

# NOTICE OF MEETING



*Snowdonia National Park Authority*

*Emyr Williams  
Chief Executive*

*Snowdonia National Park Authority*

*Penrhyndeudraeth*

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**Meeting:** Performance and Resources Committee

**Date:** Wednesday 12 July 2023

**Time:** 10.00 a.m.

**Location:** The Oakeley Room, Plas Tan y Bwlch,  
Maentwrog and via Zoom

***Members are asked to join the meeting 15 minutes before the designated start time***

***Members appointed by Gwynedd Council***

*Councillor: Elwyn Edwards, Annwen Hughes, Louise Hughes, June Jones, Kim Jones, Edgar Wyn Owen, Elfed Powell Roberts, John Pughe Roberts, Meryl Roberts;*

***Members appointed by Conwy County Borough Council***

*Councillor: Ifor Glyn Lloyd, Jo Nuttall, Dilwyn Owain Roberts;*

***Members appointed by The Welsh Government***

*Mr. Brian Angell, Ms. Tracey Evans, Mrs. Sarah Hattle, Mr. Tim Jones, Ms. Naomi Luhde-Thompson, Ms. Delyth Lloyd.*

***\*This Agenda is also available in Welsh***

## A G E N D A

**Page No's**

- 1.\* **Chairman**  
To elect a Chairman of the Committee.
- 2.\* **Vice-Chairman**  
To elect a Vice-Chairman of the Committee.
3. **Apologies**  
To receive any apologies from Members.
4. **Declaration of Interest**  
To receive any disclosure of interest by members or officers in respect of any item of business. **4 - 7**
5. **Minutes**  
The Chairman shall propose that the minutes of the Performance and Resources Committee held on the 22<sup>nd</sup> March 2023 be signed as a true record. (Copy herewith) **8**
6. **Action Log**  
To submit the Action Log for information and decision. (Copy herewith) **9 - 43**
7. **Income Report – Audit Wales**  
To receive a report by Audit Wales. (Copy herewith) **44 - 62**
8. **Revenue and Capital Outturn Report 2022/23**  
To submit a report by the Chief Finance Officer. (Copy herewith) **63 - 74**
9. **External Grant Funding Projects, Update Report**  
To submit a report by the Chief Executive. (Copy herewith) **75 - 85**
10. **The Authority's Risk Profile**  
To submit a report by the Director of Corporate Services. (Copy herewith) **86 - 130**
11. **Corporate Work Programme 2022/23  
Final Update on the Wellbeing Objectives for 2022-23**  
To submit a report by the Director of Corporate Services. (Copy herewith) **131 - 133**
12. **Complaints Monitoring Report**  
To submit a report by the Head of Administration and Customer Care. (Copy herewith) **134 - 139**
13. **Pay Policy Statement 2023-24 and Pay Policy Annual Report 2022-23**  
To submit a report by the Head of Human Resources. (Copy herewith) **140 - 183**
14. **Staff Questionnaire**  
To submit a report by the Head of Human Resources. (Copy herewith)

- |     |   |                  |
|-----|---|------------------|
|     |   | <b>184 - 242</b> |
| 15. | <b>Recreation Strategy (Draft)</b><br>To submit a report by the Access and Well-Being Manager. (Copy herewith)  |                  |
| 16. | <b>Volunteer and Well-Being Annual Report 2022</b><br>To submit a report by the Volunteer and Well-Being Officer. (Copy herewith)   | <b>243 - 270</b> |
| 17. | <b>Minutes of the Plas Tan y Bwlch Management Board</b><br>To submit minutes of the meeting of the Plas Tan y Bwlch Management Board held on 22 <sup>nd</sup> March 2023. (Copies herewith) | <b>271 - 273</b> |

\* Your attention is drawn to standing order 5.8, which states "No Member shall serve as Chairman or Vice-Chairman of more than one Committee".

**PERFORMANCE AND RESOURCES COMMITTEE  
WEDNESDAY 22<sup>nd</sup> MARCH 2023**

Councillor Elfed Powell Roberts (Gwynedd) (Chairman)

**PRESENT:**

**Members appointed by Gwynedd Council**

Councillors Elwyn Edwards, Annwen Hughes, June Jones, Kim Jones, Edgar Wyn Owen, John Pughe Roberts, Meryl Roberts;

**Members appointed by Conwy County Borough Council**

Councillors Ifor Glyn Lloyd, Jo Nuttall, Dilwyn Owain Roberts;

**Members appointed by the Welsh Government**

Ms. Tracey Evans, Mrs. Sarah Hattle, Mr. Tim Jones, Ms Delyth Lloyd;

**Officers**

Mr. E. Williams, Mr. G.I. Jones, Mr. J. Cawley, Mr. D. Edwards, Ms. B. Hughes, Mr. D. Williams, Ms. H. Pye, Mrs. A. Gaffey;

**In attendance**

Mrs. Sharon Warnes, Vice Chair Standards Committee.

**Apologies**

Councillor Louise Hughes; Mr. Brian Angell, Ms. Naomi Luhde-Thompson.

The Director of Corporate Services stated that the meeting was being recorded to assist in verifying the minutes and would be made available online at a later date.

**1. Chair's Announcements**

The Chair welcomed Mrs. Sharon Warnes, Vice Chair of the Standards Committee to the meeting to observe.

**2. Declaration of Interest**

No declarations of Personal Interests were made in respect of any item.

**3. Minutes**

The minutes of the Performance and Resources Committee held on 30<sup>th</sup> November 2022 were accepted and the Chairman signed them as a true record.

**4. Action Log**

Submitted – A log of strategic actions arising from decisions taken during meetings of the Performance and Resources Committee, for information and action.

Performance and Resources Committee 24.11.21

- Action Item 9 – Strategy for Promoting the Welsh Language 2016-21: Assessing the Outcome

The Director of Corporate Services advised that the Welsh Language Promotion Strategy was being considered today (Item No. 7), and if approved, the action could be removed from the Action Log.

**RESOLVED to note the Action Log and remove the action as outlined.**



## 5. **2022/23 Budget Update**

Submitted – A report by the Head of Finance to inform members of significant variations within the current financial year's budget and provide Members with updates on progress against the revenue and capital budgets.

Reported – The Head of Finance presented the report, which summarised the revised revenue and capital budgets for the first eleven months of 2022/23 and provided a projection of the Authority's position at the financial year-end.

Arising thereon, the Chief Finance Officer took the opportunity to thank David Williams for his work and for his willingness to step in to assist the Authority during the Head of Finance's maternity absence. The Chief Finance Officer noted that although the figures could change by the end of the year, he was satisfied with the final projection for 2022/23.

Members considered the report and made the following observations:-

- in response to a question, the Chief Executive confirmed that Yr Ysgwrn currently had a 3-year Business Plan. He noted that whilst the current reporting method was unclear, the baseline would be adjusted to record the actual position. He advised that Yr Ysgwrn also had reserves which had accrued following the success of the first few years of operation and that the Head of Cultural Heritage had plans for the future, which will be presented to Members as part of Yr Ysgwrn's Annual Report in June.
- arising thereon, the Director of Planning and Land Management stated that the article in the press had been misleading and that recent income figures had risen significantly. Also, the Head of Cultural Heritage had provided the BBC with an excellent interview to clarify any misconceptions regarding Yr Ysgwrn.
- the Head of Engagement asked Members to refer any media requests to the Communications Team who had, on this occasion, been able to correct the misunderstanding and misinterpretation of the Authority's Risk Profile.
- Members noted concerns that Plas Tan y Bwlch was unable to attract more business when compared with similar establishments in the area. The Director of Corporate Services advised that the Plas Tan y Bwlch Management Board were meeting on the rising of the Performance and Resources Committee to discuss future options.
- the Chief Executive advised that whilst the grant settlement from Welsh Government would remain flat over the next three years, he could confirm that in addition to the £200k referred to in para. 1.7 of the report, the Authority had just been awarded a further £300k, without conditions, which will be available to address financial challenges in 2023/24.

**RESOLVED to note the report, for information.**

## 6. **The Authority's Risk Profile**

Submitted – A report by the Director of Corporate Services to update Members on the Authority's Risk Profile.

Reported – The Director of Corporate Services presented the report and risk profile and outlined the main changes to the register.

Arising thereon,

Risk Ref. 2 Income Generating Target (Plas Tan y Bwlch), and  
Risk Ref. 17 Securing the long-term future of Plas Tan y Bwlch

In response to a question, the Director of Corporate Services advised that Plas Tan y Bwlch was divided into two risks within the register (risk ref 2 and risk ref 17).

Also, the Chief Executive agreed to look at extending the Authority's Distaster Recovery Strategy to include threats from incidents such as foot and mouth disease, flu pandemic etc.

#### **RESOLVED**

1. **to note the report and Risk Register.**
2. **to approve the removal of Risk Ref. 13: The effect of the Coronavirus (Covid-19) on the National Park and on the Authority's work from the Risk Register.**

#### 7. **Welsh Language Promotion Strategy**

Submitted – A report by the Head of Administration and Customer Care to approve a final version of the Welsh Language Promotion Strategy for 2022-27.

Reported – The Head of Administration and Customer Care presented the report and strategy and thanked the Steering Group for their work.

In response to a question, the Head of Administration and Customer Care agreed to amend the use of 'normalise' as a translation to the Welsh word 'sefydlu' on page 19 of the Strategy.

#### **RESOLVED**

1. **to note the report.**
2. **subject to noting the above amendment, to approve the Welsh Language Promotion Strategy as submitted, and to authorise the Head of Administration and Customer Care to publish the Strategy on the Authority's website.**

#### 8. **Freedom of Information**

Submitted – A report by the Head of Administration and Customer Care on information requests received by the Authority under the Freedom of Information Act 2000.

Reported – The Head of Administration and Customer Care presented the report, for information.

**RESOLVED to note the report.**

#### 9. **Annual Report for Yr 2022: Communications and Engagement Strategy Performance Indicators**

Submitted – A report by the Head of Engagement, together with the annual report on the Communication and Engagement Strategy performance indicators and progress on the action plan.

Reported – The Head of Engagement presented the report, the background and the 2022 Progress Report in detail. Members noted that the Authority would be stepping back from developing the Tik-Tok platform referred to in the recommended strategy for 2023.

Members considered the report and strategy and made the following observations:-

- the Chair, on behalf of Members, thanked the Engagement Team for their work.
- in response to a request, the Head of Engagement noted the opportunity for secondary school pupils in Conwy and Gwynedd to take part in volunteering work and also to encourage 6<sup>th</sup> form pupils to become members of the Ambassador Scheme.

- Members discussed marketing opportunities for Yr Ysgwrn and Plas Tan y Bwlch and the options for attracting larger audiences in future.
- Members and Officers discussed the future role of social media and how the Authority had benefitted during the Covid lockdown period. Members agreed that efficient communication had also played a big part in establishing car parking pre-payment at Pen y Pass.
- a Member welcomed the level of engagement arising from the Authority's decision to use of the Welsh names Yr Wyddfa and Eryri.

**RESOLVED to note the Annual Report for Year 2022: Communications and Engagement Strategy Performance Indicators.**

**10. Minutes of the Plas Tan y Bwlch Management Board**

Submitted – The minutes of the Plas Tan y Bwlch Management Board meetings held on 16<sup>th</sup> November 2022 and 8<sup>th</sup> February 2023.

The Chairman of the Plas Tan y Bwlch Management Board presented the minutes and updated Members on the Action points. He further advised that the Plas Tan y Bwlch Board were meeting on the rising of the Performance and Resources Committee today, and a report would be presented to Members in April 2023.

**RESOLVED to note the minutes, for information.**

**11. Report of the Asset Management Group Meeting**

Submitted – The report of the Asset Management Group meeting held on the 30<sup>th</sup> November 2022.

The Chairman of the Asset Management Group presented the report and updated Members on the Asset Management Plan.

Arising thereon, and in response to a question, the Director of Corporate Services explained why Plas Tan y Bwlch did not allow one-night stays, but agreed that this could be reconsidered in future.

**RESOLVED to note the report, for information.**

**The meeting ended at 11.15**



## TAFLEN WEITHREDU – ACTION SHEET

### PERFORMANCE AND RESOURCES COMMITTEE – 14.07.2021

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
9. Scrutiny Panel – Snowdonia’s Carbon Account	<b>RESOLVED to re-present an early draft of the Snowdonia Low Carbon Strategy to the Scrutiny Panel later in 2021/early 2022.</b>	The Director of Land Management to collate the issues discussed into a single Snowdonia Low Carbon Strategy.	JC	The target date for a Low Carbon Strategy has been pushed back. This is due to officers' concerns about the scope of the work and staff capacity to complete it. The Authority is looking at the contribution of other bodies within the area, including Conwy / Gwynedd Council and Natural Resources Wales - including the potential to work together with them. The conclusion of these inquiries will be fed back to the Members' Group at the end of July. The Chairman of the Group agrees with the need to look at wider collaboration options.	<b>NO</b>

## Income Diversification – Eryri National Park Authority

Audit year: 2022-23

Date issued: June 2023

Document reference: 3587A2023

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Mae'r ddogfen hon ar gael yn Gymraeg hefyd. This document is also available in Welsh.

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# Summary report

## Summary

### What we reviewed and why

- 1 As part of the Auditor General's work programme for 2022-23 we reviewed how Eryri National Park Authority (the Authority) is diversifying its income streams to support the delivery of its statutory responsibilities.
- 2 National Park Authorities have two statutory purposes under the [Environment Act 1995](#): to conserve and enhance the natural beauty, wildlife and cultural heritage of the National Parks; and to promote opportunities for the understanding and enjoyment of the special qualities of the Park by the public. They also have a duty to seek to foster the social and economic wellbeing of the local communities, and therefore play a key role in encouraging rural sustainable development and supporting the local economy.
- 3 National Park Authorities in Wales receive income through a number of different means. The Welsh Government sets the Authority's approved level of net revenue expenditure for the year and pays 75% of this in a National Park Grant. The remaining 25% is raised by issuing a levy on the constituent local authorities. Further income can be derived from bids for additional grant funding, the sale of assets, trading activity, fees, and interest from financial instruments.
- 4 Austerity has led to a real-terms reduction in the level of Welsh Government National Park Grant in recent years, and subsequently, the relative amount they can raise through the levy. **Exhibit 1** shows that this trend is set to continue with the provisional allocation remaining static for the next two years. Considering inflation, this represents a real-terms cut in grant.

#### Exhibit 1: Welsh Government Core Grant 2022-23 to 2024-25

National Park Authority	2022-23 – Final	2023-24 – Proposed	2024-25 – Proposed
Bannau Brycheiniog	£3.109 million	£3.109 million	£3.109 million
Eryri	£4.120 million	£4.120 million	£4.120 million
Pembrokeshire Coast	£3.249 million	£3.249 million	£3.249 million
<b>Total</b>	<b>£10.479 million</b>	<b>£10.479 million</b>	<b>£10.479 million</b>

Source: Welsh Government

- 5 Consequently, and as a result of these reductions, National Park Authorities will increasingly be reliant on alternative sources of funding, including grant-funded projects and new income streams. The Welsh Government has encouraged this direction of travel, previously setting out its expectation that National Park Authorities in Wales should increase the level of revenue generated through



appropriate commercial activities<sup>1</sup>. However, recent Audit Wales reviews have found that this is not without risk<sup>2</sup>. For example, new income streams from increasingly diverse sources place pressure on officers to manage them, and financial management systems need to work effectively to monitor spending within available resources.

- 6 The Medium Term Financial Plan adopted in April 2023 highlights the financial pressures facing the Authority. It shows an increasing reliance on financial reserves to supplement its basic budget, in part due to the impact of inflation. For example, the use of financial reserves represented 14% of the Authority's basic budget in 2022-23. This proportion has increased to 34% in 2023-24<sup>3</sup>.
- 7 Ultimately, National Park Authorities need greater financial resilience to effectively deliver against the ambitious agenda set out by the Welsh Government's Minister for Climate Change<sup>4</sup>. Doing this requires Authority Members and officers to have the right vision, skills and expertise to set out a strategy for income diversification. In parallel, robust governance arrangements must provide appropriate and effective scrutiny to help appraise the risks and rewards of any proposed new activity.
- 8 This review sought to assess whether the Authority has the right vision and systems in place to diversify its income streams, ensuring decisions are planned, managed and delivered effectively without compromising its ability to fulfil its statutory purposes and duty.
- 9 We undertook the review during the period November 2022 to March 2023.

## What we found

- 10 Our review sought to answer the question: **Has the Authority established effective systems to consider and approve whether and how it should pursue new opportunities to optimise income?** We considered this in the context of the Authority's delivery of its statutory purposes.
- 11 In Eryri, we found that **the Authority has a strong track record in raising funding and managing resources. Addressing future budget shortfalls to ensure the continued delivery of its statutory purposes and management of key assets requires the Authority to set a clear vision.**

<sup>1</sup> Welsh Government, July 2018, [Valued and resilient – Priorities for Areas of Outstanding Natural Beauty and National Parks](#), Welsh Government, July 2018

<sup>2</sup> Audit Wales, [Resilient and sustainable services in Snowdonia National Park Authority](#), April 2021

<sup>3</sup> Snowdonia National Park Authority [Mid Term Financial Plan: 2023-24 – 2026-27](#), Snowdonia National Park Authority, April 2023

<sup>4</sup> Welsh Government Minister for Climate Change, [National Park authorities: term of government remit letter](#), Welsh Government Minister for Climate Change, May 2022

## Recommendations

### Exhibit 2: recommendations

The table below sets out the recommendations that we have identified following this review.

Recommendations	
<b>A strategic approach to income diversification</b>	
R1	<p>Undertaking income diversification requires National Park Authorities to have enough capacity, the right skills and robust but agile systems to be in place. We recommend that the Authority:</p> <ul style="list-style-type: none"><li>• use our self-evaluation tools (<b>Appendix 1</b>) to identify its existing strengths and weaknesses, and develop a strategy for income diversification; and</li><li>• as part of its strategy for income diversification set SMART performance measures and appropriate governance systems to ensure adequate monitoring and scrutiny of delivery of the agreed action plan resulting from its self-evaluation.</li></ul>
<b>Plas Tan y Bwlch</b>	
R2	<p>In <b>Part 2</b> of this report, we highlight ongoing financial challenges at Plas Tan y Bwlch. We recommend that, within the next 12 months, the Authority review its operating model at Plas Tan y Bwlch to undertake a cost benefit appraisal of the facility to determine its future strategy for the site.</p>

# Detailed report

## Part 1 – Diversifying income – the risks and challenges facing National Park Authorities

- 12 Generating income has always been an important part of the operation of National Park Authorities. Whilst core funding is available for the day-to-day activities, along with levy funds from principal councils, National Park Authorities have long attracted additional funding to deliver specific projects. However, funding constraints in recent years have resulted in a shift in expectations, with public bodies needing to generate more income directly to continue to deliver against their purposes. This can be a tricky balance to achieve, and Authorities require a sound strategic approach to generate income within the framework of their core duties. This is something that many public bodies are grappling with<sup>5</sup>.
- 13 When deciding on a strategy for income diversification, the Authority must consider how best to balance the needs of local and national stakeholders and the sensitivities of undertaking alternative ventures in the unique environment of a National Park. The type of activity pursued, and the associated risks need to be carefully considered. **Exhibit 3** sets out the continuum of risk for income generation.

**Exhibit 3 – risk continuum for income diversification by National Park Authorities**

Low risk	Medium risk	High risk
Bids for defined projects and grants which the National Park Authority has a track record and history in securing and delivering.	Ensuring current assets and services used as a core income generating tool break even as a minimum and generate a surplus wherever possible by, for example, reducing cost, raising charges, attracting new customers and/or not providing subsidies.	Entering into entirely new commercial ventures in non-traditional areas which may be in competition with other stakeholders in the National Park.

Source: Audit Wales

- 14 Traditionally, National Park Authorities in Wales have tended to focus on their existing income streams rather than explore entirely new opportunities to diversify their income, including new commercial avenues with higher levels of risk. Continuing with this traditional approach is, in itself, getting increasingly risky, because it places too much reliance on a diminishing source of income. Beyond

<sup>5</sup> Audit Wales, [Commercialisation in Local Government](#), Audit Wales, October 2020

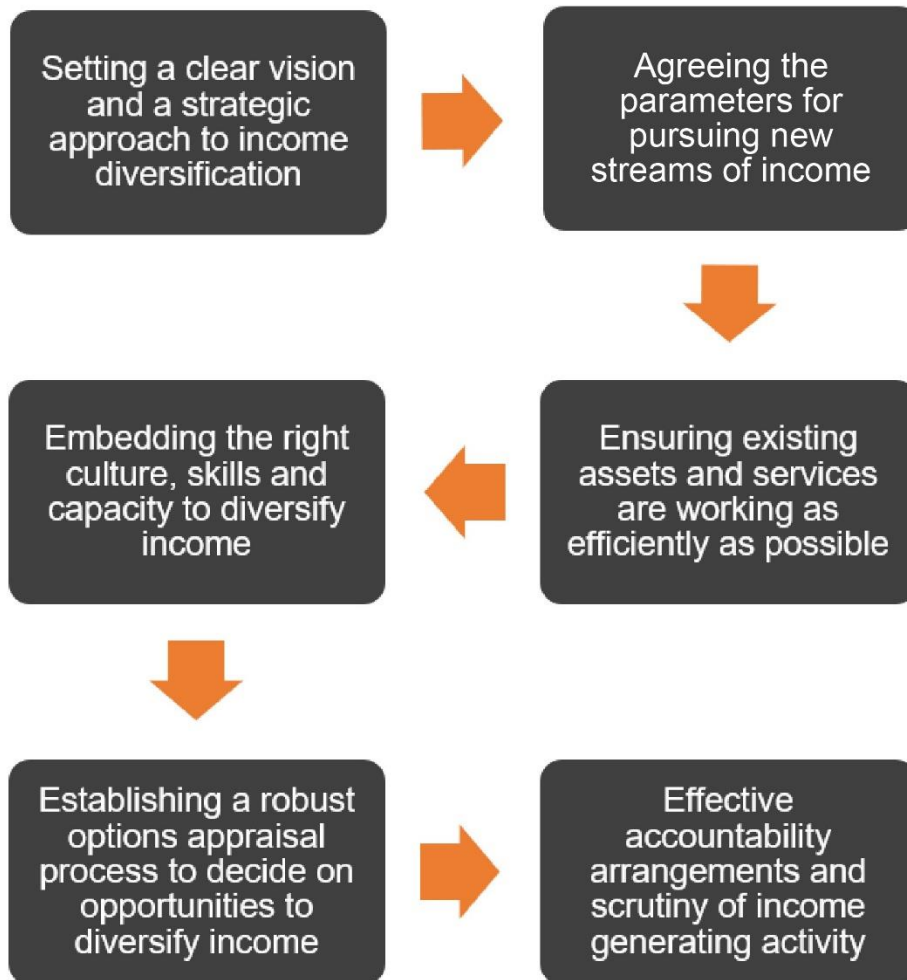
this, some other options pursued by National Park Authorities vary in terms of the risks they present:

- low-risk approaches involve Authorities investing considerable resources into securing bids which match the Authorities' strengths, where officers possess the skills, capabilities and experience to deal with familiar activities. These are project led where the Authority has achieved a level of success previously. Bids are usually for specific amounts of funding with clear objectives. Some risks associated with this approach include overburdening the Authority's corporate capacity if the knock-on impact of delivering multiple grant funded projects is not properly considered.
- medium-risk approaches can involve consideration of different activities, such as enhancing the commercial performance of existing assets. For example, optimising retail spaces in information centres, or increasing car parking charges. Key to this are fundamental considerations around the agreed level of subsidy invested in assets and services, and how surpluses are reinvested.
- higher-risk approaches would be characterised by a more fundamental shift into areas of commercial activity that lie outside the Authority's traditional boundaries. Risks arise from Authorities being more exposed to downturns in the external market, especially when in competition with other private commercial operations in the Park. These non-traditional routes are likely to include aspects of activity that do not directly benefit the Authority's objectives, so are reliant on making a significant return on investment to help fund the wider work of the Authority.

15 Key to all approaches to income diversification is to pursue options with 'eyes wide open' – taking well-managed risks where appropriate; being prepared to stop if something is not working, and staying true to your core objectives and purposes. Our report on Commercialisation in Local Government<sup>6</sup> identifies the fundamental building blocks for public bodies in taking forward a more diverse approach to income generation. The next section of this report is structured around these building blocks which are summarised in **Exhibit 4**.

