influence this agenda in the context of financial pressures and managing officer capacity.

The Authority continues to engage with a range of community groups across the Park, with its centres and events programme contributing to cultural opportunities in the Park. The Authority has begun its journey to enhance its Welsh Language offer, using opportunities such as the Eisteddfod being held in Pembrokeshire in 2026 to further develop its approach.

The development of the Partnership Plan Forum provides an opportunity for us to further develop collaborative approaches and solutions with stakeholders.

Planning services and Local Development Plan continue to play an important role in delivering our communities objective. Including supporting affordable housing completions, where Local Development Plan Annual Monitoring Reports show positive year on year trends in this area. Work is ongoing to improve planning performance and issues that have arisen following the system upgrade.

Corporate Areas of Change

Our corporate activities for improvement are informed by:

- Improvement actions identified in the Annual Governance Statement.
- Corporate Services – Supporting our Well-being Objectives Delivery Plans. That covers:
 - Governance and Decision-Making
 - Financial and Resource Resilience
 - Workforce and People
 - Communications
 - Digital Resilience
- Risk Management and assurance monitoring against compliance and corporate improvement areas.
- Audit Wales and Internal Audit reports.

Corporate Areas of Change Progress in 2025/26

Note: Areas relating to Decarbonisation and Sustainability are covered under Conservation and Climate Well-being Objectives and Communications actions are covered under relevant Well-being Objectives.

Governance and Decision Making

Corporate Policies

Work is ongoing to develop tracker and forward work programme document to support ongoing review, central management of corporate policies and publication where required under the publication scheme. This builds on previous work to centralise record management of policies on Microsoft Teams. Development of new staff handbook interface was initiated in 2025/26 for staff intranet. Authority will look to revisit its work on values, as part of reviewing Employee Code of Conduct/ Manager Behaviour Framework and aligning them with outcome of the Public Office (Accountability) Bill and potential requirements around code of ethics.

Integrated Assessments

In 2025/26 8 integrated assessment (includes different assessment stages) were carried out. Where necessary a staged approach was taken with assessments reviewed and updated at different stages of consultation and approval stages. Assessments were carried out on the following:

- Article 4 (1) Direction for 28-day camp sites and a Code of Conduct for Exempted Organisations (Stage 3)
- Local Development Plan 3 - Delivery Agreement
- Local Development Plan Delivery Agreement (Stage 2 - post consultation).

- Updated Delivery Agreement LDP 3 (revision of previous Integrated Assessment) following amendments to Delivery Plan
- Revised Corporate Plan and Delivery Plans.
- Cresswell Quay Conservation Area Appraisal and Management Plan (Stage 4 - post consultation).
- 2026 pay and display tariff
- Zero Racism Wales Policy

A training session was held in June with Future Generations Commissioner looking at Well-being of Future Generations Act, helping highlight need to consider Well-being Goals and five ways of working when making decisions. Staff have also attended workshops on Health Impact Assessments and will review relevant guidance documents and templates to meet new requirements in this area. A Public Health Wales Workshop for Members on Socio Economic Duty was held on 11 February.

The Authority is currently exploring development of project level checklists to support assessing impact as part of project development. It will also look to deliver further training and guidance for staff on completing trigger documents and full integrated assessments during 2026/27.

Public Sector Duty Reporting

Authority submitted its 3 year reports in terms of Section 6 Biodiversity reporting and its first Social Partnership Annual Report. Clarification was received during the year that the first Socially Responsible Procurement annual report will be for

2026/27. Authority's performance against Welsh Language Standards is set out in the Annual Welsh language report and performance against Public Sector Equality duty is set out in its Annual Equality Report.

Member Engagement

Member attendance at Committee for 2025/26 was 88.66%, an increase on 81.70% in 2024/25.

Members attendance at training was 73.89% in 2025/26 an increase on 58.97% in 2024/25.

At end of 2025/26 17% of members had attended all four Welsh Government Governance online training sessions or watched the recordings [Welsh Government Indicator]. 3 Members have attended or viewed all 4 recordings. The Authority has undertaken a process of re-showing the sessions, pausing the video to allow local discussion on the points raised. Two sessions had been shown by the end of 2025/26, with attendance of 67% on each occasion.

The Authority has responded positively to recommendations of Welsh Government review of Member evaluation stage 2 report with a commitment to implementing them in 2026/27. A workshop has been arranged for Members for June 2026.

The Authority and Welsh Government have developed a mentoring scheme. 5 participants attended first session of mentoring scheme and feedback was positive. 3 further sessions are planned.

