

Report of: Performance and Compliance Officer

Subject: Annual Equality Report 2025/26

Decision Required: Yes

Recommendation:

The Authority is recommended to:

- a. Approve Annual Equality Report 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 Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 a listed body in Wales must produce an annual report by 31 March each year.
- 1.2 Appendix 1 of the report includes our recruitment and workforce equality and data analysis for 2025/26.

2. Background

- 2.1 The report is structured to comply with reporting areas required under the Regulations.
- 2.2 The report outlines our progress in 2025/26 towards fulfilling Objectives set out in our Equality Plan and Objectives 2025-2029. This is the first year of reporting against actions in this plan.
- 2.3 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.
- 2.4 Going forwards a biannual meeting involving relevant heads of services and representative from Tirweddau Cymru will be held to support monitoring progress against the plan and to identify any challenges or opportunities.

3. Consultation

- 3.1 Relevant staff were asked to review the report for accuracy.

4. Strategic Policy Context

- 4.1 Report provides updates on performance against our Equality Plan and Objectives.

4.2 Activities noted in the report help contribute to wider Authority Well-being Objectives, in particular:

- 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.

4.3 Activities noted in the report help contribute to wider Partnership Plan policy areas, in particular

- W1: Provide and promote sustainable outdoor recreation opportunities for all.
- W2: Provide and promote inspiring outdoor learning, well-being and personal development experiences for all.

5. Financial Considerations

5.1 The Authority has continued to develop and deliver projects and schemes that have positive benefits for those facing inequalities. The report notes that these projects tend to be externally funded, as a result the Authority needs to continue to secure external funding to maintain a portfolio of projects.

6. Risk and Compliance Considerations

6.1 This report helps to provide assurance in terms of the following risks set out in the Authority's risk register:

- 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 6 - A failure to deliver Corporate Objectives and requirements of funders.
- Risk 7 - Failing to comply with legislation and Governance requirements

7. Impact on our Public Sector Duties

7.1 Integrated Assessment Completed:

7.1.1 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

7.2.1 Report includes performance information for activities that also support delivery of the Authority's Equality Plan and Objectives. This reports supports compliance with Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

7.2.2 Socio Economic Duty and health impacts are incorporated into the integrated assessment process and this is noted in the report. Many of the projects and activities referenced within the report support the 5 Ways to Well-being.

7.2.3 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

7.3.1 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

7.4.1 Actions within our Equality plan help ensure that a wider range of people can contribute to, engage with and take action to support nature recovery in the Park.

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

7.5 Activities within the report contribute to the following Well-being Goals for Wales

- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities

7.6 The Authority has fostered a culture of collaboration to support its inclusion and outreach work. To deliver projects effectively in this space, the Authority recognises the importance of working with partners with expertise and who already have relationships with people projects are seeking to benefit. Authority officers have been engaging with the Welsh Government Strategic Inclusion, Diversity and Governance Excellence Strategic Lead to inform our inclusion and outreach activities, workforce activities and development of future projects.

8. Conclusion

8.1 Report outlines Authority's performance against required equality reporting areas for 2025/26. The Authority is required to produce this report under Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

9. List Background Documentation:

- Annual Equality Report 2025/26

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

Pembrokeshire Coast National Park Authority

Annual Equality Report 2025/26



**Parc Cenedlaethol
Arfordir Penfro**

**Pembrokeshire Coast
National Park**

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Section 1: Introduction and Background

This is the Authority's Annual Equality Report for 2025/26. Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 a listed body in Wales must produce an annual report by 31 March each year.

Public Sector Equality Duty - The General Duty

When making decisions and delivering services, we must have due regard to:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it
- When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not, we also need to:
 - Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic.

- Meet the needs of persons who share a relevant protected characteristic that are different from the needs of the person who do not share it.
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low

Public Sector Equality Duty - The Specific Duties

The Equality Act provides a power to make regulations imposing duties on public bodies to support better performance of the General Duty; these are the Specific Duties for Wales. The specific duties in Wales are set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and set out requirements the Authority must comply with on:

- Objectives
- Strategic Equality Plans
- Engagement
- Assessing Impact
- Equality information
- Employment information
- Pay differences
- Staff training
- Procurement
- Annual reporting
- Publishing
- Review

- Accessibility

Who Is Protected Under the Equality Act 2010?

It is against the law to discriminate against someone because of their protected characteristic. This is the term used in the Equality Act 2010 to identify the types of things that affect how people are treated and can mean people may experience discrimination. The law is designed to protect them, they are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion, belief or non-belief
- sex
- sexual orientation

Section 2: Identifying, collecting and using relevant equality information

Employment and Recruitment

The Authority collects equality monitoring information as part of its recruitment process.

The Authority collects information on its workforce, and this is recorded via the Cezanne system. Levels of information held were impacted when the Authority switched to the Cezanne system, however it is now seeing levels of information held improving. At the end of 2025/26 72.78% of equality monitoring data was complete on the Cezanne System. This is similar to 71.24% at the end of 2024/25. The levels of data held has impacted on ability to accurately analyse this information for the ethnicity, disability and religion and belief categories.

Data is analysed annually and reported annually – see Appendix 1.

Our equality monitoring data informs workforce planning with particular focus on issues relating to age profile risks for the Authority and succession planning.

Our delivery plans in 2024/25 had specific actions on:

- Explore new pathways to employment opportunities through skills development/ training / apprenticeship opportunities

- Development of Establishment and Workforce Plan

As part of the 2025 review of Delivery Plans these actions have been carried forward to the Corporate Services – Supporting our Well-being Objectives and Engagement, Involvement and Learning about the Park Delivery Plans.

The Authority has undergone a Pay and Grading Review to ensure that the Authority had a fair robust and transparent pay and grading process. As part of this process an Equality Impact Assessment was carried out that considered relevant data available.

Performance/ Case Impact Studies

Information on our inclusion and outreach activities and corporate equality work are captured as part of our performance framework. Data is held on our performance reporting system and reported to Members via relevant Committee reports to enable them to scrutinise and assess our work in this area.

Staff submit impact case studies which are included in performance reports and these have been particularly useful for capturing the impact of our inclusion and outreach projects and activities.

Inclusion projects such as Roots to Discovery and Pathways have also commissioned videos to capture the impact of their work, capturing participants talking about the difference the

projects have made to them.

Strategic Planning and Impact Assessments

A wide range of data sets are used to inform strategic planning and associated impact assessments, this includes:

- Census Data
- EHRC – Is Wales Fairer
- Data informing National Indicators for Wales and National Milestones
- Welsh Government data in terms of visitor surveys and national survey for Wales
- Pembrokeshire Well-being Assessment
- Poverty reports from JRF and End Child Poverty
- Research and reports relating to barriers to accessing the outdoors

In 2024/25 these data sources helped inform the equality impact assessment on the Partnership Plan and integrated assessment on the Equality Plan and Objectives. A [supporting evidence document](#) was developed to inform the review of the Authority's Equality Plan and Objectives in 2025 and was presented to Members alongside the Plan.