<sup>6</sup> Audit Wales, [Commercialisation in Local Government](#), October 2020

Exhibit 4 – the key building blocks of income diversification



Source: Audit Wales

## Part 2 – Income diversification in Eryri

- 16 We reviewed the arrangements at the Authority, looking at current performance against each of these fundamental questions when considering management of existing income streams and consideration of new income streams. Our key findings are set out below.

### Setting a clear vision and a strategic approach to income diversification

- 17 The diversification of income in Eryri has evolved organically over number of years. The Authority focuses heavily on drawing down grant funding to enable delivery of more activities to promote and deliver on the core purposes within the National Park. This is in part due to need in the face of austerity, with the Authority recognising it can deliver more to support the special qualities of the area by working in partnership with external funding bodies.
- 18 Despite now being a well-established part of the organisation’s operating model, this funding approach was never set out strategically, and the increasing focus on delivering grant funded projects has presented some unforeseen capacity challenges in the past<sup>7</sup>. In response to previous Audit Wales reports, the Authority has sought to address this – for example, by developing and embedding use of its project management toolkit.
- 19 There is little priority on growing commercial income in the more traditional sense and exploring other means of generating revenue, despite the Welsh Government’s expectations<sup>8</sup>. Although Eryri, like other National Park Authorities, does not have the same powers or commercial freedom as unitary authorities under the Local Government and Elections (Wales) Act 2021<sup>9</sup>, it is still within its gift to do much more than it is currently doing. Given the financial constraints facing the Authority’s traditional grant revenue in the coming years (see **Exhibit 1**), continuing with its traditional ways of working without recognising the need to further diversify income streams, is risky and will make meeting the Welsh Government’s remit letter<sup>10</sup> priorities challenging.

<sup>7</sup> Audit Wales, [Resilient and sustainable services in Snowdonia National Park Authority](#), April 2021

<sup>8</sup> Welsh Government, [Valued and resilient – Priorities for Areas of Outstanding Natural Beauty and National Parks](#), July 2018

<sup>9</sup> Welsh Government, [Written Statement: The General Power of Competence \(Commercial Purpose\) \(Conditions\) \(Wales\) \(Amendment\) Regulations 2022 and the Local Government \(Relevant Authorities\) \(Power to Trade\) \(Wales\) Order 2022](#), 6 April 2022

<sup>10</sup> Welsh Government Minister for Climate Change, [National Park authorities: term of government remit letter](#), Welsh Government Minister for Climate Change, May 2022

## Agreeing the parameters for pursuing new streams of income

- 20 As with any public body trusted with the stewardship of taxpayers' money, the Authority must consider ethics in how it invests and uses resources. This is an important consideration with regards to income diversification. The Authority's statutory purposes under the Environment Act 1995 underpin its very existence and provide a good ethical framework for the pursuit of new income streams.
- 21 We found that officers are well versed in the principles and purposes of the National Park, proving useful when they have encountered ethical considerations:
- the Authority's three information centres all include retail spaces and there are ethical considerations in terms of what is stocked and sold at these shops. The principles established by the Sustainable Tourism Manager help to ensure the approach taken at these retail spaces is in line with the Authority's statutory purposes and duty. For example, prioritising local, ethically sourced produce helps to promote an understanding of the area, reduces carbon footprint, and supports the local economy. The Authority also aims to avoid directly competing with neighbouring businesses in terms of what they sell at these retail spaces.
  - there are relevant ethical considerations in how the Authority partners with different funding bodies. For example, through a UK-wide National Parks partnership, the Authority is benefiting from investments that the BMW Group is making to improve electric vehicle infrastructure<sup>11</sup>.
  - the Authority's car parks are its biggest source of directly generated income. There are ethical considerations in deciding how much it charges people to use the Authority's car parks. For example, charging too much can discourage people from enjoying the special qualities of the National Park and risks making the area exclusive to those who can afford it. The Authority's most popular car park in Pen y Pas generates significant income from users. Positively, we found that officers demonstrate a good understanding of how the high cost is justified, with the Authority using the funds to contribute towards improvements to local transport infrastructure, including the Sherpa's Wyddfa bus service to promote wider access to Yr Wyddfa.
- 22 These examples show that the Authority's approach to setting ethical parameters has been proportionate and commensurate with its activity to date.
- 23 However, if it is to effectively pursue more diverse income generation opportunities in future, it will need to reflect on the ethics and agree its parameters for pursuing new income streams, to ensure it remains true to its statutory purposes and objectives. To help provide direction, the Authority needs to agree its strategic parameters to help it decide on future options.

<sup>11</sup> [BMW announces partnership with National Parks UK to improve EV access and boost nature restoration \(bmwgroup.com\)](https://www.bmwgroup.com)

## Ensuring existing assets and services are working as efficiently as possible

- 24 There is no agreed definition of what constitutes income diversification. At one level, it can simply mean operating assets and services more efficiently by, for example, reducing cost, raising charges, or attracting new customers and users. Key to this is agreeing the level of subsidy provided to services and assets and considering doing so in a way that reflects the ‘true’ cost of running assets and reinvesting any surpluses appropriately.
- 25 The Authority’s asset portfolio is directly linked to the opportunities available to it in terms of income generation. Assets can be run in a safe, low risk way that cost money to run, but directly deliver on the Authority’s objectives. At the other extreme, assets can operate commercially in ways that contribute very little directly in terms of the Authority’s purposes, but make a significant profit that is then reinvested by the Authority to deliver actions to support its purposes.
- 26 In Eryri, the Authority has a number of plans in place relevant to running specific assets, as well as an overarching asset management policy. Its Asset Management Plan highlights the need ‘to seek income generation potential where possible’ from their assets. It also has an asset disposal policy which focuses on the contribution that assets make to its statutory purposes, although the trigger for reviewing assets in line with this policy is unclear. The Authority has a mixed approach in how it runs its assets:
- the Authority has a good approach in managing its car parks. They generate a significant income for the Authority. In terms of using surpluses generated, maintenance and upgrades take priority – eg investing in modern pay and display machines. In turn, these upgrades, and developments such as the online pre-booking for Pen y Pas car park, help to boost profitability. The Authority also invests car parks’ surpluses in local transport infrastructure to encourage visitors to travel more sustainably and lessen the impact of cars in busy areas.
  - the retail spaces at the Authority’s information centres have proved successful. A report to the Authority’s [Performance and Resources Committee in November 2022](#) highlighted an increase of almost 120% in the income generated across the three information centres between 2015 and 2022. This has been achieved by establishing an income target for each information centre, prompting year on year improvement. Taking a more consolidated approach to stock purchase has also helped to improve profit margins. Other assets such as Yr Ysgwrn and the Wardens’ outlets also benefit from this more strategic approach. The information centres provide a service that directly contributes to the Authority’s statutory purposes and are therefore funded from the Authority’s core budget. However, officers articulated a clear understanding of the balance between focusing on income generation and providing a service, and the level of subsidy provided to support the service is well justified.



- in contrast, at the time of our audit it was unclear how the operating model at Plas Tan y Bwlch contributes to the Authority's statutory purposes. When faced with funding pressures in the past, and especially during the pandemic, the Authority made changes which took Plas Tan y Bwlch away from the dedicated education centre it once was. The facility is now focused on providing bed and breakfast accommodation and events such as weddings, but the Grade 2 listed building is still heavily subsidised, and the Authority has found it challenging to make this business venture profitable. **Exhibit 2** sets out our recommendations following this review, including our expectation that the Authority reviews its operating model for Plas Tan y Bwlch and demonstrates how its ongoing investment is providing a return against its statutory purposes.

## Embedding the right culture, skills and capacity to diversify income

- 27 To date, the Authority's has successfully focussed on attracting grant funding, and we found a good understanding amongst officers of how this way of working supports the delivery of Cynllun Eryri. However, the Authority has encountered some challenges in relation to skills and capacity. For example, the reliance on grant funded projects and the associated number of fixed term posts within the Authority has contributed to high staff turnover in recent years. This bears some risk, not least in terms of project delivery and corporate learning.
- 28 Officers highlighted that the process to report on some grants can feel tedious and laborious, often on top of what they do as part of the 'day job'. Positively, the Authority has established a post within its warden's department to address this. The role is focused on identifying new grant opportunities, developing bids and coordinating the reporting requirements. This role is having a positive impact within the warden's team, but is not considered to be an effective model to replicate across other teams and the corporate centre given the expertise needed with regard to certain grants.
- 29 Elsewhere, certain ventures and projects have flourished where the relevant commercial skills exist within the Authority, but these are mostly limited to the retail spaces at its information centres.
- 30 Commercialisation is not something that is traditionally associated with National Park Authorities. Doing this well, and effectively mitigating risk, requires the Authority to have careful management and oversight. With financial pressures necessitating the Authority doing things differently (and doing different things), it is important that the culture of the organisation supports officers to try new things in a safe-to-fail environment.
- 31 The Authority has demonstrated its risk appetite in recent years, for example, by investing in high profile assets such as [Hafod Eryri](#) and [Yr Ysgwrn](#). Despite this, without a strategic vision for income diversification, it is difficult for officers to buy into the direction of travel. In pursuing income diversification strategically, the

Authority must be mindful of the need to support and upskill staff, and ensure its organisational culture underpins its approach.

## **Establishing a robust options appraisal process to decide on opportunities to diversify income**

- 32 It is important that National Park Authorities have robust processes in place to ensure new ventures contribute to their statutory purposes and core objectives. Within the confines of current activity, the Authority has a good approach to appraise opportunities to attract new grant funding. For example:
- its increasing reliance on pursuing new grant funded projects in the past has risked it becoming project-led. Positively, however, we found that the process of developing [Cynllun Eryri](#) – the Park Management Plan – helped to refine the corporate direction of the Authority, which has been helpful to embed more robust options appraisal processes.
  - in addition, officers highlighted how the Authority’s project management toolkit now enables it to quantify the knock-on impact of grant funded projects on the corporate capacity, and it has been successful in incorporating these additional costs into some grant bids.
- 33 Strategically, the Authority is yet to establish a process to decide on wider opportunities to diversify its income streams and improve financial resilience. It is important that the Authority recognises the need to further diversify its income to address future budget shortfalls and includes a robust options appraisal process as part of its future approach.

## **Effective accountability arrangements and scrutiny of income generating activity**

- 34 Beyond approving some grant bids, we found that the Authority’s governance arrangements are untested when it comes to diversifying income. The main pillars of the Authority’s governance structure provide high level scrutiny and strategic direction for its work. The key committees are informed and supported by sub-committees and specific working groups, where Members and senior officers can scrutinise performance in more detail (for example Plas Tan y Bwlch and Yr Ysgwrn boards). More broadly, however, it is important that Members provide a strategic direction for the Authority that recognises the long-term funding risks that it faces. Currently, the Authority’s assurance framework is not set up to scrutinise and oversee riskier income diversification decisions. If the Authority pursues different approaches in future, this needs to be addressed.

## Part 3 – Good practice in income diversification

- 35 Whilst each National Park Authority operates within their own environment and asset base, there are examples where Authorities have taken forward income diversification. These examples are intended to illustrate ways this can be achieved, in order to stimulate potential ideas locally. They both demonstrate the importance of setting a strategic vision and providing clear leadership on income diversification.

### South Downs National Park Authority

- 36 In recent years, South Downs National Park Authority has developed a multi-stranded strategy for diversifying its income with the aim of making its work more sustainable. For example, the ownership of Seven Sisters Country Park was transferred to South Downs National Park Authority from East Sussex County Council in July 2021. In order to maximise the commercial opportunity offered by this investment, South Downs National Park Authority has incorporated a Trading Company, South Downs Commercial Operations Ltd. The first phase of work on Seven Sisters Country Park consists of an investment of just under £2 million (by the South Downs National Park Authority and the independent charitable trust, South Downs National Park Trust) and focuses on ensuring the facilities are in place to effectively meet visitor numbers and to care for the landscape.
- 37 South Downs National Park Authority has a target to increase the proportion of the National Park managed for nature from 25% to 33% with the aim of renaturing 13,000 hectares of land by 2030. Together with the Authority, South Downs National Park Trust launched a ReNature Campaign in July 2021. They plan to restore 1,000 hectares per annum through projects which support landowners to secure private funding, changing current land management practices in favour of nature.
- 38 In 2023-24, South Downs National Park Authority has set an ambitious target to raise £2.5 million in self-generated income per annum. The aim is to support delivery of its Partnership Management Plan (PMP), through bids to statutory sources and support for the South Downs National Park Trust in continuing to build a sustainable income stream of donations and legacies.

### Lake District National Park Authority

- 39 In its 2021-22 Statement of Accounts, Lake District National Park Authority received £5.79 million in government grants and contributions but also generated £10.27 million in income from other sources. While the Lake District National Park Authority has a significant asset portfolio – valued at £35 million – they are also prioritising work on optimising income, operating to a set of principles which help to maximise the returns on their assets. These principles closely adhere to the building blocks of commercialisation and are relevant to all National Park Authorities and include:

- a commercial strategy, the delivery of which is scrutinised by a Commercial Strategy Board and a working group of members and officers to oversee commercial activity;
- a rigorous analysis of its asset portfolio and an uncompromising policy on the disposal of assets which are not bringing adequate benefit to the Authority;
- a culture which recognises the importance of income generation for national park authorities;
- strong leadership buy-in which is helping to inspire a 'can do' mindset throughout the organisation; and
- a positive culture and environment which encourages innovation and risk taking but ensures staff feel 'safe to fail'.

# Appendix 1

## Self-assessment checklist

In line with our recommendations set out in **Exhibit 2**, the checklist below helps to guide the Authority in assessing its current strengths and weaknesses, helping to inform its future income diversification strategy.

### Exhibit 5: setting a clear vision and a strategic approach to income diversification and generation

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We have an agreed corporate Authority-wide approach to income diversification and generation.		
We have a clear set of principles and values that set out what we are trying to achieve through income diversification.		
We focus on social value and 'ethical' investment principles in our income diversification and generation work.		
Our approach to income diversification is part of a 'bigger picture' and not seen as outside core Authority activity.		
We have embedded income diversification within programmes of long-term transformation.		
We are clear on the benefits and risks of income diversification for local communities, visitors, the local economy and local businesses.		

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We have clearly defined what income diversification is and is not for the Authority.		
Our approach to income diversification is aligned with our statutory purposes and duty.		
Our approach to income diversification is integrated and linked with wellbeing objectives, National Park Management Plan objectives, and other key Authority strategies.		
We are seeking to ensure that income diversification and generating activities deliver more than just profit and make a wider contribution to our local area and communities.		
We have identified who is accountable for decision making on income diversification and generation; it is clear where the 'buck stops'.		

**Exhibit 6: agreeing the parameters for pursuing new streams of income**

Issues for us to consider and agree	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We are going to pursue income diversification and generating activity that is aligned with our statutory purposes and duty.		

Issues for us to consider and agree	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We are going to pursue income diversification and generating activity that supports delivery of the objectives in our National Park Management Plan.		
We are going to pursue income diversification and generating activity that builds on our existing services.		
We are going to enter entirely new areas of income diversification and generating activity.		
We are going to pursue income diversification and generating activity only within our geographical boundaries.		
We are prepared to pursue opportunities in other areas beyond the Park's boundaries.		
We are comfortable with competing with local businesses.		
We are comfortable with competing with the third sector.		
We are comfortable with competing with Local Authorities.		
We are looking to recover all costs associated with the activity.		
We are seeking to maximise profit generation.		

Issues for us to consider and agree	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We are clear on how we will use the profits we create.		
We have agreed what is an acceptable level of risk for individual income diversification and generation ventures.		
<p>When considering and approving a venture we know:</p> <ul style="list-style-type: none"> <li>• how much risk we face;</li> <li>• how much risk we will take; and</li> <li>• how much risk our stakeholders are comfortable with us taking.</li> </ul>		
We have involved visitors, communities, businesses and other stakeholders to help us define what income diversification and generation should look like for our National Park Authority.		
<p>We understand the impact of diversifying income streams on:</p> <ul style="list-style-type: none"> <li>• The ecosystem of the Park</li> <li>• Visitors</li> <li>• Our communities</li> <li>• Businesses</li> <li>• Partners</li> <li>• Stakeholders</li> </ul>		
We have gauged what is affordable for our visitors and communities.		



Issues for us to consider and agree	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We communicate effectively internally and externally what income diversification and generation are for this National Park Authority and what they are not.		
We have established a set of ethical and socially responsible standards for income diversification and generation.		
We insist suppliers, lenders, and partners act in accordance with our ethical and socially responsible standards.		

**Exhibit 7: ensuring existing assets and services are working as efficiently as possible**

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We have an agreed vision of what it means for us for our assets and services to work optimally.		
All existing assets and services align with our statutory duties and purpose.		
All existing assets and services are helping to achieve our National Park Management Plan objectives.		

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We are clear that all assets and services must either be cost neutral, provide a profit for the Authority or help the Authority to achieve its purpose, duty and objectives.		
We have an appropriate asset management policy, and this is integrated with other relevant strategies including our income diversification and generation strategy.		
We regularly review our existing asset base and dispose of assets that are not financially or strategically benefiting the Authority or are unlikely to do so in the future.		
We have the right workforce capacity and skills in place to optimise generation of income from our existing assets and services.		
We have agreed the level of subsidy provided to services and assets and do so in a way that reflects the 'true' cost of running assets and reinvest any surpluses appropriately.		
We have a clear policy on how profits/surpluses generated are used, including investing to make services more profitable in future.		
We have put in place income targets where appropriate.		

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
Processes around assets and services are regularly reviewed to ensure they provide value for money eg making use of economies of scale in procurement.		
For each asset, we are clear on the balance between generating income and providing a service.		
Governance processes include a regular review of the financial cost and strategic benefit that existing assets and services bring for the Authority.		

**Exhibit 8: embedding the right culture, skills and capacity to diversify and generate income**

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We have prioritised the creation of a commercial culture and entrepreneurial mindset within the Authority.		
We have set realistic expectations on what income diversification and generation are for us, and this is clearly understood by all parts of the Authority.		
We understand that income diversification and generation are part of 'how we do things around here,' and this is reflected in our values.		

<b>Issues for us to consider</b>	<b>We have a clear position on this, and no further work is required</b>	<b>There is more work for us to do to be clear on this</b>
We have committed, highly visible leaders, with clear income diversification and generation goals.		
We have a strong officer management team that is clear on income diversification and generation who support delivery of our goals.		
We have set clear expectations that decisions relating to income diversification and generation will be taken transparently and as soon as it is appropriate to do so.		
There are high levels of commitment to work together to deliver the Authority's income diversification and generation vision and strategies.		
We have the right experience, knowledge and skillset required to successfully pursue income diversification and generating activities.		
We have enough officers to undertake income diversification and generation work.		
We have officers in the right services and with the required seniority to undertake income diversification and generation work.		
We can recruit the right people with the right skills to deliver our income diversification and generation work.		

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
<p>We have set out how the Authority will equip elected members and officers with the key skills to successfully deliver and scrutinise income diversification and generation including:</p> <ul style="list-style-type: none"> <li>• Analysing markets and demand</li> <li>• Marketing and sales</li> <li>• Pricing and trading</li> </ul>		
<p>We have a training programme that is equipping our officers and members to undertake income diversification and generation work.</p>		
<p>We have defined and clarified roles, responsibilities and the legal powers for pursuing income diversification and generating activity.</p>		
<p>We have taken legal opinion to support all aspects of income diversification and generating activity and especially on how to treat profits raised, and officers are clear on how to address this.</p>		
<p>We can draw on and utilise the skills and knowledge of our local businesses and stakeholders to help us develop our workforce to become more commercially skilled.</p>		
<p>We have an open and honest learning culture to help the Authority learn from investment decisions from elsewhere and use this information to shape our approaches.</p>		

**Exhibit 9: establishing a robust options appraisal process to decide on opportunities to diversify and generate income**

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
<p>We have a clear options appraisal process for deciding on each income diversification and generating option.</p>		
<p>Within the options appraisal, we always:</p> <ul style="list-style-type: none"> <li>• clearly define our objectives, the constraints/risks, the potential rewards and what we want to achieve;</li> <li>• gather enough information to fully understand the options being considered;</li> <li>• consider a wide range of options for the venture in question;</li> <li>• include consideration of the risk of ‘doing nothing’;</li> <li>• assess and analyse options using an agreed rating/scoring matrix; and</li> <li>• select the appropriate option based on our analysis.</li> </ul>		
<p>We make transparent decisions based on good-quality information when deciding on each income diversification and generation option.</p>		
<p>We implement the decision that has been taken on completion of an options appraisal effectively and in a timely manner.</p>		
<p>We have robust performance management arrangements in place to monitor delivery of the selected option.</p>		

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
<p>We have established an appropriate due - diligence process, and we use this to support us when approving options and managing risks. Our due-diligence assessment leads us to:</p> <ul style="list-style-type: none"> <li>• set realistic and achievable targets and business plan goals;</li> <li>• research and assess the market and identify where we are positioned;</li> <li>• assess where the market is heading and how this will affect the value/success of our venture;</li> <li>• identify and analyse who are our strongest and weakest competitors and assess how we will perform against them;</li> <li>• identify our customer base and profile likely usage and demand for our venture;</li> <li>• evaluate our prospects for reaching our projected revenues and in what period;</li> <li>• identify average price fluctuations historically;</li> <li>• forecast prices in the future; and</li> <li>• model revenue spend and capital spend.</li> </ul>		
<p>Our options appraisal process includes a specific assessment of how any ventures we approve will deliver social value for the Authority.</p>		
<p>We review the effectiveness of our decisions and undertake post-implementation evaluation to check that the objectives we set are being delivered.</p>		

**Exhibit 10: effective accountability arrangements and scrutiny of income diversification and generating activity**

<b>Issues for us to consider</b>	<b>We have a clear position on this, and no further work is required</b>	<b>There is more work for us to do to be clear on this</b>
We have a training programme that is equipping our elected members to effectively scrutinise commercial ventures and other means of diversifying and generating income.		
We have clear and appropriate governance structures to evaluate, scrutinise and approve income diversification and generation.		
We have mainstreamed and integrated scrutiny of income diversification and generation into our corporate governance arrangements.		
We act in a transparent way, and everyone is clear on how decisions on approving income diversification and generation options are made and by whom.		
We have a confident decision-making culture and elected members are not afraid of challenging officers and holding people to account.		
Those who make decisions on income diversification and generation are accountable for their choices and are held to account through clear governance arrangements.		



Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
<p>We receive good quality information to:</p> <ul style="list-style-type: none"> <li>• judge whether we should approve an income diversification and generation option; and</li> <li>• monitor and fully evaluate performance of our income diversification and generation options.</li> </ul>		
<p>We draw on and utilise experts to help us scrutinise income diversification and generation options.</p>		
<p>Our scrutiny is adding value and not unnecessarily slowing down the decision-making process.</p>		
<p>We undertake pre-decision scrutiny work to help shape choices.</p>		
<p>We undertake post-decision scrutiny work to ensure what we approve is working.</p>		
<p>We set targets and measures of success to judge improvement over time, and monitor these when they have been agreed.</p>		
<p>We risk assess activity and ensure the same level of governance and accountability arrangements extends to all high-risk income diversification and generation activity consistently.</p>		
<p>We have effective delegation arrangements for approving low-risk income diversification and generation activity.</p>		

Issues for us to consider	We have a clear position on this, and no further work is required	There is more work for us to do to be clear on this
We scrutinise all our income diversification and generation ventures to ensure they are delivering for the Authority.		
Our monitoring and evaluation of income diversification and generation ventures explicitly focus on what social value is being delivered.		
We share learning and draw on evidence from other National Park Authorities in Wales and elsewhere to learn what works, what does not, the risks we face and the potential rewards.		





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We welcome correspondence and telephone calls in Welsh and English.  
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.