Risk

The Chief Executive presented a report to the June National Park Authority meeting that outlined changes to the Authority's Risk Management process following work by Officers to develop the approach and respond to audit of Risk Maturity that indicated the need for additional work. The report outlined changes to the Authority's Risk Management Strategy and Guidance, Risk Register, Risk Appetite Statement and Triggers for Review and Action. Key risks now align with failure to deliver against the Authority's four well-being objectives.

Complaints

The Authority saw a decrease in the number of formal complaints compared to previous years. 5 complaints were received in 2025/26, compared to 8 complaints in 2024/25, 16 in 2023/24, and 24 complaints in 2022/23. Two complaints were referred to Ombudsman, however Ombudsman declined to investigate the complaints.

During the course of the year, the Authority has been subject to investigation by the Welsh Language Commissioner in respect of a complaint that it failed to comply with standards 36, 81 and 52 in that it was unclear in which language a guided walk would be conducted, the Welsh language was treated less favourably than the English when conducting the guided walk and English only text was found on an element of the Authority's website. The complaint was upheld and the Welsh Language Commissioner determined that the Authority

had failed to comply with the three standards. The Authority was required to prepare an action plan setting out the steps that would be taken to ensure that the Welsh language is not treated less favourably than the English during walks and that Welsh walks are promoted. It was also required to ensure that the text appearing in English on the website was available in Welsh. Work to address these points is ongoing and the Authority has been issued with a revised Welsh Language Standards Compliance Notice following a successful appeal of standard 36.

Media and Online Engagement

The Authority has seen a 30% decrease in webcast views of National Park Authority Meetings and Authority Committees from 252 in 2024/25 to 217 in 2025/26.

96.49% of media coverage in 2025/26 was neutral or positive, this compares with 98.73% in 2024/25.

There were 510,151 main website users in 2025/26 compared to 528,392 in 2024/25. There were 963,098 main website page views in 2025/26 compared to 1,024,822 in 2024/25. The 2024/25 figure has been distorted by high number of page views to the Authority homepage and not the whole site.

Financial and Resource Resilience

Managing Budget Deficit and Pressures

In order to manage its budget deficit, the Authority has set up an Income Diversification Working Group. The main focus of

the year has been on non-staff related savings. This is largely a focus on our expenditure that did not impact on staff posts.

There was also a focus on seeking new sources of income. The two main elements of this were increasing car parking charges which were implemented from March and implementing changes to the fees charged for planning applications, following changes in guidance from Welsh Government.

The key basis for the discussion is a spreadsheet listing progress on options for non-staff income generation and savings.

Over the past year some of the key savings have been in areas such as:

- Vehicles – over the past year we have reduced the number of vehicles along with continuing our work to transfer the fleet from petrol / diesel to electric. Our previous work to install a charging infrastructure across the park, makes this a viable process. In addition, we have utilised capital funding from Welsh Government to replace vehicles with vehicles we own. This will reduce the leasing costs, however, running costs are still retained, meaning that we need to continue the process of using vehicles more effectively. The introduction of telematics, to provide data on the use of vehicles, will assist this process.
- Car park income – we successfully changed the rates we charge at car parks. Over the year we will monitor

how this will impact on income generated at our car parks.

- There have been a number of small-scale changes ranging from not providing lunch for Members, to reducing some elements of training. In addition, we have removed some allowances such as Essential Car User Allowance.

However, there were a number of suggestions that were not taken forward following decisions by Members. They include:

- Funding of Visit Pembrokeshire – retained at the same level
- Support for IronMan – a reduction of around £5,000, however, it was agreed to continue to provide £15,000;
- Support for the Coastal Bus Network and Tenby Park and Ride - £75,000
- Funding to ensure that some of Pembrokeshire County Council managed toilets in the National Park remain open - £111,000

In addition, it was decided to retain the funding of Pembrokeshire Coastal Forum at £15,000, while we introduce a Licencing Scheme for Coasteering. The Authority will review whether to continue with this funding once the scheme has been introduced.

The Authority has been required to utilise its reserves to balance the budget for 2026/27. However, the Authority received £600k in revenue funding and £697k capital funding to manage budget pressures.

The Authority made a £2,379,900 financial investment in Nature and Carbon initiatives in 2025/26 [Welsh Government Indicator]. Please note that this is based on gross expenditure to data on 31/03/2026. 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.

The Authority continued to support the Pembrokeshire Coast National Park Trust to create new funding opportunities for the Authority in line with Memorandum of Understanding. The Trust supported new corporate engagement work including the establishment of Get Outdoors Partnership Programme. The Authority's fundraising team also supported teams with bids for priority projects.