There are limitations to data sets on visitors in terms of supporting analysis against protected characteristics. This is something that was picked up on by Audit Wales in their report on Promoting Access to the Pembrokeshire Coast National Park. This is a challenging area and the Authority is where

feasible progressing actions in response to Audit Wales recommendations.

The Authority has reviewed various reports and guidance documents that highlight barriers in accessing outdoor spaces and nature faced by individuals with diverse or intersecting characteristics. It has considered the recommendations they provide on improving inclusivity and accessibility as part of strategic planning, integrated assessments and project development.

To inform land use policy making the Authority worked with Pembrokeshire County Council on the Pembrokeshire Local Housing Market Assessment 2023. References to considering evidence from Local Housing Market Assessment with regard to specific housing requirements for older people and people with disabilities and to Lifetime Homes Standards were added to the Local Development Plan 2 Review Report following consultation responses received on the draft report. As part of this review the Authority also considered the latest evidence from the Gypsy and Traveller Accommodation Assessment (2019). A new Gypsy and Traveller Accommodation Assessment for Pembrokeshire will be undertaken following the publication of new guidance awaited from Welsh Government.

As part of development of the Local Development Plan 3 the Authority produced a Draft Issues, Vision and Objectives paper that considered sources and evidence relating to:

- Promotion of physical and mental health and well-being

- Provision of Sustainable transport and access to services
- De-population, ageing population and outmigration of young people (including household projects for National Parks, Pembrokeshire local housing market assessment 2023)
- High level of needs for affordable housing
- Managing the need of the Gypsy, Traveller and Showpeople population (including the Pembrokeshire Gypsy and Traveller Accommodation Assessment 2019)
- Poverty and inequality (especially childhood poverty)
- Employment opportunities – fair work, seasonal, low paid etc

Project Level Data

The Authority carries out specific engagement activities where required to help inform project development. This is important from an equalities perspective to ensure the solutions and interventions we develop are informed by those they are seeking to benefit. Stakeholder involvement has been critical to the development of our previous Roots to Recovery Project and the follow-on Routes to Discovery project. As part of developing the Routes to Discovery Project officers worked with young people and carers to map out how we might engage and involve them. The project now in its delivery phase is a people led project, with participants helping shape the project on an ongoing basis.

Engagement and Inclusion Participant Survey

Engagement and Inclusion team now have a process in place to deliver an annual participant survey. The results of the 2025 survey were presented to Members at the June 2025 Operational Review Committee as part of the [Connection Deep Dive Report](#). In quarter four 2025/26 officers were preparing for the 2026 survey, which was due to be run in quarter 1 2026/27 (Results relating to 2025 survey are outlined in Section 6).

Forums

The Authority is working on embedding a social partnership approach through positive and proactive engagement with recognised Trade Union Unison and working with staff through Staff Representative Group. The Staff Representative Group provides the Authority with an opportunity to gain feedback from staff. Staff union representative sits on this group. Union representatives attend and participate at Employee Forum meetings between staff and Members. The Union was involved with the Pay and Grading Review and a Union representative is a member of the internal job evaluation panel.

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.

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.

Statement of Effectiveness:

The Authority gathers and uses a range of data from different sources to inform, direct and assess the impact of its equality and inclusion work.

Challenges remain in terms of gaps in workforce equality monitoring data, which has impacted on cross year and workforce profile analysis.

Detailed demographic visitor data for the Park is another challenging area. However, through using a range of other research and engagement activities the Authority has developed a strong understanding of barriers that can impact on people's ability to access and benefit from the Park. This understanding has helped it to develop projects that are helping to remove some of these barriers.

Section 3: Equality Impact Assessments

The Authority has in place an integrated assessment template which includes its equality impact assessments. The Socio-economic Duty and health impacts are also incorporated into the integrated assessment process. For Partnership Plan and Local Development Plan separate equality impact assessments are carried out.

In 2025/26 8 equality impact assessments were carried out as part of an integrated assessment (includes different assessment stages). 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

Section 4: Culture

Training

Equality and Diversity training is available for staff to complete via the ELMS online training platform and forms part of induction processes. At end of 2025/26 98.42% of staff had complete in date equality training on the ELMS system.

Additional training is provided to staff, volunteers and Members as required. This includes specialist training and webinars for HR related staff.

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.

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 online training platform and will be mandatory for all staff, Members and volunteers.

Collaboration

The Authority has fostered a culture of collaboration to support its inclusion and outreach work. To deliver projects effectively in this space, the Authority recognises the importance of working with partners with expertise and who already have

relationships with people the projects are seeking to benefit. Engaging with people who don't currently use the Park, particularly those with poor physical or mental health can be challenging; building trust is very important and working through trusted delivery partners is often the key to successful outcomes. This has been demonstrated by the Routes to Discovery project where the Authority has continued to work with Mind Pembrokeshire, building on the previously successful collaborative Roots to Recovery Project.

The Authority currently hosts Welsh Government's Inclusion, Diversity and Governance Strategic Lead for Designated Landscapes in Wales. Authority officers have been engaging with them to inform our inclusion and outreach activities, workforce activities and development of future projects. The Strategic lead has been involved in the development of the RNIB See Cymru Differently Project.

Section 5: Procurement arrangements

In 2024/25 the Authority in response to the Social Partnership and Public Procurement (Wales) Act 2023 approved a Socially Responsible Procurement Strategy and updated its Socially Responsible and Sustainable Procurement Policy. As part of this work, officers explored how activities in response to this new duty could also support implementation of the Public Sector Equality Duty. The strategy includes objectives on:

- Improving Fair Work and equality practices adopted by suppliers

- Increasing community benefits and social value delivered by suppliers

Information in relation to Equalities is included in the pre-selection tender questionnaires.

Section 6: Activities in support of delivery of the Authority's Equality Objectives

The Authority has in place an Equality Plan and Objectives for 2025-2029 period. Members approved the [Equality Objectives and revised Strategic Equality Plan](#) at the March 2025 National Park Authority meeting. Members were provided with an opportunity to comment on the draft plan at the September 2024 National Park Authority meeting and staff and public consultation was also carried out. A [supporting evidence document](#) was developed as part of the review process. An [Easy Read version of the Equality plan](#) was produced.

Where possible, actions have been mainstreamed into wider corporate planning and monitoring to support delivery and accountability.

The Authority recognises that meaningful change in this area takes time and as a result each objective sits under a longer term aim.

Below we outline our progress in 2025/26 towards fulfilling Objectives set out in our Equality Plan and Objectives 2025-2029 and the effectiveness of these activities (steps).

Long Term Aim 1: Create a Park that is a Landscape for Everyone

Equality Objective: By 2029, promotion of the National Park as a destination is representative of more diverse audiences and we will have removed some barriers to accessing the Park for underrepresented groups or those who face specific barriers. [Child Poverty Objective]

2025/26 Progress Towards Fulfilling Objective

Action: Development of Get Outdoors Scheme.