## Organisational response

**Report title:** Eryri Income Diversification

**Completion date:** June 2023

**Document reference:** 3587A2023

Ref	Recommendation	Organisational response Please set out here relevant commentary on the planned actions in response to the recommendations	Completion date Please set out by when the planned actions will be complete	Responsible officer (title)
R1	<p><b>A strategic approach to income diversification</b></p> <p>Undertaking income diversification requires National Park Authorities to have enough capacity, the right skills and robust but agile systems to be in place. We recommend that the Authority:</p> <ul style="list-style-type: none"> <li>• uses our self-evaluation tools (Appendix 1) to identify its existing strengths and weaknesses, and develops a strategy for income diversification; and</li> <li>• as part of its strategy for income diversification sets SMART performance measures and appropriate governance systems to ensure adequate monitoring and scrutiny of delivery of the agreed action plan resulting from its self-evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• The Authority agrees to use the self-evaluation tool to develop a strategy for income diversification.</li> <li>• Income diversification can be resource intensive with limited opportunities and any strategy will need to ensure that our scarce resources are utilised in the most effective way possible.</li> <li>• With this caveat as set out above it is agreed that the strategy will measure performance and assess whether changes are required to our governance model.</li> </ul>	<p><b>Initial review utilising the self-evaluation tool to be undertaken by March 2024.</b></p> <p><b>All subsequent actions dependent on said review.</b></p>	Chief Executive
R2	<p><b>Plas Tan y Bwlch</b></p> <p>In Part 2 of this report we highlight ongoing financial challenges at Plas Tan y Bwlch. We recommend that, within the next 12 months, the Authority reviews its operating model at Plas Tan y Bwlch to undertake a</p>	<ul style="list-style-type: none"> <li>• This review has already commenced, and we are in the process of collating the information.</li> </ul>	<p><b>An initial report to the Authority by end of 2023 with a decision on future operating model expected to follow thereon.</b></p>	Chief Executive and Director of Corporate Services.

cost benefit appraisal of the facility to determine its future strategy for the site.

<b>A MEETING</b>	<b>Performance and Resources Committee</b>
<b>DATE</b>	<b>12<sup>th</sup> of July 2023</b>
<b>TITLE</b>	<b>REVENUE AND CAPITAL OUTTURN REPORT 2022/23</b>
<b>REPORT BY</b>	<b>Chief Finance Officer</b>
<b>PURPOSE</b>	<ul style="list-style-type: none"> <li><b>i. To approve the budget transfers, money transfers, and the money carried forward from the revenue and capital budgets in accordance with what was outlined in the report.</b></li> <li><b>ii. To approve the Capital Financing Statement.</b></li> <li><b>iii. To consider the departmental performance in relation to to budgetary control.</b></li> <li><b>iv. To approve the recommended changes to the reserves.</b></li> </ul>

## **1. CONTEXT**

- 1.1 The final financial position of the services for 2022/23 confirms that the Authority has managed to stay within the financial restrictions with a net underspend of £486,655, (see Appendix 2). This surplus is mainly derived from additional bank interest as a result of the increase in interest rates as well as additional grants received from the Welsh Government.
- 1.2 The Authority aims to complete and authorize the statement of accounts within the extended timeframe suggested by the Welsh Government. However, as the 2021/22 accounts situation remains unresolved the Authority is in constant contact with Audit Wales. There is flexibility within the timetable as Audit Wales has indicated that they will not have the resources to start the audit until the end of the year. The Authority is required to approve the final financial position for 2022/23 (and relevant financial transfers), as part of the procedure for producing the statutory financial statements (to be certified by the Chief Finance Officer and approved by the Authority).
- 1.3 It should be noted that some figures in this report may be modified during the procedure of closing the accounts and that all figures are subject to audit. No specific time limit has been set but the Authority will aim to draw up draft accounts by July 31. The Authority will be further reported on any significant adjustments made in the statement of accounts and following the completion of the relevant audit.



## **2 GRANTS RECEIVED IN 2022/23**

- 2.3 In March 2023, confirmation was received from the Welsh Government re. additional grant provision to the Authority for a total of £200,570 including a Capital amount of £156,000 and £44,570 in Revenue. The terms of the additional grant allowed expenditure on projects including some of the Authority's current plans. This meant that it was possible to identify a saving within the relevant services which has contributed to the general underspend. Later in the month further notice was received of a payment of £27,128 of unconditional additional revenue monies.
- 2.4 In addition to the additional grants from the Welsh Government, the first claim for 2022/23 - 2024/25 SLSP funding was successful for a total of £800,000. This money includes capital elements as well as revenue in the form of money for administering the grants and a contribution towards staff time to carry out the work. In addition, further funding was received from the SLSP for a joint grant project with other partners resulting in an income of £150,000 for the Authority in 2022/23.
- 2.5 During the year a three-year joint plan was agreed between the National Parks of Wales and the Welsh Government. The plan is worth £200k to the Authority with a successful claim made during 2022/23 in order to fund a Nature Restoration and Carbon Capture and Storage Officer within the Authority.
- 2.6 There was also a successful application for a grant of £65,000 for the BMW biodiversity project, the grant was not received until February with the work programmed for 2023/24. As a result the money has been calculated as a grant received in advance for 2023/24.
- 2.7 During the year the last grant payment was received for the LIFE Celtic Forests scheme. In addition to the usual payments from the other co-funders this payment was for £991,859. As the project will now continue until the autumn of 2027, a portion of this payment has already been set aside towards funding the plan until the end of the scheme, together with previous grants which have also been transferred to funds. It has already been reported to the Authority that there is a risk that the Authority will need to borrow money temporarily until the final grant payment is made.

## **3. OUTLINE OF THE ACCOUNTS' FINAL POSITION**

- 3.1 This report presents a comparison, at service area level, between the revenue and capital expenditure plans that the Authority had budgeted for, and the actual final expenditure for 2022/23
- 3.2 The total net expenditure for the year was £5,130,603 which is £1,686,973 under the revised net budget of £6,817,576. The transfers to the Capital budget suggested in the March budget update have been disregarded in order to give an accurate reflection of the additional contribution required from the reserves when compared to the original budget. The transfers suggested in March represented transfers that would have been required for the expenditure projection. Appendix 3 sets out the necessary transfers based on the current outturn situation. The total gross capital expenditure for the year was £1,652,579.

- 3.3 There was £1,686,973 of money remaining before net transfers worth £738,799 to specific reserves, and slippages and commitments (to 2023/24) from some of the 2022/23 budget allocations worth £461,519. This brings the remaining balance available for reallocation to **£486,655**.

#### 4. FINAL REVENUE SUMMARY 2022/23

Service Area	Original Net Budget	Virements	Revised Net Budget	Actual Expenditure	Under/ (Over)
	£	£	£	£	£
Management	1,595,967	182,842	1,778,809	1,255,155	523,654
Corporate	4,738,275	354,296	5,092,571	4,459,953	632,618
Balances	259,467	- 259,467	-	-	-
Interest Earned	- 8,000	-	- 8,000	- 135,654	127,654
Revenue	398,620	146,626	545,246	142,199	403,047
Capital Charges Adjustment	- 591,050	-	- 591,050	- 591,050	-
<b>TOTAL</b>	<b>6,393,279</b>	<b>424,297</b>	<b>6,817,576</b>	<b>5,130,603</b>	<b>1,686,973</b>

#### 4.1 Net Budget for 2022/23

The authority has already been informed of the increase in the net basic revenue budget.

In Appendix 1, there are further details regarding the transfers reported to the Authority in March and those that have been implemented since then.

#### 4.2 Transfers from and to Reserves and Other specified Costs

There is a balance of £1,686,973 before transfers to and from the reserves. A summary of the analysis of the transfers is shown in the table below, together with other specific costs, with the details in Appendix 3.

	(£)	(£)	(£)
<b>Total balances available for 2022/23</b>			1,686,973
<b>Transfers from Reserves</b>			
Planning and Land Management	336,295		
Corporate	307,790	644,085	
<b>Transfers to Reserves</b>			
Planning and Land Management	-742,860		
Corporate	-640,024	-1,382,884	-738,799
<b>Slippage and Other Costs (Appendix 4)</b>	-461,519		-461,519
			0
<b>Balances available for distribution</b>			<b>486,655</b>

### 4.3 Departmental Outturn

Essential transfers from and to reserves within specific or earmarked programs have already been determined in point 4.2.

The table below shows the position of each directorate level after taking the reserved items and the specific ones brought forward within the 2021/22 budget into account:

Directorate	Revised Net Budget	Actual Expenditure	Under/ (Over)	Committed	Under/ (Over)
	£	£	£	£	£
Planning and Land Management	1,778,809	1,255,155	523,654	390,531	133,123
Corporate Balances	5,092,571	4,459,953	632,618	406,741	225,878
	-	-	-	-	-
	<b>6,871,380</b>	<b>5,715,108</b>	<b>1,156,272</b>	<b>797,272</b>	<b>359,001</b>
Interest Earned	- 8,000	- 135,654	127,654	-	127,654
Capital Financed from Revenue	545,246	142,199	403,047	403,047	-
Capital Charges Adjustment	- 591,050	- 591,050	-	-	-
<b>TOTAL</b>	<b>6,817,576</b>	<b>5,130,603</b>	<b>1,686,973</b>	<b>1,200,319</b>	<b>486,655</b>

The total additional income and underspend, after taking into account the transfers to and from reserves, was **£486,655**.

### 4.4 Detailed Analysis

A more detailed breakdown by service of the expenditure and commitments for 2022/23 is in Appendix 2.

### 4.5 Material Variations

A number of variations are funded from the surplus of other services which are under the control of the heads of service including the use of parking surplus for overspends on services such as Visitor Facilities, Litter Collection and the Corporate Property service. Following the allocation of money for this purpose, the variations over £10,000 within the services below which contribute to the total of £486,655 will be elaborated.

Tree Conservation and Agriculture – £133,962 underspend. There was expenditure on a number of grant projects where it was necessary to shift the expenditure against specific services/grants leaving a surplus within the service. The additional money from the Welsh Government has also contributed to almost £90,000 of underspend to create a surplus slipping into 2023/24 and contributing to the financial challenge. The nature of some of the projects within these services means that there is uncertainty in terms of the availability of grants and grant claims. It is possible that one year's surplus will tend to be needed to meet such situations in subsequent years where a deficit is identified.

Information Centres – An overspend of £11,286 as a result of confusion regarding tax invoices from Conwy Council which has meant additional expenditure of over £8k. A similar amount showed as an underspend in the 2021/22 accounts. Additional energy costs have also contributed to the shortfall.

Translation - £16,258 underspend arising from the use of external translators.

Plas Tan y Bwlch - £13,230 overspend. The main overspends are on employment, energy costs and ordering goods/food. However, the current situation is much more encouraging than the projected situation reported in March. This is mainly due to a significant increase in income as a result of invoices that had not been raised at the time. As a result the additional income has met a large part of the overspend.

Car Parks and Visitor Facilities - The car park and Llyn Tegid income was £185,955 and more than was budgeted for but as has already been mentioned, this money has been set aside for a shortfall within other services under the direction of the Head of Property. This includes £124,628 which is intended to be carried over to 23/24 for work programmed at Plas Tan y Bwlch and maintenance work on the authority's property such as car parks.

Wardens, Public Access and Yr Wyddfa Team - There is a significant underspend of £166,790 across these services. Around £90,000 of expenditure has been funded by the additional grant money from the Welsh Government which has meant reducing the expenditure level against the services and contributing to the saving.

Legal – There is an underspend of £26,421 which is a result of recovering £40,000 in legal costs in the Hillside case. A portion of the surplus money has been set aside for costs on the service's computer system for the next two years.

Personnel and Training – There is an underspend of £15,473 mainly as a result of vacancies and an underspend on the staff training budget.

Management and Partnerships Plan – Underspending is due to posts being vacant for a period while staff are on maternity leave. As well as this, there has been a significant underspend on the commissioning fund budget which has contributed to over £61,550. This is not unexpected as this budget has already been identified as money that can contribute to the financial challenge over the next few years.

Finance – An overspend of £23,907 mainly arising from the staffing situation and the work required as a result, as well as buying in a service for closing the 2021-22 accounts at the beginning of the year. There were also additional costs as the head of service was on maternity leave and a temporary head of service needed to be funded.

Bank Interest – The actual income received is much higher than the £8,000 budget and previous forecasts. This is mainly because the interest rates remain high and inflation is not falling at the predicted rate resulting in an additional interest income of £127,323.

#### **4.6 Changes since previously reported**

In the previous report on the budget that was put before the Authority in March 2023, a likely outturn of a surplus of £19,345 was noted. This varies significantly compared to the current situation which has a surplus of £486,655.

A number of reasons reported in part 4.5 have contributed with the significant differences arising from the underspend in Conservation, Woodland and Agriculture,

Public Access and Wardens services, the commissioning fund, the additional bank interest and the additional income at Plas Tan y Bwlch.

The additional grants received of £227,698 have now been used to fund expenditure within the services increasing the surplus amount within the Tree Conservation and Agriculture Service and Public Access and Wardens services. This intention was not clear when the budget was reported in March. As a result, this has contributed to a surplus available to be allocated to the financial challenge of budgeting for 2023/24 and 2024/25 taking into account the settlement of grant and stand/flat levy despite the increase in costs and wages for the Authority.

## 5 . CAPITAL OUTTURN 2022/23

5.1 Details of the Capital budget, outturn and funding sources appear in the summary below and Appendix 5:

	Net Budget	Expenditure	Income	Balance	Committed	Under/ (over)
	(£)	(£)	(£)	(£)	(£)	(£)
Planning and Land Management	425,950	1,030,559	-942,419	337,810	337,815	-5
Corporate	119,296	622,019	-567,960	65,237	65,232	5
<b>Total</b>	<b>545,246</b>	<b>1,652,578</b>	<b>-1,510,379</b>	<b>403,047</b>	<b>403,047</b>	<b>0</b>

5.2 It has already been reported in part 3.2 that the Capital transfers suggested in the March budget update have been disregarded in order to present information based on the current situation.

The revised net budget of £545,246 and the net expenditure of £142,200 leaves £403,047 before transfers and slippage. However, these figures include SLSP grants as well as the joint SLSP scheme where £950,000 of income has been received and expenditure of only £447,512. These grant schemes represent £502,489 of the £607,703 which has been set aside to go into the funds for use in 2023/24 and beyond. A number of historic grant schemes which were not originally budgeted for have also been acted upon during the year with £369,909 of money from specific reserves needing to be transferred. Of the plans budgeted for there is £165,253 remaining earmarked as money to carry over to 23/24.

The proposed transfers into and from the funds together with the amount to be carried over amount to £403,047.

5.3 See appendix 5 for more detail regarding the committed figure of £403,047.

## 6. RESERVE FUNDS

- 6.1 See below a summary of the usable funds with their current balances before the transfer of the underspend of £486,655. It should be noted that a significant portion of the below represents amounts that have already been committed for specific purposes.

Reserve Name	Balance 31/03/2022	Movement	Balance 31/03/2023
Capital Receipts Reserve	163,791	-	163,791
Section 106 Reserve	484,505	112,529	597,034
Revenue Grants Reserve	1,752,371	(176,947)	1,575,424
Capital Grants Reserve	2,094,437	94,267	2,188,704
Asset Management Reserve	918,594	(28,030)	890,564
Public Examination Reserve (Planning)	225,000	-	225,000
Match-funding Reserve	986,397	(114,141)	872,256
Slippage Reserve	775,133	51,619	826,752
Projects Reserve	941,671	16,068	957,739
Snowdon Infrastructure Reserve	56,303	-	56,303
Specific Risks Reserve	424,160	(40,617)	383,543
Staff Resilience Reserve	120,000	(5,238)	114,762
Commercial Risk Reserve	100,000	-	100,000
General Revenue Reserve (Balances)	719,708	(70,321)	649,387
	<b>9,762,071</b>	<b>(160,811)</b>	<b>9,601,260</b>

### 6.2 Allocation of Balance and Underspend and Additional Income

A balance of £486,655 of underspends and additional income from 2022/23 is available to be re-allocated on a one-off basis. It is recommended that the additional income resulting from the additional grants from the Welsh Government (£227,698) be transferred to funds in order to contribute towards the deficit in the 2023/24 budget. The deficit identified in the original budget for 2023/24 was £778,953 including £459,310 of a contribution to be identified. At the time there was no certainty regarding certain grants or if specific funds would be available for some of the plans. It is expected that the first budget update in September will provide a better picture of the situation and the deficit to be financed. It is recommended that the rest of the surplus money from 2022/23 be set aside in funds for this purpose for the time being with the necessary amount to be transferred to the 2023/24 budget and the rest to be kept in reserve for the deficit in 2024/25. The recommendation is to divide this surplus between Specific Risk Funds - £160,000, Staff Resilience - £160,000 and the General Fund (balances) - £166,655.

### 6.3 Analysis of Funds

Below is a breakdown of the main movements within the funds. See Appendix 6 for a description and purpose of each fund.

#### Section 106 Fund

There was an increase of £112,529 in the fund during the year. £74,594 was received in commuted sums and one 'First Homebuy' grant was awarded via Conwy Council for £14,024. In addition, £52,320 was received from the National Grid for specific

plans to be managed over the next five years by the Conservation, Woodland and Agriculture service.

#### Revenue Grants Fund

This fund holds the balance of unused revenue grants, received in the financial year and recognized as income in that financial year, but transferred to a fund for future use. There was a net reduction of £176,947 during the year.

#### Capital Grants Fund

This fund has been created on the same premise as the Revenue Grants Fund. During 2022/23 grants were used and received meaning a net increase of £94,267 in the fund.

#### Asset Management Fund

There was a reduction of £28,030 in the Fund during 2022/23.

#### Match Funding Fund

During the year use and addition meant a net reduction of £114,141.

#### Staff Resilience Fund

£5,328 was used from this fund during 2022/23. The transfer recommended above would add £160,000 to this fund.

#### Specific Risk Fund

There is a net reduction of £40,617 in this fund following the 2022/23 expenditure. The transfer recommended above would add £160,00 to this fund.

#### Carry-Over Fund

Transfers of £409,900 were utilised from this fund for use in 2022/23. There is an increase of £461,519 in 2022/23 based on the above recommendation that would result in a net increase of £51,619. See Appendix 4 for more details.

#### General Balances

Transfers of £70,321 were made from this fund for use in 2022/23. The transfers recommended above for the surplus of £166,655 would mean a net increase of £96,334 in this Fund.

**7. TRANSFERS BETWEEN BUDGETS WORTH OVER £30,000 FOR THE ATTENTION OF THE AUTHORITY**

- 7.1 Part 3 of the Authority's Financial Regulations states the need to report to the Authority or the Performance and Resources Committee on transfers worth over £30,000 between budgets, as follows:

<b>Sum</b>	<b>Transfer Approval</b>
£30,000 - £100,000	Chief Executive, Chief Finance Officer and the Chairman. Transfer to be reported to the next Authority for information only.
£100,000 or more	Authority Decision

- 7.2 There has been one transfer since the last report for funding Capital expenditure on vehicles to the Conservation, Woodland and Agriculture service. £35,409 was transferred from the service's revenue budget as there was a significant underspend.



**8. RECOMMENDATIONS**

- 8.1 Approval of the transfers in the revenue and capital budgets as outlined in part 4 (details in Appendix 1).**
- 8.2 To approve the transfers to and from the earmarked reserves as outlined in the table under paragraph 4.2 and Appendix 3.**
- 8.3 To identify the final position of the directorates and services in terms of budgetary control (paragraph 4.3 to 4.6 and Appendix 2)**
- 8.4 To approve the slippages and commitments (£461,519) in Appendix 4.**
- 8.5 To note that the underspends relating to the 2022/23 financial year will increase the General Balances, the Staff Resilience Fund and the Specific Risks Fund.**
- 8.6 Approve the Capital Financing Statement (part 5 and Appendix 5).**

**Eryri National Park Authority**  
**Revised Budget for 2022-23 on 31 March 2023**

	<b>Original Budget £</b>	<b>Virements (previous) £</b>	<b>Virements (new) £</b>	<b>Revised Net Budget £</b>
<b>PLANNING AND LAND MANAGEMENT</b>				
Conservation, Trees and Agriculture	407,680	41,245	- 35,410	413,515
Dark Skies	-	-	-	-
Welsh Peatlands	-	-	-	-
National Grid - Maentwrog (East)	110,000	-	-	110,000
Celtic Rainforests (LIFE)	93,677	3,650	-	97,327
Carneddau Partnership	32,200	- 4,300	-	27,900
Archaeology	62,710	19,417	-	82,127
Cultural Heritage	73,560	10,525	-	84,085
Dolgellau Townscape Heritage	22,930	630	11,740	35,300
Harlech and Arduwy scheme	51,560	710	-	52,270
Ysgwrn	90,280	18,732	-	109,012
Planning	651,370	115,903	-	767,273
<b>Sub-total carried forward</b>	<b>1,595,967</b>	<b>206,512</b>	<b>- 23,670</b>	<b>1,778,809</b>
	-	-	-	-
<b>CORPORATE</b>				
Members Costs	112,510	-	-	112,510
Authority Support	87,710	4,803	-	92,513
Corporate Management	607,280	5,871	-	613,151
Property	238,731	8,423	-	247,154
Legal	54,510	2,861	-	57,371
Administration and Customer Care	207,010	12,761	-	219,771
Translation	103,740	3,422	-	107,162
Personnel and Training	110,200	5,482	-	115,682
Head Office	221,310	1,465	-	222,775
Information Technology	342,280	16,373	11,765	370,418
Finance	209,780	14,773	-	224,553
Plas Tan y Bwlch	382,230	17,644	-	399,874
Engagement	464,890	85,674	-	550,564
New Website	46,880	860	-	47,740
<b>Sub-total carried forward</b>	<b>3,189,061</b>	<b>180,412</b>	<b>11,765</b>	<b>3,381,238</b>

**Eryri National Park Authority**  
**Revised Budget for 2022-23 on 31 March 2023**

	<b>Original Budget £</b>	<b>Virements (previous) £</b>	<b>Virements (new) £</b>	<b>Revised Net Budget £</b>
<b>Subtotals Brought Forward</b>				
<b>PLANNING &amp; LAND MANAGEMENT</b>	<b>1,595,967</b>	<b>206,512</b>	<b>- 23,670</b>	<b>1,778,809</b>
	-	-	-	-
<b>CORPORATE</b>	<b>3,189,061</b>	<b>180,412</b>	<b>11,765</b>	<b>3,381,238</b>
Engagement with Young People (W.G. grant)	21,520	400	-	21,920
Well-being Paths (W.G. grant)	40,000	-	-	40,000
Management Plan and Partnerships	258,020	56,647	-	314,667
Information Centres	120,140	29,535	-	149,675
Llyn Tegid	- 28,280	480	-	- 27,800
Car Parks	- 460,510	7,733	- 2,210	- 454,987
Litter Clearance	19,510	-	-	19,510
Traffic and Transport	5,000	-	-	5,000
Visitor Facilities	292,720	-	-	292,720
Public Access	160,410	11,791	-	172,201
Wardens, Estate Workers & Volunteers	1,120,684	57,743	-	1,178,427
	<b>4,738,275</b>	<b>344,741</b>	<b>9,555</b>	<b>5,092,571</b>
	-	-	-	-
<b>BALANCES</b>	-	-	-	-
General Inflation Provision	15,000	- 15,000	-	-
Payroll Inflation provision	244,467	- 244,467	-	-
	<b>259,467</b>	<b>- 259,467</b>	<b>-</b>	<b>-</b>
	-	-	-	-
	<b>6,593,709</b>	<b>291,786</b>	<b>- 14,115</b>	<b>6,871,380</b>
<b>TOTAL</b>	-	-	-	-
Interest Earned	- 8,000	-	-	- 8,000
Revenue Financing of Capital Expenditure	398,620	132,511	14,115	545,246
Capital Charges Adjustment	- 591,050	-	-	- 591,050
	<b>6,393,279</b>	<b>424,297</b>	<b>-</b>	<b>6,817,576</b>
<b>FUNDED FROM</b>	-	-	-	-
National Park Grant	4,119,789	-	-	4,119,789
Constituent Authority Levy	1,373,262	-	-	1,373,262
Tfrs from reserves	900,228	424,297	-	1,324,525
<b>Net Budget</b>	<b>6,393,279</b>	<b>424,297</b>	<b>-</b>	<b>6,817,576</b>