Financial System and Standards

During 2025/26 work was progressed to develop reports from the SAGE system that was introduced in 2024/25 and review of Authority's financial standards commenced.

Members adopted the revised Contract Standing Orders at the July National Park Authority Meeting. Training was then delivered for relevant staff in September 2025. A group was set up with relevant Heads of Service to help co-ordinate procurement activities and a procurement hub on the staff intranet has been set up. The Authority has in place a socially responsible procurement strategy and officers are working to progress actions within it. In 2025/26 this included the decarbonisation team working with finance for SIC codes to

be added to SAGE and nature recovery team working on the development of a bespoke framework.

Asset Management

The Authority has in place an asset management group that meets monthly. The Asset Management Strategy implementation plan was reviewed by the group in December 2025.

A major capital project for the Authority was completed in 2025/26 in terms of the Presli Suite at Llanion HQ.

Workforce and People

Workforce Planning and Training

Some preliminary work has been carried out by HR team on development of establishment and workforce plan, this work will be further progressed in 2026/27.

HR are working with staff across departments to develop a set of presentation slides for the induction process that will sit on staff intranet. This work will be further progressed in 2026/27.

Existing Staff Health and Wellbeing review process continued in 2025/26, however with limited take up. Following a discussion at Staff Reps group in March a working group has been set up to review the Authority's current approach and identify best practice. The outcome of this work alongside identifying training needs based on job description will support further development of the Authority's training plan for staff.

25.79% of staff at end of 2025/26 (49 staff) were at intermediate Welsh Language level or above. 100% of staff recruited matched Welsh language needs for the role.

Positive Impact Spotlight: In terms of Welsh language training, during the year, laith were contracted to run three Language awareness sessions, aimed principally at Managers and Members of the Authority. The purpose of these workshops was twofold: to promote understanding and appreciation of the Welsh language and culture among staff, and to explore further opportunities for the Authority to embed and enhance Welsh language and cultural promotion within its activities. The three bilingual half-day Critical Language Awareness workshops were delivered during September and October 2025, attended by 30 participants. A report summarised the strength, weaknesses, opportunities and threats to the Authority and this will be used as a basis for the review of the Authority's Internal Use of Welsh Policy which will be undertaken during 2026/27. A member of staff undertook training in the delivery of Critical Language Awareness sessions and these will be rolled out across the Authority during 2026/27. The Chief Executive has attended the Academi Wales course on "Leading in a Bilingual Country" and we will develop a plan for more leaders to undertake that course. A new Welsh Language Hub has also been developed on the Authority's Staff Intranet.

Two workshops on HR for non HR managers were facilitated in June 2025 aimed at Team Leaders. Content included short term sickness absence, recruitment, discipline and grievance and the prevention of sexual harassment in the workplace.

Training was held at Llanion in October 2025 for staff in key frontline services on dealing with difficult conversations and conflict resolution. This was directed to staff who are the first point of contact with members of the public and who are occasionally subject to abuse and confrontational language.

HR staff during the year also received training on the Employment Rights Bill.

At end of 2025/26 98.42% of staff had complete in date equality training on the ELMS on-line training platform.

Following the Prevention of Sexual Harassment in the Workplace Act requiring employers to take all reasonable steps to prevent sexual harassment in the workplace a training package has been added to ELMS on-line training platform and will be mandatory for all staff, Members and volunteers.

Positive Impact Spotlight: The Authority agreed to sign up to zero-tolerance to racism policy at February 2026 National Park Authority meeting and registered this on the Zero Racism Wales website. The Authority will join the Pembrokeshire County Council group monitoring this work.

Safeguarding

The Authority had no safeguarding incidents in 2025/26, carrying on trend from 2024/25. At end of 2025/26 96.84% of staff had complete in date Safeguarding training on ELMS platform. The Authority has in place a Safeguarding group that meets quarterly. The Head of Engagement and Inclusion is now the Authority's Designated Safeguarding Person. An outstanding internal audit action was completed in 2025/26 with Group C Safeguarding Training completed by the Safeguarding Group plus Ranger Team Leader and Visitor Services Manager South.

Health and Safety

54 health and safety incidents were reported in 2025/26, with one RIDDOR incident reported to Health and Safety Executive. 18 near miss health and safety incidents were reported in 2025/26.