The Get Outdoors Scheme has enabled the Authority to continue its supported walking activities in 2025/26 following the ending of the West Wales Walking for Well-being project. It also supports the Authority's Beach Wheelchairs and Mobility equipment. The Pembrokeshire Coast National Park Trust launched a new Get Outdoors Partnership Programme in November 2025 exploring a sponsorship model to support the Authority's inclusive outdoor mobility work.

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.

Action: Delivery of Infrastructure related activities that improve inclusive design/ access across sites in the Park.

The Authority is involved in a significant capital enhancement and access project at Traeth Mawr which incorporates ramp and disabled access to the beach, beach wheelchair storage pods, 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.

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.

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.

Action: Engage with strategic partners to identify how we can best support and where feasible help retain and expand sustainable transport initiatives in the Park including accessible and affordable options.

The Authority continues to support people to access its projects and activities through provision of transport via its minibuses. Helping break down transport barriers that could

prevent them from taking part in activities and experiencing the Park.

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

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.

Action: Development of Regenerative Tourism Action Plans for Centres

Development of wider Regenerative Tourism action plans for each centre (including under connection developing one that considered inclusion and accessibility) 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 consider inclusion and accessibility in their wider activities in support of regenerative tourism. This includes Castell Henllys working with the RNIB – See Differently project and provision of mobility scooters at the centres.

Positive Impact Spotlight: Oriel y Parc Gallery has hosted in partnership with Amgueddfa Cymru the Morwelion / Sea Horizon exhibition featuring work of Garry Fabian Miller. As part of Oriel y Parc's wider programme, Ateb brought a group of participants to visit the exhibition 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. Next Generation participants were also invited to view the exhibition and have a go at creating their own Horizons artwork. The group was welcome into the space by the Authority's Interpretation Officer, who explained and demonstrated art techniques.

Positive Impact Spotlight: Carew Castle has in place an audio tour which has received positive feedback via Trip Advisor in terms of this helping enhance visitor experience for those visiting the site. "Carew Castle is not only a beautiful castle ruins, but has more accessible areas than most I've visited, but has a QR reader Audio Tour system which, as a bi-modal HoH person was utterly brilliant. Via Carew Castles App, the audio tour streamed direct to my implant and 'link' hearing aid which allowed me to stop wherever I wanted and 'play' and listen to every numbered section around the grounds. From No.1 to No.18, I learned so much more than following a guide I couldn't fully hear and didn't have to ask anyone to repeat themselves!" (Trip Advisor Review – September 2025)

Positive Impact Spotlight: Castell Henllys provides an Experience the Iron Age Quiet Morning opportunity every Sunday between 10am-12pm, enabling people to experience the Iron Age with no loud or noisy activities and demonstrations.

Action: Raising awareness of easy access opportunities, including promotion of beach wheelchair and mobility equipment

Pre-planning has begun to celebrate the 20th anniversary of the beach wheelchair scheme, with a celebration planned for 2026.

Coast to Coast 2026 includes a section dedicated to opportunities that aim to help as many people as possible enjoy the outdoors. Including references to easy access walking routes, free beach wheelchair hire and viewpoints.

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 Clynfyw 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.

Action: Review the accessibility and inclusivity of our communication and interpretation resources

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.

Statement of Effectiveness:

Overall, good progress has been made towards ensuring the National Park is promoted and experienced by a more diverse range of audiences. Positive developments include the increase in Beach Wheelchair and mobility equipment bookings and collaborative working with RNIB See Differently Project at Castell Henllys.

2026/27 will see further progress being made in terms of conclusion of Traeth Mawr project, activities to improve accessibility of website and preparation for 20 years celebration of Beach Wheelchair Scheme.

Despite regenerative tourism action plans not being developed at current moment for the centres, they have still been able to implement activities that support inclusion and accessibility with positive impact on visitor experience.

The Authority is facing a more challenging funding environment that has impacted on projects such as Get

Outdoors and this could impact on future delivery in this area.

Equality Objective: By 2029, we will have developed and delivered projects and schemes that have positive benefits for those facing inequalities and deprivation, in particular children and young families from deprived areas. [Child Poverty Objective]

2025/26 Progress Towards Fulfilling Objective

Action: Develop and secure funding for nature recovery projects that provide opportunity for a wider range of people to participate in action in support of nature.

Teams across the Authority continued to work with the Fundraising team to identify funding opportunities that can support a wider range of people to participate in action to support nature. However, the Authority is facing a more challenging and competitive fundraising environment in terms of external grant funding bids.

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 Jeffreyeston, 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.

Action: Use outcome of stakeholder mapping exercise identifying underrepresented groups and community/support link groups to build links and empower external groups to increase access and participation in health and well-being benefits of the Park.

The Engagement and Inclusion team continue to use the outcome of their previous stakeholder mapping exercise to build links with external groups.

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.

Positive Impact Spotlight: The Authority supported delivery of Community Well-being Day with Gypsy and Traveller communities at St Brides.

Action: Develop and gain funding for successor project to Roots to Recovery working in partnership with MIND Pembrokeshire and Carmarthenshire.

The Authority successfully secured funding from the National Lottery Community Fund for a successor project called Routes to Discovery delivered in partnership with MIND. The project is funded until July 2028. The project's 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.

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?!!!”

Action: Deliver 1st 1,000 days project and use outcomes from project to develop programme of support for young families and children. Including working with groups who are supporting families and people in Pembrokeshire facing poverty.

The Authority continued to deliver its 1st 1000 days project, the project aims to connect young families with nature and the outdoors, highlighting the value of wild spaces and contributing to the wellbeing of young children and their families. This work is externally funded and funding bids were submitted during the year to seek ongoing funding for future delivery of this project.

Positive Impact Spotlight: The 1st 1,000 Parent, Toddler Group was started due to the lack of outdoor groups for toddlers available and the increasing disconnect to nature. Parents said that indoor groups are too busy and overwhelming for their child. Families were also struggling to spend enough time outdoors connecting with nature. The group gave families a reason to be outdoors and enjoy sensory play. Numbers were kept to around 12 and 8 stations were set up outdoors for families to independently explore. The outdoors has provided a calm space for the children to explore and gain confidence at their own pace. The first few sessions children stayed close to their parent and didn’t interact with other children or staff. Once the children were familiar to the set up and routine they would venture from their

parents and come to show staff minibeasts that they had found or ask them to share a story with them. Hands-on experiences have promoted language skills as they remember what they have done the previous week and want to return to that activity. The toddlers have been part of caring for their local communities, collecting leaves and acorns, planting potatoes, watering and enjoying watching them grow, making bird feeders and observing local wildlife. The Parent Toddler group has provided these early experiences in nature which will shape the future care of the environment and living things around us. The group has shown families that children can learn and have fun for free in nature. Families who are unable to attend the group, due to work commitments, transport, health, confidence etc are still able to gain the benefit of visual ideas online to do in the comfort of their homes/ gardens, with step by step activities available on Pembrokeshire Outdoors website and social media promotion.