**Eryri National Park Authority**  
**Final Revenue Position 2022-23 at 31 March 2023**

	<b>Revised Net Budget £</b>	<b>Actual Expenditure £</b>	<b>Committed £</b>	<b>Under/ (Over) £</b>
<b>PLANNING AND LAND</b>				
Conservation, Trees and Agriculture	413,515	216,532	63,021	133,962
LIFE - Quaking Bogs	-	593	-	593
SMS - Dinas Mawddwy	-	10,177	10,177	-
ERAMMP*	-	66,175	66,175	-
Ysgwrn	109,012	162,709	53,697	-
Dark Skies	-	-	-	-
ENRaW*	-	-	-	-
Welsh Peatlands	-	19,327	4,270	15,057
Peatlands (NRW Grant)	-	15,840	783	15,057
Eryri Fringes	-	246	-	246
NG - Maentwrog (East)	110,000	-	110,000	-
NG - Maentwrog (West)	-	2,320	2,320	-
Celtic Rainforests (LIFE)	97,327	184,069	86,742	-
Cultural Heritage	84,085	66,497	17,588	-
Dolgellau Townscape Heritage	35,300	41,726	6,426	-
Harlech ac Ardudwy scheme	52,270	36,342	15,928	-
Archaeology	82,127	52,908	29,219	-
Planning	767,273	558,311	208,962	-
Carneddau Partnership	27,900	5,767	22,133	-
<b>Sub-total carried forward</b>	<b>1,778,809</b>	<b>1,255,155</b>	<b>390,531</b>	<b>133,123</b>
<b>Corporate</b>				
Members' costs	112,510	119,882	-	7,372
Authority Support	92,513	95,100	-	2,587
Corporate Management	613,151	572,685	38,870	1,596
Property	247,154	272,654	5,582	31,082
Legal	57,371	18,950	12,000	26,421
Administration and Customer Care	219,771	210,309	93	9,369
Translation	107,162	90,904	-	16,258
Personnel and Training	115,682	100,209	-	15,473
Head Office	222,775	223,306	456	987
Information Technology	370,418	392,219	21,801	-
Finance	224,553	254,370	5,910	23,907
Plas Tan y Bwlch	399,874	413,104	-	13,230
Engagement	550,564	538,267	29,508	17,211
New Website	47,740	63,566	15,826	-
Young People (Welsh Gov Grant)	21,920	35,816	13,896	-
Wellbeing Routes (Welsh Gov Grant)	40,000	8,188	31,812	-
Park Management and Partnerships	314,667	136,172	116,944	61,551
Information Centres	149,675	160,962	-	11,287
Llyn Tegid	- 27,800	- 108,145	4,866	75,479
Car Parks	- 454,987	- 560,598	103,582	2,029
Yr Wyddfafa Partnership	-	7,263	7,263	-
Litter Clearing	19,510	47,577	-	28,067

Traffic and Transportation	5,000	-	-	5,000
Visitor Facilities	292,720	299,308	11,770 -	18,358
Public Access	172,201	84,574	-	87,627
Snowdon Team	338,214	269,400	-	68,814
Wardens - General	273,456	249,385	100,904 -	76,833
Wardens - North	293,035	210,033	15,050	67,952
Wardens - South	273,722	254,493	-	19,229
	<b>5,092,571</b>	<b>4,459,953</b>	<b>406,741</b>	<b>225,878</b>

**BALANCES**

	-	-	-	-
	<b>6,871,380</b>	<b>5,715,108</b>	<b>797,272</b>	<b>359,001</b>

**TOTAL**

Interest earned	- 8,000	- 135,654	-	127,654
Revenue financing capital	545,246	142,199	403,047	-
Capital adjustment	- 591,050	- 591,050	-	-
	<b>6,817,576</b>	<b>5,130,603</b>	<b>1,200,319</b>	<b>486,655</b>

**Financed from**

National Parks Grant	4,119,789
Local Authority Levy	1,373,262
Transfers from reserves	1,324,525
<b>Net Budget</b>	<b>6,817,576</b>

Environment and Rural Affairs Monitoring & Modelling Programme  
Enabling Natural Resources and Well-being

**Appendix 3**

	(£)	(£)	(£)
<b>Total Balances available for 2022/23</b>			1,686,973
<b>Transfers from Reserves</b>			
<b>Planning and Land Mangement</b>			
Yr Ysgwrn	56,854		
Peatlands of Wales	4,270		
National Grid (Maentwrog-West)	2,320		
Celtic Rainforests (LIFE Grant Scheme)	139,610		
Dolgellau Townscape Heritage	6,426		
		209,480	
Harlech Regeneration (Welsh Gov Capital Grant)	12,526		
Biodiversity (Welsh Gov Grant)	3,418		
Conservation Areas (SLSP Grant)	14,968		
Ancient Woodlands (SLSP Grant)	350		
Dark Skies (SLSP Grant)	83,661		
Ty Natur Project	811		
		115,734	
<b>Corporate</b>			
New Website	15,826		
Engagement with Young People (Welsh Gov Rev Grant)	13,896		
Yr Wyddfa Partnership (Welsh Gov Rev Grant)	7,263		
Information Systems	21,801		
Finance (Additional Staff)	5,910		
		64,696	
Upgrading Toilets	23,000		
Morfa Mawddach Toilets	22,000		
Access Projects	809		
Yr Wyddfa Interpretation Plan (Welsh Gov Capital Grant)	1,707		
Yr Wyddfa Partnership Plan (Welsh Gov Capital Grant)	176		
Electric Vehicle Charging Points (Welsh Gov Capital and SLSP Grants)	6,408		
Website (Welsh Gov Capital Grant)	17,390		
Hafod Eryri (Welsh Gov Capital Grant)	6,000		
Betws y Coed (Welsh Gov Capital Grant)	10,469		
Bwlch Brithdir (Welsh Gov Capital Grant)	651		
Celebrating 70 (Welsh Gov Capital Grant)	3,200		
Crafnant to Capel Curig (SLSP Grant)	11,081		
Nant Gwynant (Welsh Gov Capital Grant)	4,725		
Cader Idris (Various Capital Grants - BMC, NRW and Welsh Gov)	75,701		
IT (SLSP Grant)	30,166		
Decarbonisation (SLSP Grant)	20,666		
Brithdir Circular Route (Welsh Gov Capital Grant)	16,789		
Betws y Coed Info. Centre (Welsh Gov Capital Grant)	3,237		
		254,175	
			644,085

## Transfers to Reserves

### Planning and Land Mangement

#### Cultural Heritage

LiDAR (Welsh Gov Grant)	15,630	
Carneddau Paths (Welsh Gov grant)	31,865	
Eryri Nature (SLSP Grant)	107,790	
Traditional Boundaries (Collaborative SLSP Grant)	46,438	
	<hr/>	201,723
National Grid (Maentwrog-East)	110,000	
Celtic Rainforests (LIFE Grant Scheme)	52,868	
SMS Dinas Mawddwy	10,177	
Peatlands (NRW Grant)	783	
Conservation, Woodlands and Agriculture	52,320	
Archaeology (Contribution to Carneddau Project)	17,719	
Carneddau	22,133	
ERAMMP*	66,175	
Planning (Section 106 Reserve)	74,234	
Planning	134,728	
	<hr/>	541,137
Corporate		
Additional 2022/23 Grant (Welsh Gov Capital)	36,927	
Morfa Dyffryn (SLSP Grant)	20,792	
Eryri Community (SLSP Grant)	53,802	
Decarbonisation (SLSP Grant)	151,507	
Tourism (SLSP Grant)	142,952	
	<hr/>	405,980
Engagement	17,558	
Wellbeing routes	31,812	
Property - Property Officer Post	1,172	
Management Plan and Partnerships	73,941	
Wardens	100,904	
Additional Grant 2022/23 (Welsh Gov Revenue)	8,657	
	<hr/>	234,044
		<hr/>
		(1,382,884)
<b>Total</b>		<hr/>
		948,174
<b>Slippage and Other Costs (Appendix 4)</b>	<hr/>	(461,519)
		<hr/>
<b>Balance available for re-allocation</b>		<hr/>
		<b>486,655</b>

Environment and Rural Affairs Monitoring & Modelling Programme

**Appendix 4****Snowdonia National Park Authority  
Slippage and Other Costs 2022/23**

	(£)	(£)
<b>Conservation and Agriculture</b>		
Slippage allocated to specific expenditure	<u>10,701</u>	10,701
<b>Ysgwrn</b>		
Slippage allocated to specific expenditure	<u>3,157</u>	3,157
<b>Archeology</b>		
Slippage allocated to specific expenditure	<u>11,500</u>	11,500
<b>Cultural Heritage</b>		
Built Environment - Harlech and Arduwy	17,588	
Harlech and Arduwy	<u>15,928</u>	33,516
<b>Engagement</b>		
Underspend due to work yet to be completed on Hafod Eryri	10,000	
Grant schemes to award	<u>1,950</u>	11,950
<b>Property</b>		
Slippage allocated to specific expenditure		
Property	4,410	
Visitor Facilities	11,770	
Llyn Tegid	4,866	
Car Parks	<u>103,582</u>	124,628
<b>Main Office and Administration</b>		
Slippage allocated to specific expenditure	<u>549</u>	549
<b>Legal</b>		
Slippage allocated to specific expenditure	<u>12,000</u>	12,000
<b>Warden Services</b>		
Slippage allocated to specific expenditure	<u>15,050</u>	15,050
<b>Engagement and Partnerships</b>		
Eryri Partnership Grants and stall at Eisteddfod	<u>43,002</u>	43,002
<b>Corporate Management</b>		
Managemnet Team Fund and additional Revenue Grant	<u>30,213</u>	30,213
<b>CAPITAL</b>		
Built Environment	61,560	
New IT System for Planning	47,314	
Warden Vehicles and Access Projects	<u>56,379</u>	165,253
<b>Total Slippage and other costs 2022/23</b>		<b>461,519</b>



## CAPITAL OUTTURN 2022/23

	Net Budget	Expenditure	Income	Balance	Committed	Under/ (over)
	(£)	(£)	(£)	(£)	(£)	(£)
Cultural Heritage	65,730	4,170	-	61,560	61,560	-
Dolgellau Townscape Heritage	170,093	322,860	152,763	4	-	4
Agriculture Service Vehicles	35,410	35,410	-	0	-	0
LiDAR (Welsh Gov Grant)	15,630	-	-	15,630	15,630	-
Carneddau Paths (Welsh Gov grant)	65,073	33,208	-	31,865	31,865	-
Planning - New IT system	50,000	2,687	-	47,314	47,314	-
Harlech Regeneration (Welsh Gov Grant)	24,014	156,540	120,000	12,526	12,526	-
Biodiversity (Welsh Gov Grant)	-	3,418	-	3,418	3,418	-
Conservation Areas (SLSP Grant)	-	14,968	-	14,968	14,968	-
Cancient Woodlands (SLSP Grant)	-	350	-	350	350	-
Dark Skies (SLSP Grant)	-	83,661	-	83,661	83,661	-
Ty Natur Project	-	56,467	55,656	811	811	0
Tourism (SLSP Grant)	-	111,048	254,000	142,952	142,952	-
Eryri Nature (SLSP Grant)	-	102,210	210,000	107,790	107,790	-
Traditional Boundaries (SLSP Grant)	-	103,563	150,000	46,438	46,438	-
<b>Planning and Land mangemnet sub-total</b>	<b>425,950</b>	<b>1,030,559</b>	<b>942,419</b>	<b>337,810</b>	<b>337,815</b>	<b>5</b>
<b>Corporate</b>	-	-	-	-	-	-
IT Equipment	10,575	10,575	-	0	-	0
Wardens Vehicles	55,719	-	-	55,719	55,719	-
Access Projects	10,000	10,150	-	150	150	0
Morfa Mawddach Toilets	-	95,813	72,000	23,813	23,813	0
UpgradingToilets	-	21,187	-	21,187	21,187	0
Eryri Community Fund	20,000	20,000	-	-	-	-
Cader Idris (BMC, NRW, Welsh Gov)	-	75,701	-	75,701	75,701	0
Nant Gwynant (Welsh Gov Grant)	-	4,725	-	4,725	4,725	0
Yr Wyddfa Partnership (Welsh Gov. Grant)	-	5,667	3,960	1,707	1,707	-
Yr Wyddfa Interpretation Plan (Welsh Gov. Grant)	-	176	-	176	176	0
Electric Vehicle Charging Points (Welsh Gov. Grant)	-	399	-	399	399	-
New Website (Welsh Gov. Grant)	-	17,390	-	17,390	17,390	-
Betws y Coed (Welsh Gov Grant)	-	10,469	-	10,469	10,469	-
Betws y Coed Info. Centre (Welsh Gov. Grant)	2,210	5,451	-	3,241	3,238	4
Hafod Eryri (Welsh Gov. Grant)	-	6,000	-	6,000	6,000	-
Bwlch Maesgwn to Brithdir (Welsh Gov. Grant)	-	651	-	651	651	0
Brithdir to Pen Ceunant (Welsh Gov. Grant)	-	16,789	-	16,789	16,789	0
Celebrating 70 (Welsh Gov. Grant)	-	3,200	-	3,200	3,200	-
IT (Welsh Gov. Grant)	20,792	-	-	20,792	20,792	-
Morfa Dyffryn (SLSP Grant)	-	11,081	-	11,081	11,081	0
Crafnant to Capel Curig (SLSP Grant)	-	30,166	-	30,166	30,166	0
Decarbonisation (SLSP Grant)	-	20,666	-	20,666	20,666	-
Electric Vehicle Charging Points (SLSP Grant)	-	6,009	-	6,009	6,009	0
Eryri Community (SLSP Grant)	-	1,198	55,000	53,802	53,802	0
Eryri - Decarbonisation (SLSP Grant)	-	129,493	281,000	151,507	151,507	0
Additional 22/23 Grant (Welsh Gov.)	-	119,064	156,000	36,936	36,928	8
<b>Corporate Sub Totals</b>	<b>119,296</b>	<b>622,019</b>	<b>567,960</b>	<b>65,237</b>	<b>65,232</b>	<b>5</b>
<b>Totals</b>	<b>545,246</b>	<b>1,652,578</b>	<b>1,510,379</b>	<b>403,047</b>	<b>403,047</b>	<b>0</b>

<b>Reserve</b>	<b>Proposed Balance 31/03/2023</b>	<b>Purpose</b>
Capital Receipts Reserve	163,791	Reserve comprising of capital sales income, where monies can only be used for capital expenditure.
Section 106 Reserve	597,034	Earmarked for affordable housing.
Revenue Grants Reserve	1,575,424	Revenue grants received in advance and earmarked for specific use.
Capital Grants Reserve	2,188,704	Capital grants received in advance and earmarked for specific use.
General Revenue Reserve (Balances)	816,042	The Authority is expected to have a contingent (reserve) in case of any short notice, unforeseen and significant costs.
Asset Management Reserve	890,564	Reserve for dealing with property costs over and above the Property Service's usual annual budget
Public Examination Reserve (Planning)	225,000	For dealing with any public examination, court case or judicial review on Planning matters together with dealing with additional review costs (expected to be significant) in 2023 and create a new Local Development Plan in 2025.
Match-funding Reserve	872,257	Enables the Authority to seek external funding and operate on a higher financial basis than the annual baseline. It includes provision for the costs of termination of some schemes.
Projects Reserve	957,739	Monies for specific projects by the Authority
Snowdon Infrastructure Reserve	56,303	Monies for maintaining infrastructure on Yr Wyddfa
Specific Risks Reserve	543,543	As there is uncertainty about future settlements, maintain a reserve to assist with any future cuts in funding.
Staff Resilience Reserve	274,762	Due to the reduction in staff numbers, this reserve is established for buying-in services as required in instances of long-term absence, or for the delivery of specific elements of work.
Commercial Risk Reserve	100,000	As the Authority includes income sources in its baseline, circumstances may result in a deficit in that income, e.g. adverse weather affecting car parks income, Plas Tan y Bwlch and / or Yr Ysgwrn not able to achieve their targets. This reserve would help to rectify any default in that individual year.
Slippage/Carry-Over Reserve	826,752	
	<u>10,087,915</u>	

<b>MEETING:</b>	Performance and Resources
<b>DATE:</b>	12 <sup>th</sup> July, 2023
<b>TITLE:</b>	<b>EXTERNAL GRANT FUNDING UPDATE REPORT</b>
<b>AUTHOR:</b>	Chief Executive
<b>PURPOSE:</b>	To provide an update on the projects supported by the Authority and confirm priorities for future external grant support

## 1. BACKGROUND:

- 1.1 At the November, 2022 Performance & Resource Committee a comprehensive report was presented outlining how the Authority has utilised external grant funding in recent years. An update has been provided approximately every 6 months and this report provides an update on the projects supported by the Authority.
- 1.2 Following correspondence with the Ministers Office on the complexities of delivering short term grants and the need to ensure member involvement in the approval of projects/programmes, Members discussed and adopted the process as appended in Appendix 3. (Performance and Resources Committee March 2022)
- 1.3 Audit Wales have previously highlighted the pressures that supporting delivery through grant sources places on an organisation. Measures have been put in place to address some of the matters identified. A Project Tool Kit was adopted (approved by members Working Group 22.05.19 and since amended in 28.01.22. to include the Welsh Language Policy on Awarding Grants) is being utilised by officers to assess the impact of any project on the Authority.
- 1.4 Since the last report some of the listed projects have been completed and new projects considered. (See Appendix 1 for update)

## 2. SUSTAINABLE LANDSCAPES SUSTAINABLE PLACES (SLSP) WELSH GOVERNMENT CAPITAL FUNDING:

- 2.1 The Welsh Government approved a three year capital funding programme for the period 01 April 2022 to 31 March 2025 - £800,000 in 2022-23, £850,000 in 2023-24 and 2024-25, the total funding of up to £2,500,000 over the three year period.
- 2.2 The strategic themes and grant allocation for the 2022-25 SLSP funding are:
- Sustainable Tourism           £897,000
  - Supporting Communities   £480,000
  - Decarbonisation             £553,000
  - Nature Recovery             £570,000

## 2.3 Welsh Government SLSP Approved Projects for 2022-25:

SNPA Lead Officer Head of:	WG Strategic Theme and agreed SNPA Projects	Funding 2022/25 £
Conservation, Woods and Agriculture (RhO)	<b>NATURE RECOVERY:</b> Trees and ancient woodland surveys Delivery survey recommendations and agreed action plans Targeted species work Natural Flood Management	£570k
Property (ETJ)	<b>ACCELERATING DECARBONISATION:</b> Llyn Tegid – solar panels Energy efficiency of estate Electric Charging points	£553k
Partnerships (AJ) Cultural Heritage (NJ)	<b>SUPPORTING RESILIENT AND GREEN COMMUNITIES:</b> Cronfa Cymunedol Eryri Conservation Areas – Energy Efficiency	£480k
Wardens and Access (AD)  Cultural Heritage (NJ) Partnerships (AJ)	<b>DELIVERING SUSTAINABLE TOURISM:</b> Sustainable Tourism: Localised Plans Llwybr Cynwch Path Feasibility Study: Porthmadog – Rhyd Ddu Cylchdaith yr Wyddfa Circular Walk : Cwm Dyli Cylchdaith yr Wyddfa Circular Walk: Nant Peris Llwybr y Mwynwyr Path Access/Footpath Management system Llyn Tegid/Cwm Rhwyddfôr Ardudwy Cultural Heritage Project Sustainable Tourism and Transport Initiatives	£897k
<b>TOTAL</b>		<b>£2,500,000</b>

## 3. SUMMARY OF OTHER CURRENT ACTIVE PROJECTS/PROGRAMMES:

3.1 For the benefit of new members to the Authority the table below lists current active projects/programmes, further details can be seen in Appendix 1.

PROJECT	ANTICIPATED END DATE	APPROX VALUE (£)
Carneddau (NLHF)	December 2025	4,170,776
Celtic Rainforest (LIFE)	July 2025	7,604,648
Dolgellau Townscape Heritage (NLHF)	December 2023	1,498,718
North Wales Dark Skies Partnership.	March 2024	227,000

PROJECT	ANTICIPATED END DATE	APPROX VALUE (£)
*Enabling Natural Resources and Well Being (ENRaW) WG, (3 year project) Years 1+2 *Snowdonia Local Nature Partnership (SLNP) (3 year project) £21k + £2 x £30k grants in Year 2 * The projects have been combined and funded to end March 2023 A further £50k capital funding has been secured		
	New Total	<b>124,000</b>
SMS Dinas Mawddwy	March 2023	<b>550,000</b>
National Grid LEI Carneddau Connectivity (new project part of rolling programme)	2025	<b>200,000</b>
<b>TOTAL PROJECT GRANT FUNDING</b>		<b>£14,375,142</b>

The Projects were re-profiled and new end dates agreed with the funding partners to take account of slippage during pandemic.

### 3.2 National Park Partnership and National Park Foundation:

Further smaller scale funding opportunities are being provide through the efforts of either National Park Partnership or the National Park Foundation. These will be reported to members as they are offered to the Authority.

## 4. FUTURE PROJECTS:

4.1 Members since 2020 have provided a strategic steer to Officers in terms of the Authority's priorities in applying for grant funding. Following the last report members requested that such priorities should be grouped as thematic headings rather than a list of preferred projects. This has been updated and can be seen in Appendix 2.

4.2 Members are aware of timescales involved with some grant applications and this is why the Authority reviews its priorities annually. Appendix 3 outlines the flow-chart that illustrates how the Authority considers/approves grant proposals. Following Audit Wales advise, Members have confirmed that Member approval is required for grant proposals in the following situations:

- Any multi-year projects.
- Any proposal that does not fit within agreed strategic priorities.
- Any proposal referred to members by the Chair or CEO
- Any in-year proposal above an agreed financial limit (agreed at £150,000)

Proposals that should be noted are:

- Annual instalments in an approved multi-year programme
- Any in-year project below an agreed threshold.