The Authority has in place a cross departmental Health and Safety Group. A Countryside Management Health and Safety Group is also in place and they held a 6 monthly review meeting of HAVS and use of Reactec monitoring software in February 2026. Overall, the findings from our first full years' worth of data demonstrate that our control strategy is effective, well implemented, and achieving measurable results in reducing vibration exposure risk.

At end of 2025/26 98.42% of staff had complete in date health and safety training. During the year bespoke training on

loading of trailers and Legionella Awareness training was delivered to relevant staff.

The Authority has put in place a record management process for Risk Assessments that supports central management and notification to support the regular review and updating of risk assessments across all departments.

Sickness Absence

244 days were lost through long term sickness absence in 2025/26, compared to 521 in 2024/25.

436 days were lost through short term sickness absence in 2025/26 compared to 495 in 2024/25.

The Authority continues to work with our Occupational Health providers and Employee Assistance Programme providers to support staff health and wellbeing. We recognise the psychological benefits of staff being in work and collaborate with Occupational Health, GPs, Line Managers and individuals to support staff to remain in work on restricted duties, reduced hours, working from home and phased return to work in accordance with our absence management policies and best HR practice.

Digital Resilience and Information Governance

Strategic approach to IT

The Authority continued to progress items from its IT Strategy actions to support cyber security resilience. The annual

business continuity test was completed in March 2026. Following the test the Business continuity plan and IT Disaster Recovery Plan were reviewed and updated and a new Cyber Incident Management Plan has also been created.

An IT Systems Project request form was developed and piloted in 2025/26. The form enables IT Team, the Data Protection Officer and Finance teams to review proposals at an early stage, helping to identify and manage cyber security, data protection, procurement, financial and supplier-related risks before decisions are made or commitments entered into. The process also identifies if a Data Protection Impact Assessment needs to be completed. This process also ensures that Management Team can assess proposals and are satisfied that due diligence has been carried out before the Authority adopts new systems.

Training and awareness raising

A communications plan is in place, supporting ongoing awareness raising amongst staff of cyber security and data protection considerations through Teams and Staff intranet posts. Welsh Government cyber security videos have also been promoted to staff, helping highlight potential risks.

The Authority's Data Protection Officer delivered data protection training to Members in March.

During the year officers worked to move its mandatory data protection and cyber security training to ELMS. This means that the training now sits on same platform as other mandatory training, making it easier for Managers to monitor

staff completions and for this training to form part of the standard induction process.

The Authority has worked with other Welsh National Park Authorities on delivery of cross Park Cyber Security training by National Cyber Resilience Group.

IT have set up weekly drop in sessions that staff can attend to gain support in using Microsoft 365.

Data Protection

The Authority has in place an external Data Protection Officer who continued to provide advice to Officers during the year and sits on its Records Management Group.

6 data breaches were reported internally in 2025/26, this compares to 7 in 2024/25. No data protection breaches were identified as meeting threshold for reporting to Information Commissioner's Office in 2025/26.

2 data protection impact assessments were completed in 2025/26, compared to 12 in 2024/25.

Information Governance

The Authority had 24 Freedom of Information Requests in 2025/26, compared to 13 in 2024/25. 100% of responses were provided within required timescales in 2025/26 carrying on the trend from 2024/25. The Authority had 34 Environmental Information Requests in 2025/26, a significant increase from 15 in 2024/25. 100% of responses were

provided within required timescales in quarter 1, 3 and 4 and 75% (3 out of 4) were provided within required timescales in quarter 2. However, the response that was overdue was only overdue by one day due to miscalculating the deadline. The Authority had 5 Subject Access Requests in 2025/26, compared to 1 in 2024/25. 100% of responses were provided within required timescales.

Work is still ongoing in terms of reviewing and restructure of files on F Drive, while also identifying areas that can benefit from improved record management and use of Microsoft 365.

Work was initiated on updated record of processing, however this work was impacted by delays in teams providing requested data. This work will be further progressed in 2026/27.

Glossary

- EV – Electric Vehicle
- IT - Information Technology
- PV – Photovoltaic
- LDP – Local Development Plan
- NNF – Nature Networks Fund. This fund is administered by National Lottery Heritage Fund and aims to strengthen the resilience of Wales' network of protected land and marine sites. NNF4 – round 4.
- NRW – Natural Resources Wales
- Q – Quarter

- RIDDOR – Reporting of Injuries, Diseases and Dangerous Occurrences Regulations
- SAC – (Marine) Special Area of Conservation
- SDF – Sustainable Development Fund
- SLSP -Sustainable Landscapes, Sustainable Places Fund
- SSSI – Sites of Special Scientific Interest