Action: Develop a framework for annual participant survey to target regular participants in our volunteering, projects etc. With annual service user report produced outlining – what people said/ what we will do and what we have done and why.

Engagement and Inclusion team now have a process in place to deliver an annual participant survey. The results of the 2025 survey were presented to Members at the June 2025 Operational Review Committee as part of the [Connection Deep Dive Report](#).

In March and April 2025, the Authority ran a survey for individual participants in activities provided by the Engagement and Inclusion Service to help with quality assurance. These include volunteers, participants in wellbeing and community activities and inclusion projects and programmes.

51 surveys were returned, 3 in Welsh and 48 in English, with participants in wellbeing walks and volunteering being strongly represented. Feedback was extremely positive with 44 respondents rating their experience as 5/5 and the remaining 7 giving a 4/5 score. The top response for question 2 was camaraderie/ social benefit. This shows the positive link our work has in supporting the 5 Ways to mental well-being area of Connect. This is done through helping to build a sense of belonging and self-worth, giving people an opportunity to share positive experiences and providing emotional support and allowing participants to support others.

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

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

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

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

In quarter four 2025/26 officers were preparing for the 2026 survey, which was due to be run in quarter 1 2026/27. Further work is needed to look at how to feedback to participants the outcome of the surveys.

Action: Deliver a programme of opportunities across our outreach work supporting people to use Welsh and develop their Welsh Language Skills.

Wider work to increase Welsh Language skills of staff is supporting use of incidental use of Welsh during sessions.

Authority is developing a Welsh language champion group, and this is an area that they can potentially look to explore further, including opportunities to further embed active offer approach.

Positive Impact Spotlight: Ranger provided Welsh Language support and wildlife information for a guided walk and art day in the woods at the Mount as part of VC Gallery's Seeds of Hope project.

Action: Provide opportunities for children and young people to benefit from outdoor education, including opportunities to experience, learn about and take practical action in support of the Park and its Special Qualities.

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 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.

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.

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 Reserve has been selected as one of the first Naturfa Designated Landscape sites contributing to 30x30 targets.

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.

Action: Explore opportunities with health partnerships to contribute to their delivery (social prescribing, public health) through exploring sustainable sources of funding for initiatives. Looking at physical health, mental health and socio economic determinants of health.

The Health and Well-being Officer has been engaging with Hywel Dda Health Board, with bid made for Regional Integration Fund Funding opportunities. The Authority's Health and Well-being Officer has been supporting Authority with work to gain Investors in Carers Status as this is a requirement in Hywel Dda contracts. Welsh Government published the Core Standards and Values for Social Prescribing in Wales in March 2026.

Statement of Effectiveness:

Our people led approach to projects, is having a positive impact on participants as shown by delivery of Routes to Recovery project.

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. 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.

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's physical and mental health.

In 2026/27 the wider Public Services Board will review their poverty strategy for Pembrokeshire and the Authority as part of this process will be able to revisit its priorities in this area to ensure they align to support delivery of outcomes sought via the revised strategy.

The Authority continued to provide opportunities for children, their families and young people to benefit from outdoor

learning opportunities.

Equality Objective: By 2029, collective and collaborative action with range of partners is supporting designated landscapes to be landscapes for everyone

2025/26 Progress Towards Fulfilling Objective

Action: Work with Tirweddau Cymru, Strategic Advisor on Governance, Inclusion and Diversity Excellence and other partners to develop and deliver collaborative projects that are supporting designated landscapes to be landscapes for everyone.

Tirweddau Cymru have supported two projects the Authority has engaged with in 2025/26:

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

Tirweddau Cymru's Inclusion, Diversity and Governance Excellence Strategic Lead has been involved in work with National Parks UK and SOIL collective on [creating a shared vision for belonging in our National Park](#). The 10 principles of belonging identified as part of the project are framed around the following: Awe, Connection, Community, Environment, Diversity, Welcome, Well-being, Creativity, Roots and Legacy. This work will be used to inform the Authority's wider engagement and strategic work on inclusion and equitable

access to the Park. Tirweddau Cymru have also established a national Belonging Working Group.

Positive Impact Spotlight: The Authority's Sustainable Development Fund focuses on working collaboratively with community organisations to support community decarbonisation activities in the Park. Often decarbonisation activities supported can have wider positive benefits for the groups, such as helping to reduce energy costs and helping maintain warm spaces. For example, Transition Bro Gwaun's Community Hub Retrofit project through the installation of secondary double glazing on the shopfront windows and door, alongside disability access improvements and a mechanical ventilation heat recovery system has created a warmer, healthier and more accessible community space while significantly reducing heat loss. 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 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.

Statement of Effectiveness:

The Authority continues to seek opportunities to work collaboratively with external partners including Tirweddau Cymru to deliver inclusion related projects. The RNIB Cymru – See Differently project has supported positive development of accessible interpretation at Castell Henllys, while Authority also worked with Museum of London Archaeology and Futureworks on a climate risk project for young people. Wider work of Tirweddau Cymru in terms of National Parks shared vision for belonging in our National Parks will inform wider work of the Authority. The Authority's Sustainable Development Fund provides an opportunity to work collaboratively with community organisation on decarbonisation projects that also provide wider social inclusion benefits.

Equality Objective: By 2029, the Authority through its placemaking activities is supporting an increase in the availability of affordable housing in the Park area. [Child Poverty Objective]

2025/26 Progress Towards Fulfilling Objective

Action: Implement planning policy to support delivery of the Authority's targets for affordable dwellings to be built over the Local Development Plan period.

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.

Statement of Effectiveness:

The Authority has seen positive results in terms of meeting its affordable homes target, with 51 affordable housing completions in 2025/26. High level of need for affordable housing is one of the draft issues identified in the Local Development Plan 3 Draft Issues, Vision and Objectives Paper and will be an area for consideration as part of development of the replacement plan.

Long Term Aim 2: Our services and projects are designed to be accessible and inclusive.

Equality Objective: By 2029, staff, Members and volunteers will be trained and have skills needed to design, procure and deliver accessible and inclusive services.

2025/26 Progress Towards Fulfilling Objective

Action: Integrate training needs on delivering accessible and inclusive services into development of wider staff, Members and volunteer training plans, including sourcing specialist training for relevant staff and volunteers

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 including inclusion elements.

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 attended webinars and training on the

- Employment Rights Bill
- Inclusion in the Environment and Conservation Sector
- Social Model of Disability
- Reasonable Workplace Adjustments for Neurodivergent People
- Discrimination and Challenging Behaviours
- Anti-racism Training

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

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.