## 5. RECOMMENDATIONS:

5.1 To note the capital funded projects 2022-2025

5.2 To note progress on live projects (Appendix 1).

5.3 To confirm priority areas for future bids (Appendix 2).

5.4 To note the Member Approval Flow Chart (Appendix 3).

## OVERVIEW OF SNPA PROJECTS : 6 MONTHLY REPORT January – June 2023

## APPENDIX 1.

## 1. ON-GOING PROJECTS

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS JANUARY – JUNE, 2023
<p><b>CARNEDDAU LANDSCAPE PARTNERSHIP</b></p> <p>Helping conserve the threatened heritage of the Carneddau</p>	<p>January 2020 ↓ <del>30.09.2024</del> 31.12.2025 ↓ A 15 month extension has been approved by Heritage Fund to December 2025</p> <p><b>£4,170,776</b></p> <p>SNPA lead with partners</p>	<p><b>Timetable:</b> The Heritage Fund have formally approved our proposal for a no-cost extension of our practical completion date from 30/09/2024 to 31/12/2025. The extension also includes an allowance for 3 months project closure activity (e.g. legacy activity, final payment request and evaluation report) by the Scheme Manager and Scheme Support Officer until 31/03/2026. Very good progress is being made despite Covid-19. A re-profiling exercise of all project strand activity timetables and spend profiles is under way, which will enable us to monitor progress against realistic targets and up-to-date plans.</p> <p>❖ <b>Match funding pull-back with consequent funding gap</b> The Head of Service and Project Manager will continue to work closely with funders to ensure that all funding requirements and approved purposes are met.</p> <p><b>Update:</b> The risk of unsecured match funding is now significantly reduced, following two successful National Grid Landscape Enhancement Initiative grant applications worth £400k, with legally-binding agreements in place with core partners to ensure the bulk of partner contributions are upheld. Quarterly Heritage Fund grant claims are ongoing and payments are received without delay.</p>	<p><b>Cylchdaith y Carneddau:</b> Creation of 63km low level walking route + signage, gates etc</p> <p><b>Schools/Volunteer Activity Prog. Advocacy for the Uplands: Engagement</b></p> <p><b>Cultural Heritage and Historic Environment:</b></p> <p><b>Conservation of Natural Resources</b></p> <p><b>Carneddau Voices</b></p>	<p>The programme and budget are under continuous review and the work of the project has increased and accelerated this year.</p> <p>The Carneddau Community Engagement Officers have commenced in post mid May, 2023. The officers work together with key partners of the public sector and volunteers throughout the area as well as the communities themselves.</p> <p>Detailed engagement work is taking place with Llanllechid Community Council in order to improve the natural heritage. The Carneddau Partnership facilitates the relationship between the Community Council and statutory bodies in order to develop agreements and frameworks for managing the mountain. Digital recording and interpretation work is taking place with the artistic producer, Siwan Llynor and we will see the fruit of this work later in the summer.</p> <p>Launch of the website has been delayed but the work continues.</p> <p>The highly successful Neolithic Axes Project has been held again this year on two sites in the Llanfairfechan area. We are extremely proud that the project will take place again this year, in July and September/October 2023.</p> <p>A research film on the Carneddau ponies will be launched over the summer.</p> <p>The gorse clearing program with volunteers continues, by clearing sites for the benefit of archaeological monuments and nature (including the habitat of the red-legged crow), with the Snowdonia Society, National Trust, SNPA and RSPB Cymru.</p> <p>The Voices of Carneddau project is going from strength to strength and a community outreach managed to record around 30 oral history conversations. These will be the basis for community workshops to interpret and edit the interviews and for oral history training in the community. The aim is to produce a film to record the oral history of each community by the end of the project.</p>

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS JANUARY – JUNE, 2023
<p><b>CELTIC RAINFOREST WALES LIFE PROJECT</b></p> <p>The product of a decade of effort to acquire funding via the European Commissions LIFE Nature and Biodiversity programme to tackle the threat of <i>Rhododendron ponticum</i> (Rp) on the native oak woodlands of the Welsh Atlantic sea border</p>	<p>August 2018 ↓ July 2025</p> <p><b>£7,604,648</b></p> <p>Expenditure to date: end of May 2021 £2.35m</p> <p>SNPA lead with partners</p>	<ul style="list-style-type: none"> <li>❖ Failure to sign up to 20 year agreements</li> <li>❖ Staffing levels and Turnover</li> <li>❖ Targets more ambitious and challenging than originally envisaged. Targets not being met</li> </ul> <p>The project remains on target to achieve the stated targets and milestones with the exception of 100% sign-up to 20-year conventions (and knock-on impacts on achieving 100% eradication)</p>	<ol style="list-style-type: none"> <li>1. Eradicate <i>Rhododendron ponticum</i> from within 5 SAC's and surrounding risk-based buffer area. KPI = <b>7,961.20ha</b></li> <li>2. Undertake other woodland management including restoration of <b>180ha of PAWS</b> woodland and introduction of conservation grazing to woodland sites.</li> <li>3. Create Rp Management Toolkit which endorses the 3-phase approach to Rp eradication, and host minimum of <b>20 demonstration</b> and networking events and <b>12 case studies</b> linked to project objectives.</li> <li>4. Engage with a minimum of 2,100 members of the public based in target communities in Wales, including a minimum of 800 school pupils. (School sessions = 80)</li> </ol>	<p><b>As of end of March, 8,740.69 ha of land is under agreements for Rp management. ha</b></p> <p><b>168.19 ha of PAWS restoration work completed, or underway.</b></p> <p><b>Conservation grazing introduced to 277.2 ha of woodland (against KPI of 227ha)</b></p> <p><b>193.1 ha of 'other' woodland management completed (against KPI target of 130ha).</b></p> <ul style="list-style-type: none"> <li>➤ <b>Rp Toolkit published.</b></li> <li>➤ <b>14 demonstration events held, reaching audience of 256 persons.</b></li> <li>➤ <b>5 case studies produced to date.</b></li> <li>➤ <b>Number of persons engaged with significantly surpasses KPI target of 2,100 (6,322)</b></li> <li>➤ <b>48 school sessions completed reaching 1,109 pupils and 115 teachers.</b></li> <li>➤ <b>4 "train the trainer" sessions held reaching 23 individuals.</b></li> </ul>

PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS <b>JANUARY – JUNE 2023</b>
<p><b>DOLGELLAU TOWNSCAPE HERITAGE NHLF PROJECT</b></p> <p>Combines the protection and enhancement of the town's unique townscape with making full use of it to reconnect the residents and visitors of today with the community's history</p>	<p>2016 ↓ 31.12.2022 31.12.2023</p> <p><b>£1,498,718</b></p> <p>Quarterly draw down of NHL funding. All external funding secured</p> <p>SNPA lead with partners</p>	<ul style="list-style-type: none"> <li>❖ Impact of Covid-19</li> <li>❖ Loss of Project Manager or support staff before project end</li> <li>❖ Cost of projects higher than anticipated</li> </ul>	<p>To improve the condition of historic buildings in the central commercial area of the Dolgellau Conservation Area, through historic building repairs, restoration of architectural features, reuse of redundant floor space and public realm works within the central commercial area of Dolgellau Conservation Area with priority given to listed commercial buildings. The project follows the principles and best practice in conserving historic buildings and improving their energy efficiency.</p>	<ul style="list-style-type: none"> <li>➤ <b>Work on the “Ty Newyddion” ( the old Wilkins) building is progressing, this is a source of pride as this is a high priority building.</b></li> <li>➤ <b>The project completion date is 31 December 2023.</b></li> <li>➤ <b>Work on 4 Eldon row is now progressing and officers are working on two more projects before the end of the project period.</b></li> <li>➤ <b>New interpretation work was completed, including an information panel and wool felt hanging.</b></li> <li>➤ <b>A number of leading community heritage projects are ongoing with Grŵp yr Aran. These include:</b> <ul style="list-style-type: none"> <li>❖ <b>A book on the wool and leather industries of Dolgellau is currently being prepared by Merfyn Tomos</b></li> <li>❖ <b>A pamphlet of guided tours to important places of the wool industry will be printed.</b></li> </ul> </li> </ul>



PROJECT Details	START / END DATE FUNDING	(MAIN) POTENTIAL RISKS (with MITIGATING ACTIONS IDENTIFIED and in place) Unless noted otherwise below	SUMMARY OF TARGETS/ OUTPUTS	ACHIEVEMENTS AGAINST TARGETS/OUTPUTS JANUARY – JUNE 2023
<p><b>NIGHT PROJECT NORTH WALES DARK SKIES PARTNERSHIP</b></p> <p>The project aims to reduce the harmful impacts of light pollution on human health, biodiversity and the nightscape through education, community outreach and through implementing lighting retrofits.</p>	<p>January 2019 ↓ 2022 2024</p> <p><u>Partners:</u> AONBs : Pen Llŷn, Ynys Môn, Clwydian Range and Dee Valley</p> <p><b>£227,000</b></p> <p>SNPA: £40k Partners: £87k Additional WG funding: £100k</p>	<ul style="list-style-type: none"> <li>➤ Officer leaving the post: an annual programme of monitoring is required to maintain the Dark Skies status.</li> <li>➤ Monitoring of light pollution needs to be ongoing with events evidence and annual reports submitted to IDA. The designation can be taken away if this is not met.</li> <li>➤ As the project continues to grow it may become too big for one project officer to manage.</li> <li>➤ PO could go on long term sick</li> <li>➤ The project officer's job description has been reviewed as a result there has been an increase in costs.</li> <li>➤ Higher staff costs on the core officer which is funded by the partnership of 4 designated landscapes.</li> <li>➤ Concerns of the effect of inflation and effect on partners.</li> </ul>	<p>To train a core group of volunteers to conduct dark sky monitoring around the National Park</p> <p>Conduct retrofitting at key sites of National Park such as Betws Y Coed TIC.</p> <p>Complete 3 Dark Sky Bids for AONBs:</p> <p>Hold one event a month</p>	<p><b>Funding has been secured to retain the post of Project Officer until March 2024. 25% funded by project partners.</b></p> <p>A programme has been drawn up and monthly events take place.</p> <ul style="list-style-type: none"> <li>➤ Finance was secured for a new post across the 8 designated landscapes in Wales. The project was awarded £522,500 to spend on a capital retrofit lighting project for 2022-25.</li> <li>➤ The closing date for the new post in 21.11.22. we hope to have a new staff member in place by January 2023. The new staff member will be hosted by Denbighshire Council at Loggerheads but working across the 8 areas. The post will be managed by Snowdonia's Dark Skies Project Officer.</li> <li>➤ There is a high demand for Dark Skies events and interest in the project has grown. 34 events (in person or virtual) have been held since January 2022 with 1,680 people (9,976 over the duration of the project to date).</li> <li>➤ A project is half way complete for replacement lights in Snowdonia with projects underway in Bala, Ogwen Ysbyty Ifan and Penrhyndeudraeth. There has been a slight delay in the supply of lighting due to external issues.</li> <li>➤ The project now has two "Pop up" planetariums, that can be used by other projects in the Park.</li> </ul> <p>The project has received numerous awards recently mostly from the design and technology sector and the officer has been awarded status as an European Ambassador. Designated Landscapes Wales led by the North Wales Group have received grant funding from the Welsh Government Sustainable Landscapes Sustainable Places scheme to undertake detailed surveys of the quality of darkness, light pollution problems (Geographical) and draft a programme for installing suitable lighting to mitigate the effects. The new officer will lead on the work.</p> <p><b>Update:</b></p> <ul style="list-style-type: none"> <li>➤ <b>An Officer has now been recruited and hosted by Clwydian Range Dee Valley AONB</b></li> <li>➤ <b>Contractors appointed for new SLSP fund and phase 1 is on target to complete by end of July 23.</b></li> <li>➤ <b>Phase 2 will see lighting plans created for chosen locations and ecology surveys taking place.</b></li> <li>➤ <b>All 8 areas have received their equipment lists as part of the SLSP funding.</b></li> <li>➤ <b>Welsh Dark Sky Week 2023 was incredibly busy and successful with over 20 events taking place across Wales. The project has engaged with nearly 600 people since January 2023. Life of project engagement has now exceed 11,000 people.</b></li> </ul>

PROJECT	START / END DATE FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS <b>JANUARY – JUNE 2023</b>
<p><b>WELSH GOVERNMENT'S ENABLING NATURAL RESOURCES AND WELLBEING (ENRaW)</b></p> <p><b>SNOWDONIA LOCAL NATURE PARTNERSHIP (SLNP)</b></p> <p>The projects have been combined</p> <p>A further £50k capital funding has been secured New Total £124,000</p>	<p>2023-25 ↓</p> <p>Collaboration between SNPA and various Environmental NGOs</p>	<ul style="list-style-type: none"> <li>❖ Staff changeover: Project co-ordinator has recently left the post. Currently recruiting</li> <li>❖ Capacity of delivery partners</li> </ul> <p>Many risks arisen due to the Covid-19 crisis:</p> <ul style="list-style-type: none"> <li>❖ Funding not being spent</li> <li>❖ Projects behind profile</li> <li>❖ Failure to achieve 20% income generation by the end of the three years. LNP Cymru are looking to revise this target as the consensus as a whole across the network is that this is impossible to achieve and that the project cannot continue without Welsh Government funding.</li> </ul> <p>The project remains on target to achieve the individual accumulative targets designated by the end of the three years.</p> <p>Targets for the second year fell short, particularly targets such as community outreach activities due to the restrictions presented by Covid-19. It is hoped that these targets will be achieved by the end of the project by increasing the amount of activities and outreach events held in the third year.</p>	<p>The SLNP has been established as part of a pan-Wales project to create a collaborative approach to safeguarding, enhancing and restoring biodiversity in the wake of the biodiversity crisis</p>	<p>The Snowdonia LNP has already collaborated on several projects to date:</p> <ul style="list-style-type: none"> <li>➤ Coed Felin-rhyd and Llennyrch access improvement with the Woodland Trust;</li> <li>➤ Harlech leisure centre biodiversity improvement project with Harlech and Ardudwy community group;</li> <li>➤ Snowdonia Living Churchyards project with the NWWT;</li> <li>➤ Gwaith Powdwr nature reserve bat habitat improvements also with NWWT.</li> </ul> <p>The new Local Places for Nature project which has succeeded the funding of GANLL / ENRaW is a £50k annual project which focuses on restoring and improving natural capital assets by creating nature on our doorstep.</p> <p>Snowdonia LNP implements the Tŷ Natur project, with the aim of improving biodiversity in locations where people live, working with social housing providers (Adra, Grŵp Cynefin and Cartrefi Conwy) and other key landlords (National Trust) in Snowdonia National Park.</p> <p>The multi-beneficial improvements include creating wildflower meadows, planting trees/orchards, installing swallow nest boxes and making changes to inappropriate lighting.</p> <p>The project remains on track to achieve the targets after 6 busy months of working together with the housing associations and engaging with their tenants to create plans for the green areas of their estates. We will now prepare and organise the work to be carried out over the winter.</p> <p><b>Update:</b> Project title and funding streams ID has evolved over time and clearer to ID project as WG Biodiversity funding.</p> <p>Recruitment has been completed for a new member of staff following previous officer departure which has help progress on Nature Recovery Plan development, its hoped the new officer can get up to speed quickly on the issue.</p> <p>Capital funding was managed and delivered by Section staff during the absence and all previous funding allocated was utilised, new funding has been approved for a two year programme and new capital funding programmes are about to open for new bids. Operating in the NP is more difficult due to the funding parameters wishing to work “on the doorstep of urban communities and bringing nature to the doorstep” which is challenging in deep rural areas.</p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS
<p><b>SMS Funded Project</b></p> <p><b>CYNEFINOEDD CYNALIADWY AMAETHWYR MAWDDWY</b></p> <p><b>(Mawddwy Farmers’ Sustainable Habitats)</b></p> <p>A group of farmers around Dinas Mawddwy will work with Snowdonia National Park Authority, to maximise natural resources, improve visitor experiences and community benefits.</p> <p>The project aims to restore uplands and manage them for biodiversity, climate change resilience, water regulation and recreational benefits.</p>	<p>01 April 2021 ↓ <del>31 March 2023</del> July, 2023</p> <p>100% funded through WG Rural Development Programme as a Sustainable Management Scheme</p> <p><b>£499,641.00</b></p>	<p>Covid Restrictions have now been relaxed, and public engagement has resumed. Events have been held in local locations. The relaxation of the rules has enabled the project to work alongside the Snowdonia Society to get enthusiastic people to join the project.</p> <p><b>The effects of Brexit can disrupt material supply chains:</b> including fence posts and culvert pipes. Delivery issues could slow down the build of these features or cause additional costs.</p> <p><b>Update: No supply problems have been encountered thus far, but prices have risen. Material such as fence posts, culvert pipes, aggregates and transport has increased significantly.</b></p> <p><b>Not getting planning permission for access routes to complete peatland work.</b> <b>Update: Permission has been received to create access to carry out the peat restoration work. Unfortunately in the meantime, the tendering process has been very difficult, and the only helicopter service that applied has had problems due to the pilot's illness. It is unclear what exactly can be done about the situation at present.</b></p> <p><b>Staffing:</b> Project Officer leaving the job before completing the project. If this were to happen, the most practical option would be for the organisations sitting on the Project Steering Board to use internal staffing, expertise and time in order to complete the project and its proposed Outputs. <b>Update: The project officer has moved to another job and we are in the process of reorganising departmental work to get someone to take on the responsibilities. Due to a freeze in recruitment this is currently problematic.</b></p> <p><b>Underspend</b> – Following the tender process for peatland restoration work on Hengwm Mountain, Esgair Adda and Mynydd Bwlch, the quotations were lower than expected. Following this year's quotations it is expected that next year will also be lower. To counteract any underspend, more farm capital work will be agreed. <b>Update: There is a strong potential for underspends if the path work cannot be completed, with the potential to move spending being very limited so early in the plan.</b></p> <p><b>A request for an extension of the time to complete the work has been made but there is currently no guarantee that it can be achieved.</b></p>	<p>No. of jobs created: Final target = 1 <b>Achieved</b></p> <p>No. of training days: Final target = 2</p> <p>No. of stakeholders engaged: Final target = 10 <b>Achieved</b></p> <p>Managed access to countryside or coast: Final target = 1000m <b>Achieved</b></p> <p>No. of actions to utilise natural resources for health benefit: Final target = 4 <b>Achieved</b></p> <p>Area of peatland habitat re-wetted: Final target = 69ha <b>Achieved</b></p> <p>0.17 No. of cooperation operations supported: Final target = 1 <b>Achieved</b></p>	<p><b>No. of jobs created: Final target has been achieved.</b></p> <p><b>No training days have been arranged to date. Hedge laying training has been discussed with Cymdeithas Eryri.</b></p> <p><b>This target has been completed. Co-operation with the farmers, working with Cwmni Nod Glas, Coleg Meirion Dwyfor, Tilhill, Cymdeithas Eryri and community council.</b></p> <p><b>This target has been achieved through the creation of Bryn Uchaf permissive footpath.</b></p> <p><b>This target is complete. A schedule of volunteer days was arranged throughout this planting season. Volunteer days consisted of woodland and hedgerow planting. In addition, events have been held with the Dark skies</b></p> <p><b>Mynydd Hengwm (58.9ha), Esgair Adda (57ha) and Mynydd Bwlch (70ha) have been restored</b></p> <p><b>This target has been achieved. The project is working closely with Cwmni Nod Glas to improve footpaths in the area and improve their promotion through developing a community website</b></p> <p><b>All works are underway or completed and the project is scheduled for completion in July 2023</b></p>

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS <b>JANUARY – JUNE 2023</b>
(Rolling Programme) National Grid Landscape Enhancement Initiative Project No. 4  <b>CARNEDDAU CONNECTIVITY</b>	2021/22 – 2025  <b>£200k</b>	<b>Risk:</b> Coed Gorddinog, Llanfairfechan The landowner has stated he has no interest in managing the Rhododendron on Gorddinog hall land. This is an important risk to reaching the target and not being successful – discussions are ongoing with the landowner and other potential new sites are being explored as a replacement  <b>Risk:</b> The work costing more than anticipated in the application and potential for overspend	9,000m Hedgerow Restoration  5,927 Tree Planting (Ffridd & Streamside Corridors)  2ha Woodland Creation  26ha Rhododendron Removal  3.5ha Meadows Creation	<b>49% of the target contracted or committed.</b>  <b>2000 planted last year by the 'sabre planting' method in Anafon. Another 2000 to go into the next year.</b>  <b>1885 additional scattered trees contracted or committed to this year.</b>  <b>2.5ha of woodland has been agreed with a land owner but is awaiting an archaeological consultation before entering into an agreement.</b>  <b>3.4ha of Rhododendron work completed at Llys y Gwynt.</b>  <b>1.67ha of new meadows contracted and completed / in progress. The rest of the sites to be completed next year.</b>  <b>The project is progressing well.</b>

**2. NEW PROJECTS:** (Excluding Welsh Government Sustainable Landscapes Sustainable Places (SLSP) funded projects)

PROJECT	START END DATE And FUNDING	MAIN POTENTIAL RISKS with MITIGATING ACTIONS IDENTIFIED Unless noted otherwise below	DELIVERY OF PRINCIPLE STRATEGIC TARGETS	ACHIEVEMENT AGAINST TARGETS/OUTPUTS
<b>National Grid Landscape Enhancement Initiative</b>  <b>MIND THE GAP</b>	2023 – 2026  <b>£200k</b> contribution from National Grid LEI, all other cost (min 25%) are in kind or cash contribution from partners.	<b>Delayed start date:</b>  <b>Covid 19</b> – see above LEI projects  <b>Loss of Project Officer:</b> work spread out amongst partners. Flexibility within CCA Dept. to cover PO  <b>Delayed OFGEM approval meaning other stakeholders may seek other funding sources</b> – regular meetings with stakeholders held to keep interested parties motivated	19.62 ha Rhododendron management  310m hedgerow restoration  1,068m <sup>2</sup> dry stone wall restoration  1 Building refurbishment  2,090 m of fencing to manage habitats  6,800 broadleaf trees planted  160 parkland style trees planted	<b>After considerable delays from the National Grid, final approval has been granted and a funding uplift to reflect inflation cost rises, all works are now contracted and expected to be underway</b>

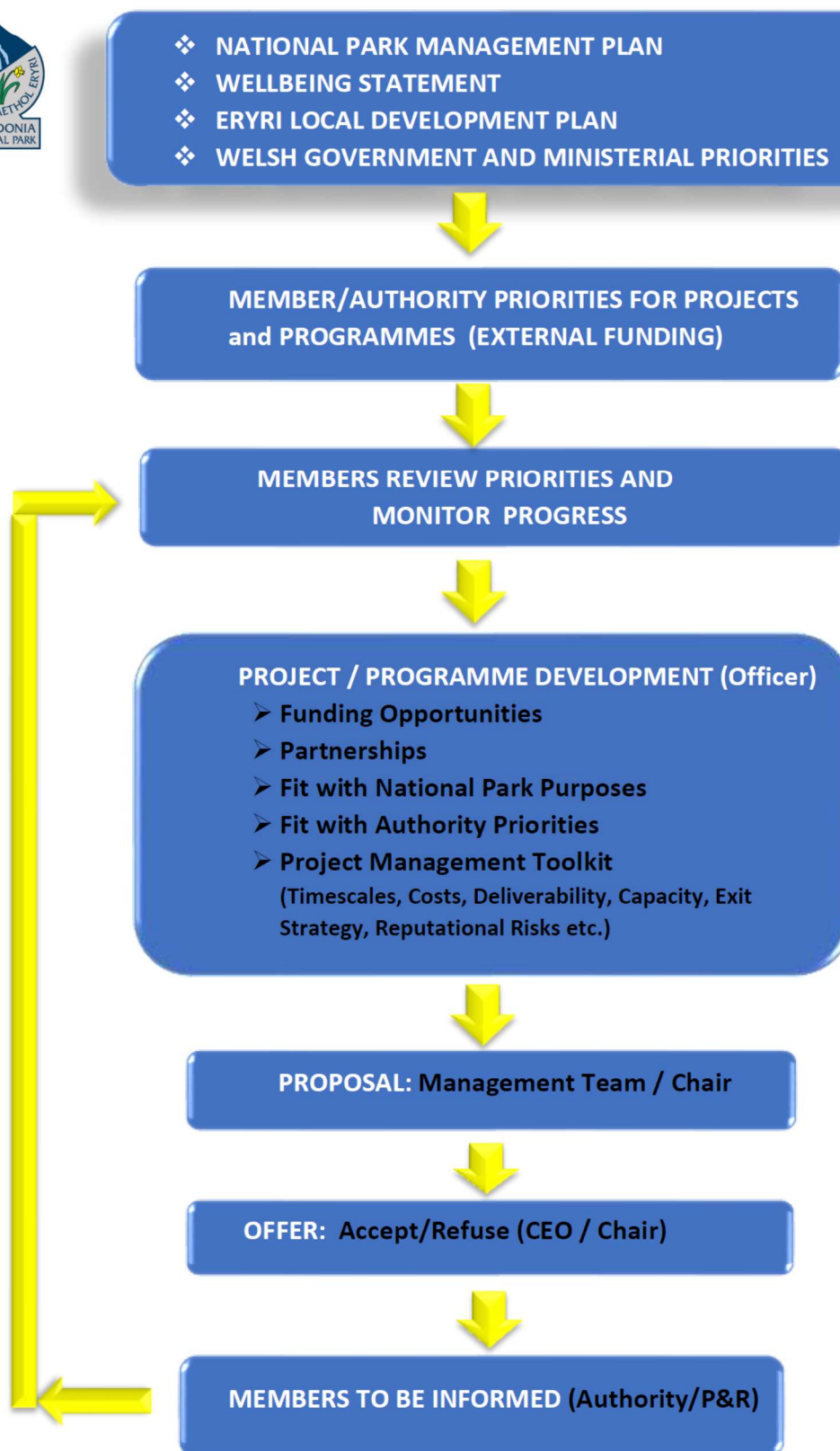
## SNPA PRIORITIES FOR CAPITAL AND REVENUE BIDS:

Members consider the Authority's grant application priorities annually. In previous years these were identified as specific projects. As per request of members these are now under strategic thematic headings which can be linked to our strategic and statutory documents.

1. Nature Recovery,
2. Adaptation and mitigation to climate change,
3. Management our of cultural heritage,
4. Addressing the challenges of people pressure on our environment and communities,
5. Developing new/improved recreation opportunities (walking/cycling/horse riding),
6. Developing wellbeing opportunities,
7. Decarbonisation proposals – internal and external to the Authority,
8. Promoting the use of the Welsh language with our users/customers,
9. Developing a sustainable tourism economy,
10. Supporting young people,
11. Management and understanding of our Special Qualities.



EXTERNAL FUNDING : PROJECT/PROGRAMME DEVELOPMENT & APPROVAL



**ITEM NO. 10**

<b>MEETING</b>	Performance and Resources Committee
<b>DATE</b>	12 July 2023
<b>TITLE</b>	<b>THE AUTHORITY'S RISK PROFILE</b>
<b>REPORT BY</b>	Director of Corporate Services
<b>PURPOSE</b>	To update on the Authority's Risk Profile

**1. BACKGROUND**

- 1.1 The Authority has a Risk Profile where risks facing the Authority are placed into three categories, namely High Priorities, Medium Priorities and Low Priorities. This report provides an update in relation to the said Risk Profile previously presented to the Performance and Resources Committee on the 22 February 2023.
- 1.2 Risks are primarily identified through the relevant Heads of Service and the Management Team. The Risk Register is reviewed as a standing item in the Management Team meetings quarterly in conjunction with the relevant officers. Identified risks as noted in the Risk Register are allocated to the responsible officers, and target dates are set for mitigation. A summary of the risks is set out below and a note stating whether there have been any changes since the report in March 2023 (details in Appendix 1).
- 1.3 Please note that Risk 14: Income Generating Target (Information Centres) has been reworded as Covid-19 is no longer considered a risk factor towards not being able to reach the income target. Accordingly, the overall risk after mitigation measures have been put in place has also decreased in score, although the overall risk is still classed as Medium.
- 1.4 Here is a summary of the risks:

<b>Risk No.</b>	<b>High Risk</b>	<b>Change</b>
1	Insufficient Core Budget Funding	None
2	Income Generation Target (Plas Tan y Bwlch).	None

<b>Risk No.</b>	<b>Medium Risk</b>	<b>Change</b>
4	<b>Reputational risk re. the Authority's management of Yr Ysgwrn.</b>	<b>Risk Level Reduced</b>
5	Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy	None
6	Failure to fulfil the "Future Generations Well-Being" Bill requirements.	None
7	Risks to the HLF Landscape Partnership project on the Carneddau through not securing the "unsecured" funding (either capital or "in kind" contributions) during the project lifetime.	None
8	Non-compliance with the General Data Protection Regulation 2018.	None
9	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	None
10	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforest project.	None
11	Poor and ineffectual management of projects by the Authority.	None
12	Diminished staff resilience (due to increasing demands) as a result of austerity.	None
13	<b>Yr Ysgwrn fails to generate sufficient income to meet the budget.</b>	<b>Reduced from High Risk</b>
14	<b>Income Generating Target (Information Centres).</b>	<b>Risk Level Reduced</b>
15	Income Generation (Planning).	None
16	Securing the long term future of Plas Tan y Bwlch.	None
17	Risk of Cyber attack	None

<b>Risk No.</b>	<b>Low Risk</b>	<b>Change</b>
3	Income Generation Target (Car Parks).	None

## 2. RESOURCE IMPLICATIONS

2.1 None arising from this Report.


## 3. RECOMMENDATION



3.1 To note the contents of this report.




## 4. BACKGROUND PAPERS


4.1 Risk Register: Updated July 2023.








SNOWDONIA NATIONAL PARK AUTHORITY RISK REGISTER										July 2023		
Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk direction	Proxim-ity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
1	Insufficient core budget funding.	Cut in Services.	5	5	25	<p>There has been no increase in the level of Welsh Government funding for the National Park Grant for 2023/24, despite inflation increases of around 10%, a level not seen since the 1980s.</p> <p>Welsh Government projections suggest no change to the Grant by 2024/25, although that could change due to political pressure. Officers and Members of the Authority will try to influence the Government to finance our unavoidable inflationary costs, through a contribution from some specific grants, if not in the core grant.</p> <p>Also, SNPA has retained reserve flexibility and a prudent level of funds to be able to balance the 2023/24 budget without implementing emergency cuts. Therefore, although the anticipated financial challenge is now clear, we are able to limit the impact on the Authority's services this year, but significant savings will be required by 2024/25, with a detrimental effect, unless the Government increases' the grant.</p>	4	4	16		N (Reviewed 22.02.23)	Chief Finance Officer



Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Remaining Risk			Risk direction	Proxim-ity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
2	Income Generating Target (Plas Tan y Bwlch).	Failure to keep within the Authority's budget.	4	5	20	<p>Following the pandemic and the numerous lockdowns Plas Tan y Bwlch has been operating a hybrid business model that consists of attempting to make the most of the tourist trade by offering a B&amp;B package to visitors, undertaking special events such as conferences and weddings whilst welcoming back some of what could be described as the previous core users of Plas Tan y Bwlch.</p> <p>Overall, this has met with mixed results. Whilst income has increased from year to year so unfortunately has the overall costs, particularly when one considers the inflationary pressures facing Plas Tan y Bwlch. With the financial pressures facing the Authority in general there is a growing need to address the deficit. The Plas Tan y Bwlch Board undertakes regular meetings to discuss the deficit and consider future options.</p>	4	5	20		N (Reviewed 22.02.23)	Dir. of Corporate Services
3	Income Generating Target (Car Parks).	Failure to keep within the Authority's budget.	4	5	20	<p>The income in April and May slightly exceeds the previous year where the target was fully achieved, so at the moment no increase in risk is anticipated. Important to note that the effect of weather can affect performance during the year and constant monitoring will continue. Note also that the target will need to be exceeded once again this year to finance the costs of the pre-order system and Pen y Pass security.</p>	4	1	4		N (Review - ed 22.02.23)	Head of Property



Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
4	Reputational risk re the Authority's management of the Ysgwrn.	Mismanagement leading to lack of credibility in the Authority's ability to fulfil its duties.	5	3	15	<p>Yr Ysgwrn has gained a very good reputation as an accredited museum and cultural centre with a programme of excellent quality cultural heritage activities. The accreditation status demonstrates that there is sound and effective governance structures in place.</p> <p>Yr Ysgwrn has evidence of a successful pattern of applying for external funding to fund activities and projects, with officers working proactively on these applications and regularly looking for further funding opportunities.</p> <p>The Lost Words project is underway to bring this extraordinary exhibition to Yr Ysgwrn in June 2023. The project is a partnership with Amgueddfa Cymru and the Pembrokeshire Coast National Park Authority. Other activities will include a wool exhibition and a community heritage project based on the centenary of the Hedd Wyn memorial.</p>	3	3	9		N (Review - ed 22.02.23)	Dir. of Planning and Land Mgt. / Head of Cultural Heritage
5	Risk (publicity) as a result of the Traffic Scheme / Snowdonia Green Key Policy.	Mismanagement leading to lack of credibility in the Authority and its partners.	4	3	12	<p>Development of Cynllun Yr Wyddfa (Snowdon Plan) has established a better relationship between the individual elements relating to management on Yr Wyddfa (Snowdon), including the Sherpa service.</p> <p>A sub-group to Cynllun Yr Wyddfa has been formed to review the Sherpa service and transport / parking issues in the area. Unprecedented numbers of UK day visitors are expected again this summer, which will cause problems for local communities. Several mitigation measures were put in place with partners for the 2021 and 2022 seasons. The Authority is currently working with its partners to address the challenges for the 2023 season. Measures include further traffic management measures and an enhanced Sherpa bus service.</p> <p>The Eryri Transport Group has been agreed and is meeting frequently. The contract for the Sherpa Service for the next 5 years has been agreed. Corporate Joint Committees which have specific responsibility for transport may provide further opportunities.</p>	3	3	9		N (Review - ed 22.02.23)	Chief Executive / Partnerships Manager
6	Failure to fulfil the "Future Generations Well-Being" Act requirements.	Critical audit report / negative publicity.	3	3	9	<p>The Authority continues to work together with Audit Wales to implement the requirements of the Well-Being Act.</p> <p>The Audit Wales study for 2022/23 (commercial income and income diversification) is still awaited. Performance audit for 2023/24 is yet to be agreed.</p>	3	3	9		I (Review - ed 22.02.22)	Chief Executive

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
7	Risks to the Carneddau Landscape Partnership Project by failing to fulfil the project. This could be by failing to meet National Lottery Heritage Fund approved purposes, delayed appointment of staff team and commencement of the scheme, delayed settlement of Heritage Fund grant claims, the collapse of the partnership, or not securing the "unsecured" funding anticipated through further grant applications and "in kind" contributions during the project lifetime.	The results will vary widely depending on the scale of the failings. It could be that certain elements of the project may fail, right through to significant risks to the entire project, which obviously comes with adverse publicity and reputational damage.	3	4	12	<p><b>Timetable:</b> Formal approval of a no-cost extension to practical completion date from 30/09/2024 to 31/12/2025. Extension also includes an allowance for 3 months project closure activity (e.g. legacy activity, final payment request and evaluation report) by the Scheme Manager and Scheme Support Officer until 31/03/2026. Re-profiling exercise for entire Scheme is under way, to monitor accurate progress against realistic targets and up-to-date plans.</p> <p><b>Approved Purposes:</b> The rate of spending and reaching the targets of the plan has increased with recovery from the Covid-19 pandemic. The Scheme has delivered a successful program of events, activities, practical work, and grants since its launch in October 2020. Access, conservation, and heritage working groups established, a Core Group meeting quarterly, and a monthly public e-bulletin has been established. The website is about to be launched externally. The scheme's evaluation takes place through regular contact between the specified appraiser, the core team, partners and participants to identify the successes/challenges in responding appropriately.</p> <p><b>Funding:</b> The risk of unsecured matching funding has now been significantly reduced, following two successful grant applications to the National Grid Landscape Improvement Initiative worth £400k, with legally binding agreements on work with core partners to ensure that the majority of partner contributions are maintained. Some match funding contributions remain unconfirmed and ongoing discussions are taking place with financiers in order to reduce the financial risk. Quarterly Heritage Fund grant claims are ongoing, and payments are received without delay. The rate of inflation impact on our capital projects is significant, and inflation budget in place for this. This budget is regularly reviewed through discussion with the Heritage Fund monitor.</p> <p><b>Staff:</b> Since May 2022, we have seen staff changes in 6 roles within the partnership, with 3 of these roles within the Core Carneddau team. Two of the changes arose due to exceptional circumstances that cannot be predicted and the other occurred due to an opportunity for professional development for the officer in a partner body. Support from the scheme's partners has been vital to surviving this challenging time and ensuring progression. Two new officers were appointed to the remaining vacant posts in the Spring of 2023.</p>	3	2	6		N (Reviewed 22.02.23)	Project Manager


Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
8	Non-compliance with "General Data Protection Regulation 2018" (GDPR).	Lack of data management and publishing data that we shouldn't.	4	3	12	<p>Majority of staff now completed the required courses.</p> <p>The course has now been translated into Welsh. The system has been developed to remind everyone when it's time to re-sit the test. It is hoped more Members and staff will complete the course this year.</p> <p>Continue to review training and ensure staff and members take it as required.</p> <p>New courses are being added to the ELMS system and will go live in March 2023. Everyone will be expected to sit these asap and access to network or email will be removed if staff / members do not complete the new mandatory courses.</p> <p>There has been a delay in the development of the ELMS system – on the side of the company who is preparing this. It is hope that they will be live by the end of the summer. The courses will have new content for staff.</p>	3	2	6		N (Review - ed 22.02.23)	Head of IT / Dir. of Corporate Services
9	Aspects of financial risk associated with LIFE Celtic Rainforest project including non-compliance with procurement rules or spending on ineligible costs resulting in the grant not being awarded, or fluctuation in the Euro / pound exchange rate.	SNPA and other partners required to self-finance aspects of project expenditure to date.	5	4	20	<p>Second mid-term report to EC (and associated grant claim) received and approved, leading to the draw down of the 3<sup>rd</sup> LIFE payment from the EC in December 2022. A request for a 2-year project extension has been officially approved by the European Commission, giving a new project end date of 31<sup>st</sup> July 2027. The overall cost of the project will not be affected.</p> <p>Official feedback from the Commission, including the recent Monitoring Mission (November 2022) and 2<sup>nd</sup> Mid-term Report (Autumn 2022), thus far positive, with only minor concerns and amendments which need addressing. No further reporting now until 2024.</p> <p>All other co-financier payments up-to-date, including the £2m contribution from Welsh Government. Surplus monies in the project so far (circa £301k) due to favorable exchange rate, which will need 40% match from partners (approximately £200k - £300k if total funding to be drawn down from the EU).</p>	4	3	12		N (Review - ed 22.02.23)	Project Manager

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
10	Reputational risk to Authority associated with the unsatisfactory delivery of LIFE Celtic Rainforests project.	That the Authority suffers adverse reputational damage amongst those organisations which are named partners in the project, other project partners including private landowners, contractors and other organisations, and the wider public.	4	3	12	<p>Further staff losses experienced in December 2022 with the loss of Engagement Support Officer from RSPB Cymru (0.4WTE). The loss is somewhat countered by the return of the project primary Engagement Officer (0.6WTE) from maternity leave in December 2022. Increased staff costs (inflation, need to employ additional staff) resulted in the need to move monies around within the project to cover the costs.</p> <p>Nevertheless, the disruption caused by the staff turnover (loss of momentum, not operating at full capacity for significant periods), side by side with the effects of the Covid-19 pandemic, was the main driver behind requesting a 2 year extension.</p>	4	3	12		I  (Review - ed 22.02.23)	
11	Poor and ineffectual management of projects by the Authority.	Risk of not accomplishing projects and Authority objectives. Risk to the Authority's reputation. Financial opportunities being missed.	3	3	9	<p>Officers follow standard guidelines which have been adopted for project management - including creating a 'Project Initiation Document' and obtaining management team approval for this document. This creates a basis for managing and communication (internal and external) on projects consistently throughout the Authority.</p> <p>Consideration has been given to preparing more central support for projects to ensure that consistency and compliance are being managed. Welsh Government has confirmed a multi-year approach to projects/programs. The Performance and Resource Committee in March 2022 considered and approved the protocols on developing and accepting grant offers. Imminent Audit Wales report on income generation may provide further advice on such matters in this respect.</p>	2	4	8		N  (Review - ed 22.02.23)	Management Team
12	Diminished staff resilience (due to increasing demands) as a result of austerity.	Impact on staff retention, wellbeing of staff in the workplace and performance capability.	3	3	9	<p>A suite of measures to address resilience which include:</p> <ol style="list-style-type: none"> <li>1. Annual individual staff appraisals,</li> <li>2. Development of a staff workplace wellbeing plan,</li> <li>3. Establishment of a staff resilience reserve,</li> <li>4. Staff retention and sickness rates.</li> </ol> <p>Since the review of staff terms and conditions the Authority will need to monitor the impact of inflation and the cost of living on staff resilience and ability to retain and recruit. The Authority is currently considering how best to introduce hybrid working models for mostly office-based staff.</p>	3	3	9		N  (Review - ed 22.02.23)	Management Team

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
13	Yr Ysgwrn fails to generate sufficient income to meet the budget.	Yr Ysgwrn relies on a higher subsidy from the Authority and/or uses financial reserves which have been saved following previous prosperous years. In the end, this will mean Yr Ysgwrn will not be sustainable.	4	4	16	<p>Maintaining Yr Ysgwrn within the budget is an ongoing challenge in light of the cost of living crisis which is disrupting visitor spending and increasing running costs. The outlook for 2023/24 is promising, with a number of groups and schools having already booked visits.</p> <p>Costs are reviewed regularly. Most costs, such as heat, telephone and electricity are fixed and necessary for accreditation standards.</p> <p>Yr Ysgwrn has succeeded in attracting external financial support for projects and activities, and officers are working to develop further opportunities for maximizing this income, e.g. by establishing a Development Trust for Yr Ysgwrn.</p>	3	3	9		N (Review - ed 22.02.23)	Dir. Of Planning and Land Mgt. / Head of Cultural Heritage
14	Income Generating Target (Information Centres).	<p><del>Tourist Information Centres fail to operate within budget due to Covid-19 restrictions.</del></p> <p>The Information Centres fails to generate sufficient income to meet the budget.</p> <p>The Information Centers fail to reach income generating goals due to staffing shortages leading to closures.</p>	4	4	16	<p>The Covid-19 restrictions have now ended. There are no restrictions at all in 2 of our centers, and the Covid screens are still up in 1 following a request from the staff.</p> <p>Since the beginning of May 2023, the centers have been running on a full rota following the success of the recruitment campaign at the beginning of the year. Unless there is an unexpected illness or departures, we hope the centers will run on a full rota for the 2023 season.</p>	4	2	8		N (Review - ed 22.02.23)	Information Centres Manager

Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proximity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
15	Income Generation (Planning).	The main risk would be insufficient income for the effective running of the planning service.	3	3	9	<p>Post Covid, the planning fee income has remained surprisingly high. However, with further challenges to the economy as well as inflationary pressure, this may come under pressure for the foreseeable future. The income target for 2022/23 was exceeded with an income of £216K.</p> <p>The ability to mitigate any risk is fairly limited but the Authority will:</p> <ul style="list-style-type: none"> <li>- Continue to lobby for planning fee increase with other Authorities (through Planning Officers Society Group Wales, POSW), as appropriate;</li> <li>- Be prudent with service expenditure – in order to operate within budget;</li> <li>- Seek Planning Performance Agreements (PPAs) with larger developers where appropriate – which will help pay for officer time.</li> </ul>	3	3	9		N (Reviewed - ed 22.02.23)	Dir. of Planning and Land Mgt.
16	Securing the long-term future of Plas Tan y Bwlch.	The Plas having to close with staff losing their livelihoods. An adverse effect on the local economy with the Authority's good name suffering.	3	4	12	<p>See Risk 2 above. Ensuring the future for Plas will firstly require the successful implementation of the new business model. As reported previously although income is increasing year on year there is a substantial deficit that needs addressing.</p> <p>It has also become clear that there are a number of issues with the building itself resulting in excessive damp penetration and the loss of letting rooms. We are currently investigating the situation and have a Condition Survey of the building. This report has been discussed at the Board and we have asked for details on what requires urgent work, with a view to researching the possibility of submitting an application for grant funding for the remainder of the work. A decision can then be made on if and how to invest further in the Plas with the money already to hand.</p>	3	4	12		N (Reviewed 22.02.23)	Dir. of Corporate Services



Ref	Risk Description	Result	Inherent Risk			Measures / Actions to Manage	Inherent Risk			Risk direction	Proxim-ity (N, I, F)	Owner
			Effect	Likely	Result		Effect	Likely	Result			
17	The risk of a Cyber attack	Loose data and access to the network	4	3	12	<p>Steps in place to secure data. There is a need for further penetration and phishing tests to identify where there are weaknesses.</p> <p>Servers have recently been upgraded and we are waiting to upgrade the communication links before organizing phishing and penetration tests.</p> <p>New communication link in place and due to budget restraints the testing will be done in the new financial year.</p> <p>No change at present – continue to uphold security standards already in place.</p>	3	2	6		A (Reviewed 22.02.23)	Head of IT / Dir. of Corporate Services

Scoring the Risk					
Likelihood	Very Low = 1	Low = 2	Medium = 3	High = 4	Very High = 5
Effect / Impact	Very Low = 1	Low = 2	Medium = 3	High = 4	Very High = 5
Combined Score			Overall Risk		
1 – 4			Low		
6 – 14			Medium		
15 – 25			High		

<b>MEETING</b>	Performance and Resources Committee
<b>DATE</b>	12 <sup>th</sup> July, 2023
<b>TITLE</b>	<b>CORPORATE WORK PROGRAMME 2022-23 UPDATE ON THE WELLBEING OBJECTIVES</b>
<b>REPORT BY</b>	Director of Corporate Services
<b>PURPOSE</b>	Progress Report on the Fourth (and Final) Quarter, (January – March 2023)

## 1. BACKGROUND

- 1.1 Enclosed is a report on the Corporate Work Programme containing details of the progress made in Fourth Quarter of 2022-23 in undertaking the agreed projects and initiatives for achieving the Authority's agreed Wellbeing Objectives
- 1.2 Officers will be in attendance at the meeting to give further detailed information if required.

## 2. RECOMMENDATION

- 2.1. **To examine and discuss the attached Corporate Work Programme.**

## 3. BACKGROUND PAPERS

- 3.1. Corporate Work Programme 2022-23: Fourth (and Final) Quarter update for 2022-23.



## WELLBEING OBJECTIVES 2022-23: CORPORATE WORK PROGRAMME

The Authority's Well-Being Objectives, Corresponding Projects/Initiatives and Outcomes of Success  
Fourth (Final) Quarter Update for 2022-23: January - March, 2023

The Wellbeing Objectives have been cross-referenced to targets set for SNPA in the current Welsh Government Remit Letter indicated in table by (Appendix 1 : Targets of Remit Letter)

### RESILIENT ENVIRONMENTS







This outcome will be achieved by:	AC 1	<b>IMPROVING RECREATION MANAGEMENT AND ANY NEGATIVE EFFECTS OF RECREATION</b>
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Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.1	 Qtrs. 1 + 2	<p style="color: red; margin: 0;"><b>Monitor visitor numbers through people counters to establish the impact of users across the National Park</b></p> <ul style="list-style-type: none"> <li>➤ Major programme of repair, renewal and upgrading of counters across the National Park approaching completion.</li> <li>➤ 2021 Report:             <ul style="list-style-type: none"> <li>❖ Report will be issued once data from Ogwen added (issues with Ogwen counter)</li> <li>❖ Draft report shows similar number to 2019 but with concentrations of figures in August compared to pre-covid, as well as increased visitor numbers in the south of the National Park.</li> <li>❖ Carneddau – discussions ongoing with Carneddau team and work will begin on installation early next year.</li> </ul> </li> </ul>	March 2023	Ho Engagement Access & Well-being Mgr.
	Qtr. 3+4	<b>2021 Report completed and published. Work started on gathering data for 2022 report from counters across the Park. Some issues experienced with manufacturer of batteries for the counters we use, with delays in repair and return. Currently monitoring to see if service improves</b>		


Progressed and within timetable.