Action: Implementing actions within the Socially Responsible Procurement Strategy that support the objective on – Improving fair work and equality practices adopted by suppliers

The strategy includes objectives on:

- Improving Fair Work and equality practices adopted by suppliers
- Increasing community benefits and social value delivered by suppliers

Officers are still in early stages of progressing actions within this strategy, and further progress is expected in 2026/27.

Action: In support of 'Fair work' considerations and seeking living wage accreditation and put in place a plan to pay Authority contractors the real living wage.

Further work is required in 2026/27 to progress this action.

Action: Implement [Digital Service Standards for Wales](#) expectations in terms of web accessibility, including meeting requirements under the Public Sector Bodies Accessibility Regulations 2018 (amended 2022). Increase the number of documents published as HTML pages by default rather than PDF files, which are not as accessible.

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.

The Authority's Publication Scheme is supporting move for all corporate documents under this scheme to be published in HTML format as standard on the Authority's website.

Action: Ensure revised project development process for IT resources or any website/app procurement takes account of web accessibility compliance considerations.

This action is complete. An IT Systems Project request form was developed and piloted in 2025/26 and includes question on: If product solution has already been identified and it is a mobile application or website targeting the general public, are you confident it will comply with Public Sector Bodies (Website and Mobile Applications) (No.2) Accessibility Regulations 2018?

Action: Development of project checklist to include equality considerations to ensure projects developed are inclusive, accessible and take account of potential barriers or wider representation considerations.

The Authority is currently exploring development of project level checklists to support assessing impact as part of project development. This will be further progressed in 2026/27.

Action: Sign up to the [zero-tolerance to racism policy](#) created by Zero Racism Wales.

This action is complete. 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.

Statement of Effectiveness:

Two actions have been completed in terms of signing up to Zero Tolerance to racism policy and integrating Web Accessibility compliance considerations into IT System Project requests. Wider work has been initiated in terms of work to review accessibility of Authority's website. This work on web accessibility will help the Authority with compliance consideration and ensure that audiences with difference accessibility needs are able to access online information published by the authority on its website.

However further work will be required in 2026/27 to develop and progress other actions contributing to this objective. Some actions are interlinked with wider activities, and progress has been impacted by wider capacity pressures during 2025/26.

Long Term Aim 3: Our workforce is diverse, we are an employer of choice and staff feel supported within an inclusive and fair work environment.

Equality Objective: By 2029, we will have increased potential routes into employment for underrepresented groups in our workforce.

2025/26 Progress Towards Fulfilling Objective

Action: Continue to be a disability confident organisation, including achieving level 2 of the scheme and promoting our involvement.

The Authority is a Disability Confident Organisation and guarantees an interview to disabled candidates, who meet essential job criteria and opt to apply via the Authority's Disability Confident Employee Scheme. It has also achieved level 2 of the scheme.

Action: Carry out a comprehensive review of the Authority's recruitment and selection process to ensure fairness within recruitment processes, including looking at potential barriers for younger applicants or those from other underrepresented groups in our workforce.

The Authority previously reviewed and updated its recruitment policy and will continue over the plan period to identify if there are further opportunities to improve its recruitment and selection processes.

Action: Explore new pathways to employment opportunities through skills development/ training/ apprenticeship opportunities.

The Authority has provided 5 training opportunities in 2025/26, supporting staff to upskill in specialist areas [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.

Action: Review our offer for further and higher education students with framework in place to support research opportunities and student placement requests.

This work will be further developed in 2026/27 with appointment of Resourcing Officer to support engagement with further and higher education providers.

The Authority's Ranger team delivered Inland Rights of Way sessions with Pembrokeshire College Employability Course

students in 2025/26.

Action: Development of Establishment and Workforce Plan, to take strategic approach to succession planning and opportunities for developing mechanisms to address underrepresentation in our workforce.

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.

Statement of Effectiveness:

The Authority is still at the start of its journey in terms of this objective. However, it has supported staff to gain qualifications in a number of specialist areas – planning, HR and accountancy.

The successful Nature Networks Fund bid has provided the Authority with a new opportunity to deliver paid traineeships and to fund a resourcing officer who will be able to further support the Authority to develop activities in this area.

The rounded recruitment data for 2025/26 shows the most significant cross year change has been in terms of % of job applicants under 25, this has increased from 13% in 2024/25 to 23% in 2025/26, closer to the 24% in 2023/24. 20% of employees are under 30 with 10% under 25.

Equality Objective: By 2029, we will through well-being initiatives, training and associated policies provide a supportive and inclusive workplace.

Action: Undertake a review of all our well-being activities and work with staff reps and union to develop a well-being offer that reflects current best practice.

Through the Staff Forum Group there has been some interest in forming a health and wellbeing group. Attempts have been made previously by HR to establish Wellbeing Champions. The Head of People Services will progress in 2026/27 meeting with colleagues interested in being part of a group.

Action: Continue to review HR policies to ensure they reflect current best practice in terms of promoting inclusive workplace and recruitment practices.

Review of policies mainly focused on impact of Employment Rights Act 2025, with HR reviewing Sickness Absence, Probation and Family Friendly Policies.

Action: Source and develop a suite of training for line managers to equip them to manage diverse teams and promote an inclusive culture.

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.

Action: Continue to carry out workplace and recruitment equality monitoring. Improving levels and analysis of data and addressing data gaps in areas such as training.

The Authority continued to carry out workplace and recruitment equality monitoring, however further progress is still needed in terms of level of data provided in terms of workforce.

Statement of Effectiveness:

Work is ongoing in these areas and is expected to further develop over the plan period.

Equality Objective: By 2029, we will have reviewed outcome pay and grading review and its gender pay gap analysis and developed and implemented an action plan in response if required.

Action: Review outcome of pay and grading review and its gender pay gap analysis and develop and implement an action plan in response if required.

The Pay and Grading Review was undertaken to ensure that the Authority had a fair robust and transparent pay and grading process. As part of this process an Equality Impact Assessment was carried out.

The following terms are used in relation to the outcome and implementation of the Pay and Grading Review.

- **Green circled posts** are those posts that have advanced grade(s) as a result of the Pay and Grading Review.
- **Red circled posts** have been evaluated at a lower grade. In these instances, the Pay Protection policy applies.
- **Head Room Gainers**– Staff who will not get an immediate increase and move across to the new grade on their existing scale point but where the pay grade maximum is higher – therefore providing greater future earning potential with the ability to progress on normal time served increments, defined as more “headroom”, further than on their current grade.

The new grade structure has 13 grades with grades 2-13 with 4 spinal column points

The new grade structure provides parity across all the grades as each grade has the same number of spinal column points and there is no overlap between the grades. This is a much ‘cleaner’ structure and provides an effective mechanism to support the revised job evaluation process

The equality impact assessment concluded: “Overall, more posts held by women were green circled because of the pay and grading review. A higher number of red circled posts were held by women 6.54% of the total workforce compared to 1.96% male. However, all the red circled posts were successful at appeal. The headroom gainers were

predominantly female, but this was due to the redesign of the pay scales that removed a number of anomalies and introduced a standard 4 scp pay structure across all pay scales.”