Delayed and/or to be progressed in next quarter for completion by March 2023





Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.2  1.2.1	  Qtrs. 1 + 2	<b>2022 Season Messaging Campaign to raise awareness of the National Park and it's Special Qualities, influence positive behaviour and to tackle unlawful fly-camping – implemented and results/reach reported on.</b>  <u>The three Welsh National Parks have delivered a joint visitor campaign to address visitor management challenges</u>  Funding received from Visit Wales to run the joint campaign. Campaign is drawing to a close. Metrics on the campaign will be shared in Q.3.	December 2022 + Ongoing	Hof Engagement +  Sustainable Tourism Officer
	Qtr. 3 + 4	<b>2022 joint Welsh National Parks campaign metrics:</b> ➤ Impressions (the number of times that posts were displayed to a user): 3.1 million ➤ Engagement (the number of times that users engaged with a post through likes, replies, reactions, comments etc): 56,000 ➤ Post link clicks/actions (the number of times that a users clicked on a link in the post/profile): 4,860 (1,338 paid for social media ads 3,537 North Wales Live paid media partnership) ➤ Visits to new Yr Wyddfa parking page on National Park website, which included detailed information on pre-booking: 110k ➤ Media coverage: 13 – ditch the BBQ; 14 – accidental fly-tipping Influencer partnerships: Laura Kate Lucas – 10k; Andrew Burton – 3k		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023




 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
1.2.2	 Qtrs. 1 + 2	<p><u>We are working closely with Gwynedd Council to address issues with fly-camping and motorhomes.</u></p> <ul style="list-style-type: none"> <li>➤ Strategic discussion held with Members at Working Group. As a result:</li> <li>➤ A 12 month plan has been developed.</li> <li>➤ Update sent to community councils.</li> <li>➤ Campervan leaflet (<a href="#">and web-page</a>) developed to encourage responsible use of the National Park. Including best practice and encouragement of use of local campsites. Good feedback on leaflet.</li> <li>➤ Leaflet dispenser installed at Llyn Tegid.</li> <li>➤ Specific measures being discussed to further address issues at Llyn Tegid.</li> <li>➤ Continuing to liaise with Gwynedd and Conwy on their work.</li> <li>➤ Review of LDP will include reviewing available data on demand/supply issues in the National Park re motorhomes.</li> </ul>	“	“
	Qtr. 3+4	<p><b>Work continues in 2023 to tackle the issue and has been integrated into the 2023 Season Plan, including the following actions:</b></p> <ul style="list-style-type: none"> <li>➤ <b>Refresh and re-reprint campervan leaflet by March 2023. Ensure that additional landowners that requested to be on leaflet are included, and that any campsites included have the appropriate planning permission in place. Ensure copies are distributed to local businesses, information centres etc.</b></li> <li>➤ <b>Update the campsites map on the website to mirror the campervan leaflet information by March 2023 and ensure that smaller sites are included (consider request out via LAF's).</b></li> <li>➤ <b>Roll-out Llyn Tegid signs and leaflet holders to other hotspot sites by July 2023. Identify and agree sites with area wardens.</b></li> <li>➤ <b>Following community consultation, trial ANPR enforcement at Llyn Tegid (if that is agreed as the best way forward), with installation taking place by August 2023 (date tbc).</b></li> <li>➤ <b>Discuss and agree strategy to address overnight camping /fires in Dyffryn Mymbyr laybys by April 2023. Add actions to this strategy. Consider approaching Conwy re no-overnight stays TRO's.</b></li> </ul>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023











 Not progressed and/or will not be completed by March 2023


		<ul style="list-style-type: none"> <li>➤ <b>As part of LDP review process, utilize existing data/research to inform development of policies in relation to this issue with consideration of ways that communities and businesses can benefit and whether there needs to be better control over seasonal pitches. Continue to keep updated on measures taken by Gwynedd and Conwy Council re Aires and whether capacity outside the Park boundaries can help ease pressure.</b></li> </ul>		
Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
1.2.3	 Qtrs. 1 + 2	<p><u>Opportunities have been explored to develop Welsh National Park Experiences that are focused on Special Qualities and sustainable tourism</u></p> <ul style="list-style-type: none"> <li>➤ Discussions have taken place with NP group on NP experiences and results so far have been fairly limited in terms of results. Initial discussions therefore to be held with Dolan – a community led scheme locally - to see how we can support their work, with particular emphasis on the NP's Ambassador Scheme.</li> <li>➤ Yr Wyddfa di-blastic scheme Officer will also work on pilot accreditation scheme on reducing plastic use by businesses.</li> </ul>	Dec. 2022 and ongoing	Ho Engagement + Sus. Tourism Officer
	<b>Qtr. 3+4</b>	<b>Yr Wyddfa di-blastic scheme launched and the work to raise awareness is progressing well.</b>		
AC 1.3	 Qtrs. 1+2  	<p><b>Improved provision for public engagement at Betws y Coed Information Centre via an upgrade of visitor facilities</b></p> <ul style="list-style-type: none"> <li>➤ Virtually Reality Yr Wyddfa Experience is now open.</li> <li>➤ Panels for sandbox being developed.</li> <li>➤ In house Technician will be building benches and planters over winter using timber from our sites.</li> <li>➤ External signage also being progressed.</li> </ul>	Anticipated completion by August 2022	Sustainable Tourism Manager
	<b>Qtr. 3+4</b>	<b>Sandboxes to be completed by early March, benches and planters currently being constructed in-house. A visual issue with the external signage has necessitated a design re-think. Discussions have been held with the Architect and Planners re. implications on the planning consent.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023








 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.4 	 Qtrs. 1+2	<b>Identify and quantify access work to mitigate the effects of people pressure</b>  Small scale access works are identified and managed by the Area Wardens. Small to medium works are led by Area Wardens with the support by Senior Wardens. Works are discussed and confirmed in their work plan and/or area place plans. Larger access work is assessed and discussed at 'Access Project Prioritization Meetings' which consist of the Head of Warden Service, Senior Wardens, Wellbeing and Access Manager and Access Project Officer.	Ongoing	Ho Wardens & Access (WaA)
	<b>Qtr. 3+4</b>	<b>Work continues as above</b>		
AC 1.5 	 Qtrs. 1+2 	<b>Produce an Engagement Strategy for footpath works in Snowdonia</b>  Research done – information request made to UK National Parks. Work will progress over coming months.	Sept. 2022	Ho WaA
	<b>Qtr. 3+4</b>	<b>Work not completed in 2022-23 but will progress in 2023-24.</b>		
AC 1.6 	 Qtrs. 1+2 	<b>Produce guidelines for undertaking access route works in Snowdonia</b>  Draft produced – need to review and submit draft to management team for initial comments beginning of 2023.	Sept. 2022	Ho WaA
	<b>Qtr. 3+4</b>	<b>Work not completed in 2022-23 but will progress in 2023-24.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 1.7	 Qtrs. 1+2	<b>Ensure that promoted routes are regularly surveyed, maintained and improved when necessary</b> Work continues. Extra assets in the form of Seasonal Wardens has improved capacity.	Ongoing	Ho WaA
	<b>Qtr. 3+4</b>	<b>Work continues. Process of upgrading computer programme for managing and reviewing routes underway.</b>		
AC 1.8	 Qtrs. 1+2	<b>Area Wardens to work with communities and partners to identify and take advantage of opportunities to provide a range of promoted routes for varying abilities</b> Work continues. Additional funding will support the works.	Ongoing	Ho WaA
	<b>Qtr. 3+4</b>	<b>Work continues. Sustainable Landscapes Sustainable Places (SLSP) WG funding has supported more footpath work being included in the area plans of wardens.</b>		
AC 1.9	 Qtrs. 1+2	<b>Work across the Authority to integrate work programmes and progress implementation of Area Plans</b> Work continues. Some area's need more assistance and guidance. New recent source of funding, SLSP, will improve partnership work between Environment, Agriculture and Conservation service.	Ongoing	Ho WaA
	<b>Qtr. 3+4</b>	<b>Work continues to develop and implement collaborative work across the Authority. In addition to the SLSP work above staff members of the Warden and Access service have assisted on several other projects such as Sustainable Management Scheme projects</b>		
AC 1.10	 Qtrs. 1+2	<b>Secure funding and recruit an officer to develop the Wyddfa Di-blastig project</b> <b>Funding secured and officer recruited.</b> <b>COMPLETED</b>	October 2022	Partnerships Manager





 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023










This outcome will be achieved by:	AC 2	<b>RESPONDING TO THE CHALLENGES OF CLIMATE CHANGE</b>
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Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.1 		<b>Ensuring the implementation of the current LDP policies that contribute to mitigating climate change</b>  There is much embedded climate change mitigation within the LDP, through policies that seek to reduce dependence on private car, through concentrating development into the larger settlements (thereby reducing reliance on the private car), and granting small scale renewable energy developments. In that sense the LDP is being implemented broadly as intended. Whilst there is a specific ‘climate change’ policy within the LDP it does not get used much in making development decisions. It is therefore considered that the Climate Change policy needs to be reviewed and that further detailed guidelines are needed to give clear direction to actively reduce carbon and be more proactive in mitigating and adapting to the effects of undesirable change as well as taking active steps to increase carbon sequestration of natural systems including woodlands, peatlands and carbon soils (although it should be noted that peatland and soil restoration, and woodland planting are not usually issues that require any planning consent).	Reported annually	Ho Planning PPO
AC 2.2 	  Qtrs. 1+2 Update	<b>Energy efficiency and reducing carbon footprint of SNPA buildings to be integral part of new Asset Management Plan (to be adopted from April 2022) and aligned with Wales Prosperity for All – A Low Carbon Public Estate targets</b>  Work ongoing, delayed due to submitting bids for further decarbonisation projects to SLSP funding 2022-2025 and applications for further grants to improve facilities which incorporates on site solar energy production.	Asset Management Plan adopted From April 2022 and ongoing	Ho Property
	Qtr. 3+4	<b>Assets Sub-group met in Autumn 2022 and considered data for greatest energy use sites to prioritise energy efficiency and potential on-site renewable generation. Action arising to prepare a cyclical maintenance plan to better inform the group on long term liabilities in the wake of further financial pressures to enable a discussion on reviewing the portfolio.</b> <b>Work ongoing to prepare maintenance plan for future Sub-group discussion.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023










Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 2.3		<b>Develop an Action Plan for SNPA to be carbon neutral by 2030 based on the recommendations of the Carbon Study report</b>	Ongoing 2030	CEO Ho Property
	Qtrs. 1+2 Update	Final report expected by Aquetera in October. Report to be considered by the Carbon Account Task & Finish Group with recommendations for action incorporated into relevant documents e.g. Asset Management Strategy.		
	Qtr. 3+4	<b>Carbon Pathway Task and Finish Group met to discuss the report's outcomes and a subsequent Action Plan. The Group agreed amendments to the Action Plan for officers to progress as basis for developing the themes identified into a (Draft) Corporate Carbon Strategy which will be presented to the T&amp;F Group in May. The work is progressing well.</b>		
AC 2.4		<b>Commission a report to identify how the Authority can assist towards the National Park area being carbon neutral by 2050 to include specific reference to land management and working beyond SNPAs properties</b>	Dec. 2022	CEO
	Qtrs. 1+2 Update	Final report received by Small World Consultancy. Carbon Account Task & Finish Group to consider the strategic actions identified. National Parks and Areas of Outstanding Beauty of Wales to consider a joint statement on addressing common challenges identified.		
	Qtr. 3+4	<b>Carbon Pathway Task and Finish Group met to discuss the report and a summarised version drawn up by officers. The summary has been discussed and agreed by the T&amp;F Group. WG Minister has requested that an outcomes report be commissioned as a strategic document across the 8 Designated Landscapes in order to gain maximum impact.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023






AC 2.5 		<b>Support a strategic partnership with Welsh Government, Brecon Beacons and Pembrokeshire Coast National Park Authorities on Nature Recovery and Carbon Sequestration in the Designated Landscapes of Wales and hosting the post of strategic lead</b>	Ongoing	CEO
	Qtrs. 1+2 Update	Officer has been appointed, starting in post October.		
	<b>Qtr. 3 + 4</b>	<b>Strategic Lead Officer in post leading on Nature Recovery and Carbon Sequestration. Her work will focus on all of the unimproved habitats and woodland and the biodiversity they contain inclusive of invasives, and opportunities for carbon reduction.</b>		
This outcome will be achieved by:		AC 3	<b>IMPROVING MANAGEMENT AND UNDERSTANDING OF CULTURAL HERITAGE</b>	


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.1 	 Qtrs 1 + 2 	<b>Development and adoption of the SNPA Cultural Heritage Strategy</b> Two workshops have been held with service staff. Initial desk-based research and consultation with key partners is ongoing.	Autumn 2022	Ho Cultural Heritage
	Qtr. 3 	Consultation with key partners ongoing and development is progressing		
	<b>Qtr. 4</b>	<b>First draft completed. Report to be presented to Management Team in Summer 2023 and Members Working Group in Autumn 2023.</b>		
AC 3.2 		<b>Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2021/22 is completed on time to ensure that the Project remains on track for completion by 2025</b>	Ongoing 2025	Carneddau LPS Mgr.


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023












 Not progressed and/or will not be completed by March 2023


	Qtrs. 1+2 Update	Covid has had an impact on the timetable for completion and regular re-profiling takes place in order to manage risks to the timetable. An extension of time has been granted and talks are ongoing with funders in regards to securing a further extension of time due to the ongoing impact of the pandemic. Nevertheless, good progress is being made and activity has increased since Spring 2022 as working practices return to their pre-pandemic state.		
	<b>Qtr. 3+4</b>	<b>Projects are progressing well, in line with the revised timetable. A small number of projects are experiencing delays and discussions are taking place with key partners and project leads to resolve issues causing delays.</b>		
AC 3.3 	 Qtrs. 1+2 Update	<b>Review progress delivery of the Dolgellau Townscape Heritage Scheme in readiness for completion of the scheme by December 2023</b> The Scheme has been awarded a 12 month extension until 31.12.2023, due to the impact of the Covid 19 pandemic on the Scheme. Increased costs (materials and inflation) are posing a challenge to projects within the Scheme. Good progress is being made elsewhere and most Scheme projects are now complete. Regular communication is taking place with funders and the project is on course for completion by December 2023.	Completion of Scheme	Dolgellau TH Project Mgr.
	<b>Qtr. 3+4</b>	<b>Work on the high priority Wilkins building has started and is progressing well with positive feedback being received from the community to date. The Project Manager is working with owners of other prominent buildings to consider the feasibility of funding other, smaller scale projects before the scheme ends.</b>		
AC 3.4 	 Qtrs. 1+2 Update 	<b>Develop the Harlech and Arudwy Cultural Heritage project that will enable the Authority to apply for external funding in due course</b> The project is on course for completion by Autumn 2022. It is anticipated that funding applications will be submitted in Spring 2023.	March 2023	Cultural Heritage Project Officer
	<b>Qtr. 3+4</b>	<b>Gaps have been identified in community engagement, which is essential prior to submitting funding applications. School heritage arts project with Ysgol Dyffryn Arudwy developed and successfully delivered in collaboration with visual, film and performance artists, poet and Cultural Heritage service officers. Community consultation ongoing. The timetable to submit funding applications has been delayed but anticipated to take place in 2023/24.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023



 Not progressed and/or will not be completed by March 2023


<b>AC 3.5</b> 	 Qtrs. 1+2 Update	<b>To actively contribute to the work programme of the North West Wales Slate Landscape World Heritage Site Action Plan</b>  Officers continue to work with partners of various parts of the Action Plan, including interpretation, conservation, planning and the steering group. Interpretation of Ynysypany and Plas Tan y Bwlch is underway and pre-application planning advice is being sought.	March 2023	Ho Cultural Heritage
<b>Qtr. 3+4</b>		<b>Interpretation is being drafted and will be installed in Spring 2023.</b>		
<b>Out-Come No.</b>	<b>Qtrly. Progress Status</b>   	<b>Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)</b>	<b>Time-table</b>	<b>Officer (s) Responsible</b>
<b>AC 3.6</b> 	 Qtrs. 1+2 Update	<b>Wardens to lead monthly walks with guest specialist to promote nature, culture and heritage</b>  All of the authority's promoted routes are now online. Walk of the month has restarted on the new website and planning for the guided walks has started.	Ongoing 2023/24	Ho Wardens & Access
<b>Qtr. 3+4</b>		<b>Guided walks led by wardens have been promoted and have been well supported by the public. We will develop the programme to include other sections and external specialists in 2023-24.</b>		
<b>AC 3.7</b> 	 <b>Qtrs.1-4</b>	<b>To actively contribute to the ongoing work programme of the Cadw-led Historic Environment Group (HEG) and its associated working groups including Wellbeing, Climate Change Mitigation, Peatlands and Local Heritage</b> <b>Officers continue to work with partners on all elements of HEG.</b>	Ongoing	Ho Cultural Heritage
<b>AC 3.8</b> 	 Qtrs. 1+2 Update	<b>Sustain and develop Yr Ysgwrn as a museum and cultural centre of national repute including the delivery of the "Geiriau Diflanedig" exhibition project onsite in a post Covid world</b>  Summer of Fun funding provided by the Welsh Government has been secured in order to fund a full family activity programme for July-September, 2022. The Geiriau Diflanedig project will be delivered in Summer 2023. Officers are currently working with colleagues at the National Museum of Wales and Pembrokeshire Coast National Park Authority to deliver the project. Summer of Fun funding provided by the Welsh Government has been secured in order to fund a full family activity programme for July-September, 2022.	<b>Sept. 2023</b>	Ho Cultural Heritage


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	Qtr. 3+4	Geiriau Diflanedig is progressing well. Amgueddfa Cymru – Museum Wales colleagues have visited to assess suitability for display of objects from their collection. The activity and events programme is under development. Artfund funding secured for school art residency, poetry workshop and education resource to compliment the exhibition. Web page launched and press release issued. Geiriau Diflanedig opening planned for June 2023.		
Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 3.9	  Qtrs. 1+2 Update	<p><b>Progress Conservation Area Appraisals and Management Plan/Delivery as a baseline of information for developing potential capital projects in subsequent years</b></p> <p>Drafts of the documentation have been completed. Public consultation will take place during Autumn 2022. In June 2022 the Conservation Areas fit for the Twenty-First Century Project was presented to Members during a Members Working Group for discussion regarding progress on the project. At a subsequent Planning &amp; Access Committee held in September 2022, Members approved the documents to be subject of a 6 week Public Consultation.</p>	March 2023	Ho Cultural Heritage Historic Env. Planning Officer
	Qtr. 3+4	<p>The individual Conservation Area Appraisals and Management Plan documents were subject to public consultation between October 30th and November 11th 2022. A number of comments were received from a number of respondents. The intention is to verify the changes with the relevant Community Councils before presenting the documents to Members for final adoption within the Planning and Access Committee. Other works that have taken place as a result of this work during Spring 2023 are four call-in events across the National Park with experts in the field of Building Conservation promoting the project and promoting information on different suitable and sustainable methods of improving the energy efficiency of buildings traditional within Conservation Areas. In addition, a grant scheme was available to assist with energy efficiency improvements and / or thermal upgrades of public, community and commercial properties within designated Conservation Areas of the National Park, such as Churches / Chapels, Community Halls, Libraries, Community Pubs, and Village Shops. The closing date for the submission of tenders was 3rd March 2023 with the successful bid being decided on.</p>		

 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


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This outcome will be achieved by:	AC 4	<b>ADDRESSING THE CHALLENGES AND OPPORTUNITIES OF POST BREXIT LAND MANAGEMENT SCENARIOS</b>
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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 4.1 	  Qtrs. 1+ 2	<b>Assist in the development and design of future land management proposals with Welsh Government and Natural Resources Wales, to ensure that Eryri benefits from future proposals and that the strategic aims of Cynllun Eryri are reflected in future proposals</b>  Engagement underway as much as WG permits, a rather restricted co-design process	Ongoing	Ho CWA * CEO Dir. Planning & Land Man.
	<b>Qtr. 3+4</b>	<b>As above. Designated Landscapes have made additional approaches to WG to promote more dialogue and offer assistance in the development and design of future land management proposals.</b>		
AC 4.2	  Qtrs.1+2	<b>Maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications off Brexit on land management</b>  Ongoing, close working relationship is maintained	March 2023 Ongoing	Ho CWA *
	<b>Qtr. 3+4</b>	<b>The focus has now moved on from Brexit to the new agricultural support packages. Ongoing work</b>		








\*Head of Conservation Woodlands and Agriculture (CWA)


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 Delayed and/or to be progressed in next quarter for completion by March 2023


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This outcome will be achieved by:	AC 5	<b>ADDRESSING THE DECLINE IN NATURE</b>
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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.1 		<b>Develop an Action Plan based on understanding and contents of e.g. SoNaRR (State of Natural Resources report), State of the National Park etc. to inform on priorities for nature recovery in Snowdonia</b>	March 2023	Ho CWA
	Qtrs. 1+ 2 Update	Loss of key officer has delayed progress, alternative delivery mechanisms being considered and awaiting confirmation of continued funding form WG for next three years		
	Qtr. 3	Still awaiting confirmation of funding from WG to determine if recruitment can take place. Also looking at contracting out the Nature Recovery Plan. Strategic post by WG now in place to deliver strategy on nature recovery and carbon sequestration		
	<b>Qtr. 4</b>	<b>Funding has been confirmed by WG on biodiversity works for a two year period, recruitment has been undertaken and appointment made with officer coming into post in July 2023. Hopefully developing this capacity will allow progress to be made</b>		
AC 5.2 	 Annual	<b>Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance</b>  <b>Biodiversity enhancement through the development management process continues to be delivered. Still await published Welsh Government guidance and potential changes to Planning Policy Wales relating to net benefit for biodiversity and the resilience of ecosystems which is currently under consultation.</b>	Reported annually	Hof Planning Principal Planning Officer Policy (PPOP)


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
AC 5.3 	 Qtrs. 1- 4 Update 	<b>Ensuring an SPG on biodiversity is produced to support the Development Management process by 2023 once guidance by Welsh Government is published</b>  <b>This will be progressed once the Welsh Government guidance on biodiversity enhancements has been published.</b>	March 2023	Ho Planning PPO Policy
AC 5.4 	 Qtrs. 1+ 2 Update	<b>Continued delivery of approved projects that address the aims of Cynllun Eryri (e.g. HLF Carneddau, LIFE Celtic Rainforest, Raised Bog, Quaking Bog, Curlew project) and develop further programmes</b>  Additional project funding secured through 3 Welsh Government Sustainable Landscapes Sustainable Places programme, National Grid Projects and Natural Flood Management project funding is expected by National Parks Partnership	Twice yearly update reports on individual projects	Ho CWA Project Managers
	<b>Qtr. 3+4</b>	<b>National Grid projects have finally been released to start. The National Park Partnership project has started in January. All other projects are running and on target. Six monthly update report on all projects presented to Performance and Resources Committee in November 2022.</b>		
AC 5.5 	 Qtrs. 1+2 Update	<b>To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS)</b>  Work progressing and funding secured for further 3 years survey and restoration	March 2023	Ho CWA
	<b>Qtr. 3+4</b>	<b>Work is underway. Year 1 finance is fully committed.</b>		

 Progressed and within timetable.

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## OUTCOMES:

### **RESILIENT ENVIRONMENTS:** We will know we are succeeding in delivering the well-being objective when:

**AC1:** We will have developed and implemented guiding principles and thresholds in relation to visitor impacts on the environment and landscape *(as per Cynllun Eryri Outcome A1.1)*

**AC1:** We have ensured that uplands paths are well maintained to manage the impacts of erosion and prioritise work based on the number of footpath users *(as per Cynllun Eryri Outcome A1.2)*

**AC1, 2:** We have reduced the impacts of parking and transport on the environment and landscape *(as per Cynllun Eryri Outcome A1.4)*

**AC1:** We have reduced any negative impacts of recreational activities *(as per Cynllun Eryri Outcome A1.5)*

**AC1:** Using the brand marketing strategy as a foundation, we will have developed a shared plan with partners on the information we provide to visitors, with an emphasis on the Special Qualities and behavioural change *(as per Cynllun Eryri Outcome B3.3)*

**AC2, 4:** The carbon emissions of Snowdonia National Park are reduced *(as per Cynllun Eryri Outcome A3.1)*


**AC2, 4:** We have safeguarded and increased the amount of carbon stored in Snowdonia *(as per Cynllun Eryri Outcome A3.2)*


**AC3, 4, 5:** We have co-ordinated and implemented an ambitious public goods scheme that focuses on maintaining, restoring and expanding habitats, species, historic environment features and wider public goods *(as per Cynllun Eryri Outcome A2.1)*


**AC5:** Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity activities *(as per Cynllun Eryri Outcome A2.2)*

**AC2, 4, 5:** We have continued to expand current Partnership actions to control and reduce the extent of invasive species *(as per Cynllun Eryri A4.2)*

**AC3:** We have supported the repair and restoration of listed buildings, supported the safeguarding of Scheduled Monuments and developed and implemented landscape scale projects which benefit the historic environment *(as per Cynllun Eryri A6.1. A6.2. A6.3).*







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## RESILIENT COMMUNITIES

This outcome will be achieved by: **CC 1 MAINTAINING AND INCREASING THE QUALITY OF LIFE OF RESIDENTS**



Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.1	 Qtrs. 1 + 2 Update	<p style="color: red;"><b>Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately</b></p> <ul style="list-style-type: none"> <li>➤ All of the authority’s promoted routes are on the new website. Next step is to raise awareness of the ‘resource’ to partners and the health board.</li> <li>➤ Additional resources and videos being developed for disabled users.</li> </ul> <p style="text-align: center;"><b>WORK COMPLETED and can be explored on website</b></p>	Work to start April 2022 once new website launched	Ho Engagement Ho Warden Svc. Brand & Content Manager - website
CC 1.2	 Qtrs. 1+2 Update 	<p style="color: red;"><b>As part of the SNPA Volunteer Strategy and in collaboration with partners, continue to expand volunteer opportunities within the National Park that include both physical and cultural activities</b></p> <p>Significant amount of new and ongoing opportunities being developed/supported by Volunteer and Well-being officer including:</p> <ul style="list-style-type: none"> <li>➤ Caru Eryri – partnership volunteer scheme with Snowdonia Society, National Trust and Outdoor Partnership. 2 tonnes of litter cleared from the busiest paths and car parks over 2021/2022 season. This year 113 volunteers contributed 2304 voluntary hours, and 121 days spent caring for Snowdonia.</li> <li>➤ Yr Wyddfa Volunteers Wardens. 36 Snowdon Volunteer Wardens and 10 Cader Idris Volunteer wardens completed 1602 voluntary hours in 2022. Approx 250 bags of litter collected.</li> <li>➤ Carneddau Landscape Partnership volunteering including gorse clearance and neolithic axe digs 359 volunteers including school groups, 1654 voluntary hours.</li> </ul>	Ongoing	Ho Engagement Volunteer & Wellbeing Officer


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		<ul style="list-style-type: none"> <li>➤ Volunteering events with local youth groups, refugee groups, corporate groups and DofE groups. Activities include include invasive species control and woodland management, peatland restoration work in Dinas Mawddwy, and many tree and hedgerow planting days from Nov through to April.</li> <li>➤ Estimated value of volunteering to the Authority so far in 2022 is £52,800 (economic volunteer value calcs using UK living wage of £9.50).</li> </ul>
	<b>Qtr. 3+4</b>	<b>Annual report due to be presented to Members shortly which will outline progress over the last year.</b>


Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.3 	 Qtrs. 1+2 Update	<b>Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups</b> New project starting in November 2022 working with “Pobl i Bobl” to bring Syrian, Afghan and Ukrainian guests into the National Park for guided walks and fun conservation activities.	Ongoing	Ho Engagement Volunteers & Wellbeing Officer
	<b>Qtr. 3+4</b>	<b>2022 volunteering stats results: (Provided opportunities to volunteer)</b> <ul style="list-style-type: none"> <li>➤ <b>Children (school groups) : 132</b></li> <li>➤ <b>Young people (14-24): 87</b></li> <li>➤ <b>25-50 :74</b></li> <li>➤ <b>50+ : 115</b></li> </ul>		


 Progressed and within timetable.