Statement of Effectiveness:

A [report](#) was presented to Members on the outcome of the Pay and Grading review at the May 2026 National Park Authority meetings. Officers will decide in 2026/27 if any further action is required in terms of impact on gender pay gap and if associated action plan is needed.

Long Term Aim 4: A diverse range of people can influence the work of the Authority and decisions that affect the Park area.

Equality Objective: By 2029, we will create opportunities for underrepresented groups within our governance and wider structures to influence decisions about the Park and work of the Authority.

Action: Support programmes and plans to increase representation in local politics and in Welsh Government Public Appointee processes.

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.

Action: Delivery of Next Generation and Youth Committee programmes.

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.

Action: Delivery of Volunteer Forum reflecting the diversity of volunteers.

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.

Statement of Effectiveness:

Work is ongoing in this area, with positive development of mentoring scheme with Welsh Government.

Due to change in approach in terms of Next Generation engagement, the authority will need to continue to ensure that views from younger people are fed through to influence corporate level and project development activities.

Equality Objective: By 2029, we will provide Members and Officers with the skills and information to take account of equality considerations when making decisions.

Action: Provide Members with equality and inclusion related training and learning opportunities.

2 Members attended the EHRC webinar on Public Sector Equality Duty scrutiny framework. Members also attended a Socio Economic Duty – Public Health Wales presentation.

Action: Continue to use Equality Impact Assessments as part of Integrated Assessments process

In 2025/26 8 equality impact assessments were carried out as part of an integrated assessment (includes different assessment stages). 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

Statement of Effectiveness:

The Authority has continued to develop its approach to integrated assessments and the information provided to Members. Some Members attended an EHRC session on Public Sector Equality Duty Scrutiny framework, this document has since been published and should guide Members in terms of their scrutiny role linked to assessments.

Equality Objective: By 2029, we will have in place mechanisms to enable a wide range of groups and people to participate in an ongoing conversation about the Park..

Action: Offer a variety of ways to get involved, with a particular focus on a range of volunteering and social action opportunities.

14,473 volunteer hours were contributed in 2025/26 [Welsh Government Indicator]. A decrease of 7.5% compared to 15,651 in 2024/25. 2,209 social action hours were contributed in 2025/26 [Welsh Government Indicator]. 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.
- 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

Action: Through our engagement and partnership work we will seek to develop opportunities to capture wider views and perspectives from groups whose voices are underrepresented in the broader environment sector.

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.

Officers continued to attend the Pembrokeshire Services Board Strengthening Communities meetings, Pembrokeshire Poverty officer working group and the tackling poverty summit. Engagement with these groups is important to ensure our work takes account of wider challenges facing communities and those facing socio economic disadvantage including child poverty in Pembrokeshire.

Action: Explore opportunities to help stakeholders and the public understand and engage with the planning process and planning policy to improve inclusivity in this area.

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.

The Authority stand at the County Show provides an important opportunity for Authority to raise awareness of its work with general public. At this year's stand planning topics were 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.

Statement of Effectiveness:

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.

The Authority will need to continue to explore and test different mechanisms for capturing wider views and perspectives from groups whose voices are underrepresented in the broader environment sector.

Development Management and Planning policy are on an ongoing journey to develop wider understanding of the planning system, building on their annual planning training sessions and future opportunities through Local Development Plan 3 development process.

Appendix 1 – Recruitment and Workforce Equality Data and Analysis Response

Note on Data: To align with Welsh Government open data source reporting from previous years, throughout the following tables, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded and where figures are below 5 corresponding percentages have been suppressed and are denoted by *. Totals may not sum due to rounding. Rounding in this way also helps protect the anonymity of staff and job applicants. This does mean that small changes in workforce or recruitment diversity or categories with low numbers will not be captured or identified within data represented below. Workforce data is based on headcount from the end of month extract as at 31st March 2026, as a result some seasonal employees will not be captured in the figures.

There were 37 job vacancies advertised in 2025/26, this compares to 44 in 2024/25. Job applicant data is from the Authority's online job application system.

Number of Job Applicants Overall

2023/24	2024/25	2025/26
340	380	400

Workforce data is from the Authority's People Management System. At the end of 2025/26 72.78% of equality monitoring information was completed on the Authority's people

management system, this was similar to 71.24% on the system at end of 2024/25. However, it remains below the 75% target and 78.6% of equality monitoring information held on the Authority's previous people management system. The move to the new system in 2021/22 impacted on level of data held. Lower levels of data impacts of the accuracy of data used for assessing workforce representation. Due to the drop in monitoring data held care should be taken in terms of any cross-year comparisons or analysis of workforce data. Staff can access, review and complete their equality monitoring data directly on the system.

Number of Employees

2022/23	2024/25	2025/26
160	170	190

Age

The rounded data for 2025/26 shows the most significant cross year change has been in terms of % of job applicants under 25, this has increased from 13% in 2024/25 to 23% in 2025/26, closer to the 24% in 2023/24. Other changes include a slight decrease from 11% to 7% in terms of job applicants in the 40-44 and 55-59 and a decrease from 3% to 1% in the 65+ category.

Job Applicants: Age

Age	2023/24	2024/25	2025/26	Census 2021 – Pembrokeshire
16-24	24% (80)	13% (50)	23% (100)	9%
25-29	12% (40)	16% (60)	16% (70)	5%
30-34	12% (40)	13% (50)	14% (60)	5%
35-39	9% (30)	8% (30)	9% (40)	5%
40-44	12% (40)	11% (40)	7% (30)	5%
45-49	9% (30)	11% (40)	9% (40)	6%
50-54	9% (30)	8% (30)	7% (30)	7%
55-59	9% (30)	11% (40)	7% (30)	8%
60-64	6% (20)	5% (20)	5% (20)	7%
65+	* (*)	3% (10)	1% (5)	26%
Prefer Not to Answer	* (*)	3% (10)	1% (5)	N/A
Not Declared	* (*)	* (*)	* (*)	N/A

Employee Age bracket categories for reporting have now been aligned with Job applicant age bracket categories as a

result no comparison data has been included below for 2023/24 and 2024/25. 20% of employees are under 30 with 10% under 25. Although direct comparison is not possible 5% of employee are over 65.

Employees: Age

Age	2025/26 Employees	2025/26 Applicants	Census 2021 – Pembrokeshire
16-24	10% (20)	23% (100)	9%
25-29	10% (20)	16% (70)	5%
30-34	10% (5)	14% (60)	5%
35-39	10% (20)	9% (40)	5%
40-44	10% (20)	7% (30)	5%
45-49	15% (30)	9% (40)	6%
50-54	10% (20)	7% (30)	7%
55-59	15% (30)	7% (30)	8%
60-64	10% (20)	5% (20)	7%
65+	5% (10)	1% (5)	26%
Prefer Not to Answer	1% (5)	1% (5)	N/A

Not Declared	*	*	N/A
	(*)	(*)	

Gender Reassignment

There has been no significant change in the rounded data in the number of job applicants identifying under same category between 2023/24 to 2024/25.

Job Applicants: Birth Gender

Birth Gender	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
Same	97% (330)	97% (370)	98% (400)	93.4%
Not the same	* (*)	* (*)	* (*)	0.3%
Prefer not to answer	3% (10)	* (*)	2% (10)	N/A
Not Declared	* (*)	3% (10)	* (*)	6.3%

Disability

There has been a decrease in the % of job applicants identifying as having a disability from 12% in 2023/24 to 8% in 2024/25 and 7% in 2025/26. The Authority is a Disability Confident Organisation and guarantees an interview to disabled candidates, who meet essential job criteria and opt to apply via the Authority's Disability Confident Employee Scheme.

Job Applicants: Disability

Disability	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
Identify as having a disability	12% (40)	8% (30)	7% (30)	22% (Disabled under the Equality Act)
Identify as not having a disability	85% (290)	87% (330)	88% (360)	78% (Not disabled under the Equality Act)
Prefer not to answer	3% (10)	5% (20)	5% (20)	N/A
Not Declared	* (*)	* (*)	* (*)	N/A

Due to data gaps caused by 40% of staff not declaring disability status caution is needed in terms of analysing workforce profile in terms of disability. However, the 2025/26 rounded data is showing that 5% of the workforce identify as having a disability, with no change from 2024/25 and 2023/24.

Employees: Disability

Disability	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
Identify as having a disability	5% (10)	5% (10)	5% (10)	22% (Disabled under the Equality Act)
Identify as not having a disability	55% (50)	53% (100)	55% (110)	78% (Not disabled under the Equality Act)
Not Declared/ Prefer not to answer	40% (80)	42% (80)	40% (80)	N/A

Ethnicity

Due to the small numbers relating to Other Ethnicity, this group has not been disaggregated in the next two tables. However, it is recognised that it is important to consider representation and experiences relating to different ethnicities within the Other Ethnicity category.

There has been a minor increase in the % of applicants from other than white ethnic backgrounds between 2024/25 from 3% to 5% in 2025/26. This alongside increase in % not declared has resulted in slight decrease in the % of applicants in the White Ethnicity category.

Job Applicants: Ethnicity

Ethnicity	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
White	97% (330)	95% (360)	90% (360)	97.6%
Other Ethnicity	3% (10)	3% (10)	5% (20)	2.3%
Prefer not to answer	* (*)	3% (10)	2% (10)	N/A
Not Declared	* (*)	* (*)	2% (10)	N/A

It is difficult to assess changes in patterns in terms of ethnicity and workforce profile due to % of information not declared, however there has been an increase in the number of staff providing this information compared to 2023/24. The Authority has seen an increase in job applicants from other ethnicity category backgrounds, longer terms this could have a positive impact in increasing employment profile in terms of staff from Other Ethnicity if this translates through to job offers.

Employees: Ethnicity

Ethnicity	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
White	58% (110)	63% (120)	63% (120)	97.6%
Other Ethnicity	* (*)	* (*)	* (*)	2.3%
Prefer not to answer / Not Declared	42% (80)	37% (70)	37% (70)	N/A

Religion or Belief

Due to the small numbers relating to Other Religion/Belief, this group has not been disaggregated in the next two tables. However, it is recognised that it is important to consider representation and experiences of people with different religions and beliefs that fall under the Other Religion/ Belief category.

The rounded data for 2025/26 shows the most significant cross year changes has been in terms of % of job applicants in Other Religion Belief, this has increased from 5% in 2024/25 to 10% in 2025/26 and decrease in Christianity category from 27% to 22%. There has been a slight increase from 57% to 59% in 2025/26 in the No Religion/ Belief category.

Job Applicants: Religion or Belief

Religion or Belief	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
No Religion/ Belief	54% (190)	57% (210)	59% (240)	43%
Christianity	29% (100)	27% (100)	22% (90)	48.8%
Other Religion/ Belief	6% (20)	5% (20)	10% (40)	1.6%
Prefer not to answer	11% (40)	11% (40)	10% (40)	N/A

Not Declared	* (*)	* (*)	* (*)	6.6%
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It is difficult to assess changes in patterns in terms of religion or belief and workforce profile due to % of information not declared. Where information has been provided there has been a slight increase from 32% in 2024/25 to 35% in 2025/26 for those identifying in the No Religion/ Belief and a very slight % decrease in the number identifying within the Christianity category from 21% in 2024/25 to 20% in 2025/26.

Employees: Religion or Belief

Religion or Belief	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
No Religion/ Belief	32% (60)	32% (60)	35% (70)	43%
Christianity	21% (40)	21% (40)	20% (40)	48.8%
Other Religion/ Belief	* (*)	* (*)	* (*)	1.6%
Prefer not to answer / Not Declared	47% (90)	47% (90)	45% (90)	6.6%

Sex

The Authority has seen a change in patterns in terms of female and male applicants for 2025/26 with a greater % of male applicants compared to female. In 2024/25 there were 8% more female applicants, in 2025/26 there were 31% more male applicants.

Job Applicants: Sex

Sex	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
Female	57% (200)	54% (200)	33% (140)	51.3%
Male	43% (150)	46% (170)	64% (270)	48.7%
Prefer not to answer	* (*)	* (*)	2% (10)	N/A
Not Declared	* (*)	* (*)	* (*)	N/A

For employees, the rounded data shows a higher percentage of female staff compared to male staff in 2024/25, however the gap has reduced which could have been positively impacted by the increase in Male applicants during 2025/26.

Employees: Sex

Sex	2023/24	2024/25	2024/25	Census 2021 - Pembrokeshire
Female	58% (100)	58% (110)	56% (100)	51.3%

Male	42% (80)	42% (80)	44% (80)	48.7%
Prefer not to answer/ Not Declared	* (*)	* (*)	* (*)	N/A

Sexual Orientation

The Authority saw a decrease in the % of job applicants identifying as Lesbian, Gay, Bisexual or Other in 2025/26 compared to 2024/25 and a slight increase in those preferring not to answer.

Job Applicants: Sexual Orientation

Sexual Orientation	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
Heterosexual	83% (290)	81% (300)	81% (340)	89.8%
Lesbian, Gay, Bisexual or Other	9% (30)	11% (40)	7% (30)	2.3%
Prefer not to answer	9% (30)	8% (30)	10% (40)	N/A
Not Declared	* (*)	* (*)	* (*)	7.9%

The % of staff identifying as Lesbian, Gay, Bisexual or Other has remained at 5% in 2025/26.

Employees: Sexual Orientation

Sexual Orientation	2023/24	2024/25	2025/26	Census 2021 - Pembrokeshire
Heterosexual	47% (90)	47% (90)	50% (100)	89.8%
Lesbian, Gay, Bisexual or Other	5% (10)	5% (10)	5% (10)	2.3%
Prefer not to answer	5% (10)	5% (10)	5% (10)	N/A
Not Declared	42% (80)	42% (80)	40% (80)	7.9%

Employees who left our employment during the year/ changed position

The number of employees who have left the Authority decreased in 2025/26 following previous trend of an increase year on year between 2022/23 to 2024/25. For the first time this data has been broken down into contract type which will allow cross year analysis for 2026/27.

There was a significant decrease in the number of employees who changed position during the year, compared to previous years. This potentially reflects a period of stability following previous years where significant position changes occurred following organisational restructure.

This data will be analysed internally by HR against the equality monitoring categories to identify if any further actions

are needed. In most cases the data sets are too small for further meaningful reporting across any of the protected characteristics and/ or there are issues around staff identification.

In terms of age profile for leaving our employment those under 30 were the highest group that left due to seasonal contract ending, for permanent contracts it was those in the 31-40 age bracket. Females were more likely to leave in both the seasonal contract and permanent contract categories, with no difference in the fixed term contracts.

Employees who left our employment during the year

Contract Type	2023/24	2024/25	2025/26
Seasonal Contract	N/A	N/A	10
Fixed Term Contract	N/A	N/A	10
Permanent Contracts	N/A	N/A	10
Total	40	50	30

Employees who changed position during the year

2023/24	2024/25	2025/26
10	20	* (<5)

Grievance and Disciplinary

The data sets are too small for reporting with potential risk of identifying individuals. This data will be analysed internally by HR to identify if any further actions are needed.

Workforce Profile against Contract Type/ Work Pattern – Sex

The Authority supports flexible working and has employees working a large range of work patterns in terms of number of hours over varying days. Many staff work a flexitime scheme and all staff can request flexible working arrangements such as 9 day fortnights. Requests are generally approved. Staff move in and out of arrangements as circumstances change.

Contract Type / Work Pattern	Female	Female	Male	Male	Total	Total
	24/25	25/26	24/25	25/26	24/25	25/26
Full Time	60	40	20	60	80	100
Part Time	70	60	40	20	110	80
Permanent	90	90	70	70	160	160
Temporary	20	10	10	10	30	20

Workforce Profile against Grade - Sex

The Authority employs people in a large range of jobs, many of which have single post-holders and therefore monitoring by 'job' is not undertaken. We have amalgamated Grades to prevent identification of individuals. There are no other significant pay elements payable on top of the salary attached

to grade. Figure excludes seasonal staff paid by timesheet and not salaried.

There continued to be less of a balance at higher grade levels in terms of females and males, with more females and then males more prevalent in the Grade 9-10 category. This is interesting in terms of considering options for skills development for men within 9-10 grades to support them to take leadership roles. Similarly, consideration is needed on what factors are leading to there being fewer females at the Grade 9-10 level. There continues to be more females at the lower grade 1-3.

Grade	Female 24/25	Female 25/26	Male 24/25	Male 25/26	Total 24/25	Total 25/26
Grade 1-3	50	50	40	30	90	80
Grade 4-6	30	30	20	20	50	50
Grade 7-8	10	10	10	10	20	20
Grade 9-10	*	*	10	10	10	10
Grade 11 and above	10	10	*	*	10	10

Training

Data below is based on attendance at core training courses broken down by protected characteristics.

Age	Training Attendance 2024/25	Training Attendance 2025/26
20 years and under	10	*
21-30	30	20
31-40	20	30
41-50	30	50
51-59	20	40
60 and over	30	20

Disability	Training Attendance 2024/25	Training Attendance 2025/26
Identify as having a disability	10	10
Identify as not having a disability	80	80
Not Declared/ Prefer not to answer	50	60

Ethnicity	Training Attendance 2024/25	Training Attendance 2025/26
White	120	90
Other Ethnicity	*	*
Prefer not to answer / Not Declared	50	60

Religion or Belief	Training Attendance	Training Attendance
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	2024/25	2025/26
No Religion/ Belief	40	50
Christianity	20	30
Other Religion/ Belief	*	*
Prefer not to answer / Not Declared	70	60

Sex	Training Attendance 2024/25	Training Attendance 2025/26
Female	80	70
Male	50	70
Prefer not to answer/ Not Declared	*	*

Sexual Orientation	Training Attendance 2024/25	Training Attendance 2025/26
Heterosexual	60	70
Lesbian, Gay, Bisexual or Other	*	10
Prefer not to answer	10	10
Not Declared	60	60

Analysis Response

A meeting was held in August 2025 between the Head of People Services, Inclusion, Diversity and Governance Excellence Strategic Lead and Performance and Compliance

Officer to review the 2024/25 data and the issue of low response categories. An action plan has been put in place to address areas of concern including actions on:

- **Equality Monitoring Data Levels** - Learning from improved response rates for Welsh language skills related data, officers will explore issuing a formal reminder each year to encourage staff to provide, review and update data. It will provide information to address barriers to providing information, explaining why data is needed, what it is used for, how information is protected and guidance on how staff can access, review and update their data on the system.
- **Understanding response rates in terms of different age groups for different roles and for Sex in terms of Work pattern type** – Officers will carry out some deep dive activity looking at age and other trends linked to entry level roles and specialist roles. Examining differences in positions with high volume and low volume responses. Including considering factors such as where they were advertised. They will also explore any patterns in terms of Sex and work pattern types for job applicants for different roles.
- **Encouraging disabled applicants to feel confident to select disability confident scheme option** – Officers will explore opportunities to engage with job centre and RNIB project on this issue and other barriers disabled applicants face to applying.
- **Driving barrier** - Explore how decarb opportunities linked to car share and other options could be

promoted in terms of mechanisms to overcome transport barriers to employment.

- **Reasonable Adjustments/ Change in position** – Use Well-being review process to highlight to staff reasonable adjustment options, occupational health support and workforce development opportunities (such as getting line management experience via line managing volunteers).
- **Capturing range of jobs available and building connections and links with different groups** - Tirweddau Cymru engagement at national level with universities and other contacts. Update information on our website (linked to publication scheme) to make applicants aware of our flexible working policy and family friendly policies. Review marketing and ensuring we are capturing range of jobs in terms of photos and other communications produced around job opportunities. Build on contacts made through engagement and inclusion work and volunteering opportunities to make people aware of job opportunities available at the Authority.
- **Gender Pay Gap** - Review outcome of gender pay gap analysis and develop action plan if required (links to equality plan action.)
- **Ensuring training data is useful and meaningful** - Carry out further exploration in terms of this data and assessing what it shows and options for linking to wider training plan as it is developed.

Limited progress was made against these actions in 2025/26, officers will revisit them in 2026/27 to see if they are still relevant and to support further progress.