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CC 1.4	  Annual	<p><b>Ensuring planning takes a pro-active role in encouraging affordable housing by working with other agencies in this sector, in order to try and achieve the annual target set out in the LDP</b></p> <p>Regular discussions with the two Housing Authorities and RSL's to ensure affordable housing is provided where it is needed.</p> <p>Discussions continue with partners to fund a new Community led Housing Officer post.</p> <p>Working closely with the Rural Housing Enablers to identify and bring forward affordable housing sites.</p> <p>Officers have attended several meetings with other partners and community representatives to discuss affordable housing policies and deliverability.</p> <p>Research being undertaken to assess impact of rising house prices and second homes/holiday accommodation. Research will steer the use of Article 4 direction and policy formation for the next ELDP review.</p> <p>The Planning Service are partners of the Dwyfor Pilot, which covers a portion on the National Park Area. The Welsh Government have established the pilot in the Dwyfor area to trial and monitor new initiatives to address the second homes issue and affordability.</p> <p>Attend Tai Teg strategic and operational meetings. Eryri NPA use Tai Teg data as necessary when considering planning/self-build applications etc.</p> <p>Conwy County Borough Council launched a first-time buyer scheme bringing long term empty properties back into use. This initiative used Eryri NPAs 106 funding.</p>	Reported annually	Ho Planning
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 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023




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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 1.5		<b>Continue to provide funding and measures to support local communities and economies through the Cronfa Cymunedol Eryri Community Fund particularly where these are led by communities themselves - in green infrastructure, improved access to recreation for health and wellbeing, energy generation, local environmental improvements such as litter and waste management, community development and the Welsh language</b>	March 2023	Partnerships Manager
	Qtrs. 1+2 Update	Funding secured through the Sustainable Landscapes Sustainable Places, Welsh Government fund. Process of recruiting into empty post to co-ordinate the fund has been started.		
	<b>Qtr. 3+4</b>	<b>Community Engagement Officer starts 27<sup>th</sup> March 2023 and will begin to implement this work accordingly.</b>		
<b>This outcome will be achieved by:</b>		<b>CC 2 SUPPORTING YOUNG PEOPLE</b>		
Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 2.1		<b>Prepare a draft Youth Manifesto for discussion and approval by Members</b>	Sept. 2022	Ho Wardens & Access
	 Qtrs. 1+2 Update	Research carried out by Youth Officer and a meeting with the task and finish group will be held before end of 2022.		
	<b>Qtr. 3+4</b>	<b>Task and finish group meeting has been held. It is possible to develop and adopt Europarc's Youth Manifesto as a National Park manifesto but it was decided to use it as the basis to develop a Manifesto unique to Eryri. It was agreed that youths should be part of the process and work is progressing to establish a youth committee. Work will continue in 2023-24.</b>		
			July 2022	Ho WaA


 Progressed and within timetable.


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CC 2.2		<b>Restart Young Rangers scheme and adopt a scheme for the South of the National Park</b>		
	Qtrs. 1+2 Update	Young Rangers for the North of the Park has been a success and will continue until March 2023. The scheme will restart May 2023 with new attendees. Discussions need to take place with potential partners for the development of the scheme to the South of the Park.		
	Qtr. 3+4 	<b>Work has progressed to restart scheme in south of the NP, applications will be invited shortly.</b>		
This outcome will be achieved by:		CC3	<b>PROMOTING SUSTAINABLE TOURISM TO ADD VALUE TO LOCAL COMMUNITIES</b>	


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.1 	 Qtrs. 1+2  Qtr. 3+4	<b>Commission and promote the annual STEAM tourism Sustainability Report in order to measure the impacts of tourism and provide recommendations based on the report on how the impacts can be mitigated in Snowdonia</b> Initial work of developing framework for report completed.  <b>Now working with Cyngor Gwynedd to develop this as part of the joint strategy.</b>	March 2023	Ho Engagement Sustainable Tourism Officer
CC 3.2 3.2.1 	 Qtrs. 1+2	<b>Opportunities to encourage greener transport are being developed by:</b>  <b>Progressing the recommendations from the review of transport and parking in the Yr Wyddfa and Ogwen areas</b> With support from Transport for Wales in 2022-3 the following projects from the Martin Higgitt Review are being progressed: <u>SHERPA'R WYDDFA</u> - improved bus service offering more services and better integration launched on Friday 8 July. Including new brand for the service - now called 'Sherpa'r Wyddfa' with new livery reflecting the Eryri	Ongoing until April 2025	Ho Engagement Partnerships Manager


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		<p>scenery and featuring the Snowdon Lily. Also new promotional leaflets, bus stop 'flags', information boards and social media assets created.</p> <p><u>SIGNAGE STRATEGY</u> –working with TFW to develop a signage strategy to effectively guide drivers to the Yr Wyddfa and Ogwen areas, which will also utilize data from Smart parking sensors - see below. Full consideration will be given to the various approaches to the inner area, catching drivers at strategic decision points. The strategy will also promote greener modes of transports e.g., how to access to the Sherpa Bus. The strategy will be completed by end of March 2023 with signs to be installed for the 2024 season.</p> <p>Continued.....</p>		
		<p><u>ACTIVE TRAVEL WELTAG 1&amp;2</u> - Two Active Travel Routes 1) Betws-y-Coed to Llanrwst 2) Bethesda - Zip World have now progressed to feasibility stage in consultation with Local Authorities and local landowners.</p> <p><u>SMART PARKING</u> - The final stage of this project is to integrate the information gathered by the sensors to the Authority's website in an user-friendly way. Smart Parking are currently working on the best option for including this information in the most useful way for visitors to the sight.</p> <p><u>GOVERNANCE</u> - A delivery group has been established for strategic guidance on the overall strategy between SNPA, TFW, Gwynedd and Conwy Councils, with the CEO and Head of Engagement representing the Authority on the group.</p>		
	<b>Qtr. 3+4</b>	<b>All the above projects are being seen through to the end of this financial year.</b>		
<b>Out-Come No.</b>	<b>Qtrly. Progress Status</b>	<b>Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)</b>	<b>Time-table</b>	<b>Officer (s) Responsible</b>
3.2.2	 Qtrs. 1+2 Update 	<p><b>Implementing a Sustainable Tourism model across the region.</b></p> <ul style="list-style-type: none"> <li>➤ Stage 1 scoping is nearing completion and Stage 2 has been confirmed for financing by Transport for Wales.</li> <li>➤ See above for progress on the Sustainable Parking and Transport model</li> <li>➤ A draft Sustainable Visitor Economy Plan for Gwynedd and Eryri is being produced through collaborative work and an MoU by Gwynedd Council and SNPA, for presentation to members and Gwynedd Council Cabinet before the end of 2022</li> </ul>	March 2023	Ho Engagement Partnerships Manager





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	<p><b>Qtr. 3-4</b></p> 	<p><b>The Strategic Plan for a Sustainable Visitor Economy, Gwynedd and Eryri (2035) has been officially adopted by Members and the Cabinet of Cyngor Gwynedd. Next steps are now being organised including the official launch of the Strategic Plan, which will take place end of summer 2023; the establishment of the Sustainable Visitor Economy Partnership; and work on developing the agreed Action Plan will begin thereafter.</b></p>
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Out-Come No.	Qtrly. Progress Status 	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
3.2.3	 Qtrs. 1+2 Update	<p>➤ <b>Actively seek opportunities to input to the North Wales Transport Commission that will help support the sustainable transport vision for Snowdonia</b></p> <p><b>SNPA have been invited to speak to the NW Transport Commission in November.</b></p>	March 2023	Ho Engagement Partnerships Manager
CC 3.3 	 Qtrs. 1+2 Update	<p><b>Encouraged visitors to come at different times of year and to different areas in order to ease pressure during the peak season and help businesses with seasonality issues, through developing the Welsh National Park Experiences</b></p> <p>➤ Discussions have taken place with NP group on NP experiences and results so far have been fairly limited in terms of results. Initial discussions therefore to be held with Dolan – a community led scheme locally - to see how we can support their work, with particular emphasis on the NP's Ambassador Scheme.</p> <p>➤ Yr Wyddfa di-blastic scheme Officer will also work on pilot accreditation scheme on reducing plastic use by businesses.</p>	Dec. 2022	Ho Engagement Sustainable Tourism Officer
	<b>Qtr. 3+4</b>	<b>The work of Yr Wyddfa di-blastic scheme officer is progressing well.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023








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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.4	   Qtrs. 1+2 Update	<p><b>Continue to develop the Eryri Ambassadors scheme and utilise to help spread messaging in relation to CC3.3 above. Develop a Green Ambassador accreditation as part of the Snowdonia Ambassador scheme with associated sustainable tourism modules. Include information about those achieving the accreditation on our website</b></p> <ul style="list-style-type: none"> <li>➤ The Programme now has just under 800 accredited Ambassadors (October 2022).</li> <li>➤ The Authority has adopted the scheme as part of its induction programme for new staff.</li> <li>➤ A week celebration of the 2-year anniversary of the Ambassador Programme is being planned with a series of events offered across the week of 23<sup>rd</sup> November 2022.</li> <li>➤ A new Plastic Free module is available in the programme which is targeted at hospitality businesses. This will be further developed by the Plastic Free Yr Wyddfa (Snowdon) officer upon commencement in post.</li> <li>➤ A new module on the Carneddau Landscape Partnership is expected in January 2023.</li> <li>➤ Options for developing a Sustainable Certification are being explored as part of the wider Sustainable Visitor Economy work alongside Gwynedd Council.</li> </ul>	Ongoing February 2023	Ho Engagement Snowdon Partnership Officer
	Qtrs. 3 + 4	<b>As above – the scheme continues to go from strength to strength. Eryri Ambassadors are to be included in the 2023 Visitor Season Communications Campaign – Eryri Ni.</b>		


 Progressed and within timetable.


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 Not progressed and/or will not be completed by March 2023








Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 3.5 	 Annual	<b>Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities</b>  Eryri LDP policies are being monitored annually and implemented as intended. Work has commenced on the Review of the Eryri LDP. A draft Review Report to be consulted upon in Spring 2023. The three core principles of the Gwynedd and Eryri Sustainable Visitor Economy 2035: Strategic Plan (i.e. 1. Celebrate, Respect and Protect our Communities, Language, Culture and Heritage 2. Maintain and Respect our Environment 3. Ensure that the advantages to Gwynedd and Eryri communities outweigh any disadvantages) will need to be reflected in future Eryri LDP policies.	Reported annually	Ho Planning
CC 3.6	 Qtrs. 1+2	<b>Seek to establish a Delivery Group and Terms of Reference for the Northern Snowdonia area that will enable improved partnership working and the successful prioritisation and delivery of sustainable travel and transport projects</b>  Group has been established and terms of reference agreed. <b>COMPLETED</b>	March 2023	Ho Engagement
CC 3.7	 Qtrs. 1+2 Update	<b>Develop the National Park's strategic position on a tourism levy and actively engage in the Welsh Government consultation in the autumn of 2022</b>  ➤ Discussion paper presented to Members. ➤ Strategic position established as a result. ➤ Response being developed to Welsh Government consultation.	Ongoing autumn 2022	Ho Engagement
	Qtr. 3	<b>COMPLETED – Response submitted to Welsh Government</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023






This outcome will be achieved by:	CC4	<b>PROMOTING AND ACTIVELY SUPPORTING THE WELSH LANGUAGE</b>
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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.1 	 Qtrs. 1+2	<b>Produce a new 5 year Welsh Language Promotion Strategy for the period 2022-26</b>  Members were appointed at the Authority AGM in June onto a Steering Group to lead on this work. The Steering Group met on the 14 <sup>th</sup> of September. Terms of Reference were agreed including a timetable for completing and adopting the Strategy by the end of the financial year. The vision for the Strategy has been reviewed and key priority areas agreed, and an internal consultation has commenced with Authority officers to further develop the key priority areas, to enable the development of a first draft of the Strategy.	Sept. 2022	Ho Admin. & Customer Care
	Qtr. 3+4	<b>Following the internal consultation, the Steering Group met on the 9<sup>th</sup> of November to consider the responses and to further develop the key priority areas (aims, results and indicators) before a draft of the Strategy was presented to the Members Working Group on the 7<sup>th</sup> of December. Following this, the draft Strategy went out to public consultation, which ran from the 8<sup>th</sup> of December until the 3<sup>rd</sup> of February. The Steering Group met on the 8<sup>th</sup> of February to discuss the public consultation responses and agree on changes required to the draft. The final version of the Strategy will now be presented to the Performance and Resources Committee on the 22<sup>nd</sup> of March for approval and adoption.</b>		
CC 4.2 	 Qtrs. 1+2	<b>Continuing to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh</b>  Summer of Fun funding has provided funding for a full programme of family activities for the Summer and Autumn. Additional activities have included folk gigs and guided walks. Several activities have been targeted at Welsh learners (including archaeological walk, gigs and forest school).	Ongoing	Ho Cultural Heritage


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023










 Not progressed and/or will not be completed by March 2023


	<b>Qtr. 3+4</b>	<b>Site is closed for the winter. Some of the Christmas activity programme delivered successfully however one sell-out event was cancelled due to weather conditions. 2023 activity and event calendar under development. Community arts session for staff, volunteers and local residents will be held in March 2023 prior to opening of the Friesland wool exhibition in April.</b>		
<b>Out-Come No.</b>	<b>Qtrly. Progress Status</b>	<b>Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)</b>	<b>Time-table</b>	<b>Officer (s) Responsible</b>
<b>CC 4.3</b> 	  Qtrs. 1+2 Update 	<b>Develop the 'Geiriau Diflanedig' major exhibition project through collaboration with Amgueddfa Cymru – National Museums Wales and the Pembrokeshire Coast National Park Authority (supported by the SLSP fund), bringing 'The Lost Words' exhibition to Wales for the first time and showcasing the epic bilingual feat of the anthologies</b> The Geiriau Diflanedig project will be delivered in Summer 2023. Officers are currently working with colleagues at the National Museum of Wales and Pembrokeshire Coast National Park Authority to deliver the project.	Ongoing until March 2023 for exhibiting in 2024	Ho Cultural Heritage
	<b>Qtr. 3+4</b>	<b>Arfund funding secured to fund school artist residency, poetry workshop and educational resources. The collaborative project with Amgueddfa Cymru Museums Wales and PCNPA is progressing well.</b>		
<b>CC 4.4</b> 	  Qtrs. 1+2 Update	<b>Safeguarding and promoting use of Welsh place names by developing guidance for the use of place names by the SNPA</b> Draft guidance has been received and presented to the Members Working Group. A report will be submitted to the Authority in due course.	Sept. 2022	Ho Cultural Heritage
	<b>Qtr. 3+4</b>	<b>Welsh Language Commissioner Place Names Standardisation Panel has approved the list of Eryri place names for standardisation. The next collaboration will focus on the names of Eryri peaks and summits.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023






 Not progressed and/or will not be completed by March 2023



Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.5 	 Qtrs. 1+2 Update	<b>Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy</b>  Briefings for volunteer groups are always done at the beginning of the work day bilingually and the Welsh language is used throughout the day particularly to encourage people to learn for example the Welsh names for trees or plants etc. Majority of the Caru Eryri leaders are Welsh speakers and this provides volunteers with the opportunity to practice their Welsh and learn about local knowledge and history of Welsh place names whilst out and about. As always the Voluntary Wardens who are learners are encouraged to buddy up with a fluent Welsh speaker.	Ongoing	Ho Engagement Volunteer & Wellbeing Officer
	<b>Qtr. 3+4</b>	<b>Opportunity provided to 35 volunteer wardens on Yr Wyddfa and 11 on Cader Idris as part of the buddy scheme in 2022.</b>		
CC 4.6 	 Qtrs. 1+2 Update	<b>The Carneddau Voices and Place Names project and Harlech and Arddwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation</b>  These projects are ongoing. A new interpretive website is being developed for the Carneddau Voices and Place Names project in order to make collected place names accessible to the public.	Ongoing until Dec. 2025	Ho Cultural Heritage
	<b>Qtr. 3+4</b>	<b>Carneddau Voices roadshow was planned in six communities surrounding the Carneddau. The sessions combined pre-planned and drop-in interviews recorded on film. The roadshow was successful with approximately 30 interviews recorded. Community outreach sessions are under development in order to create digital interpretation based on the interviews.</b>		
CC 4.7 	 Annual	<b>Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process</b>  <b>Mechanisms have been put in place within the registration process, to ensure this policy is effectively utilised within the development management process.</b>	Reported annually	Planning Manager PPO Policy


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 2.)	Time-table	Officer (s) Responsible
CC 4.8 	  Qtrs. 1+2 Update	<b>Produce a Supplementary Planning Guidance on the World Heritage Site, the Slate Landscape of North West Wales, to support the Development Management process</b>  The Supplementary Planning Guidance: The Slate Landscapes of Northwest Wales World Heritage Site was adopted by the Authority at a Planning & Access Committee held in June 2022. <b>COMPLETED</b>	Oct. 2022	Planning Manager PPO Policy
This outcome will be achieved by:		<b>CC5 DEVELOPING A LOCAL ECONOMY WHICH SUPPORT BOTH THE DESIGNATION AND THE MANAGEMENT OF SNOWDONIA AS A NATIONAL PARK</b>		

CC 5.1	  Annual report	<b>Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP</b>  Eryri LDP policies are being monitored annually and implemented as intended to develop a local economy which supports the designation of the National Park	Annual report	Planning Manager PPO Policy
CC 5.2	  Annual report	<b>Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP</b>  The Annual Monitoring Report (AMR) was finalised in October 2022 and work is ongoing for the submission of this years AMR which will be presented to Members later in the year.	Annual report	Planning Manager PPO Policy

 Progressed and within timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

## OUTCOMES:

### **RESILIENT COMMUNITIES:** We will know we are succeeding in delivering the well-being objective when:

**CC1, 2, 4:** We have promoted and enabled a diverse range of activities that improve people's wellbeing *(as per Cynllun Eryri B1.2)*

**CC1, 3, 5:** We have created a plan and focus resources on promoting, developing and maintaining well-marked long distance trails, accessible trails, multi user trails (particularly cycling trails and mountain bike routes), promoted routes and links and loops between towns and villages *(as per Cynllun Eryri Outcome B2.1)*

**CC1, 2, 3, 5:** We have encouraged visitors to come at different times of year and to different areas in order to ease pressure during the peak season and help businesses with seasonality issues *(as per Cynllun Eryri Outcome B3.2)*

**CC1,3,5:** We have explored and implemented opportunities to encourage greener transport *(as per Cynllun Eryri Outcome B4.2)*

**CC2, 3, 4:** We have created opportunities for young people to be ambassadors for the language and culture of the area *(as per Cynllun Eryri Outcome C1.1)*

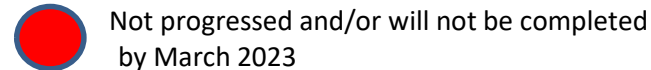
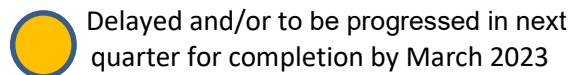
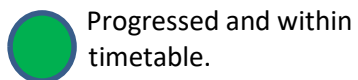
**CC4, 5:** We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information *(as per Cynllun Eryri Outcome C1.1)*

**CC 4:** We have implemented measures in the Local Development Plan and related Supplementary Planning Guidance which encourages new developments to maintain or enhance the development of the Welsh language *(as per Cynllun Eryri Outcome C1.1)*

**CC4:** We have provided opportunities for Welsh learners in the area *(as per Cynllun Eryri Outcome C1.2)*

**CC4:** We have protected Welsh place names *(as per Cynllun Eryri Outcome C1.3)*






**CC1, 2, 4:** We have worked with partners to address underlying issues and develop innovative solutions to delivering affordable housing that meets local needs *(as per Cynllun Eryri Outcome C3.1)*








## RESILIENT WAYS OF WORKING





This outcome will be achieved by: **CW 1 DEVELOPING A SKILLED WORKFORCE**

Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.1	  Qtrs. 1-4	<p style="color: red;"><b>Engaging with our staff at all levels to assist performance management:</b></p> <ul style="list-style-type: none"> <li>➤ <b>All Authority staff members will be appraised within the 12 months</b></li> <li>➤ <b>Training needs assessments of all staff will have been undertaken within the 12 months</b></li> </ul> <p>Managers schedule annual performance reviews via an appraisal system. Assessing training needs form part of the appraisal process.</p>	Ongoing March 2023	Ho Human Resources (HR)
CW 1.2	  Ongoing	<p style="color: red;"><b>Supporting staff to attend National Park peer groups to keep them informed of development and to assist performance management and understanding within their respective disciplines</b></p> <p>Virtual and some face to face peer group meetings are continually being held which SNPA staff attend as appropriate.</p>	Ongoing March 2022	Ho HR Ho Service




 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 1.3	 Ongoing	<b>To further develop our workforce and provide staff with every opportunity to develop to meet future challenges</b>  Managers explore training and development requirements of team members via the annual appraisal system. In-house and external secondment opportunities are considered and offered where feasible.	Ongoing March 2023	Ho HR Hso Service




This outcome will be achieved by:	<b>CW 2</b>	<b>DEVELOPING AND PROMOTING BEST PRACTICE</b>
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CW 2.1	 Qtrs. 1 – 4	<b>Share achievements of Decarbonisation projects through SLSP funding with other bodies within designated landscapes and wider public estate</b>  Attendance at virtual Quarterly meetings of North Wales Public Bodies Decarbonisation group by Head of Property continues which includes sharing best practice from projects undertaken. Work ongoing.	March 2023	Ho Property
CW 2.2	 Qtrs. 1+2 Update 	<b>When appointed new Ho HR to collate information re. best practice in other National Parks, gain staff feedback and draft paper for discussion/ consideration by Members Working Group</b>  Head of HR commenced in post early June. Work will be progressed in due course	March 2023	Ho HR
	<b>Qtr. 3+4</b>	<b>Work will progress in 2023-24</b>		

 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 2.3 	 Qtrs. 1+2 Update 	<b>Review staff working arrangements in response to WG target of home working and blended home/office working where it is possible for staff to do so</b>  Meeting scheduled with Management Team and Heads of Services to commence discussions around future working arrangements - to review adjustments made during Covid 19 and explore new ways of working (FLEXI/ Super FLEXI / Hybrid Working/ Core Hours)	Dec. 2022	Ho HR
	Qtr. 3+4	<b>A Questionnaire has been circulated to all staff inviting their views and comments. The responses are currently being assessed and an outcomes report will be circulated to the Management Team and Heads of Service by end of March for their discussion and to agree the basis for new ways of working. A consultation with Unions will then take place.</b>		








This outcome will be achieved by:	<b>CW 3 EFFECTIVE PARTNERSHIP WORKING</b>
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CW 3.1	 Qtrs. 1- 4	<b>Cynllun Eryri is being implemented successfully and the first annual progress report has been presented to the Authority</b>  ➤ First Annual Progress Report was presented to the Authority in May 2022. ➤ Implementation of Cynllun Eryri continues apace and is reported on by Partners at quarterly meetings of Fforwm Eryri. Work on-going	June 2022	Partnerships Manager
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 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023






 Not progressed and/or will not be completed by March 2023


Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.2 	 Qtrs. 1+2 Update	<b>Support the work of the National Designated Landscapes Partnership (NDLP) in Wales</b>  Partnership is meeting regularly, and work programmes supported through the SLSP are developed to be thematic and strategic across the family of designated landscapes. Arrangements are being made for a seminar in the Spring of 2023.	Ongoing	CEO
	<b>Qtr. 3+4</b>	<b>Seminar took place on the Gower 8/9 March with over 60 participants. Regular meetings of the Partnership take place.</b>		
CW 3.3 	 Qtrs. 1+2 Update	<b>Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives</b>  The adopted business plan for the coming 3 years is now being implemented by National Park Partnership with further commercial sponsors to be announced. The Foundation is receiving donations which are offered to the NPAs in line with the charitable objectives of the foundation. NPUK conference will be held in Exmoor late September with a delegation of four nominated to attend from Snowdonia. The Authority has provided financial assistance for the NPUK member induction programme, which is hosted by Northumberland, unfortunately no members from Snowdonia will be attending.	Ongoing	CEO
	<b>Qtr. 3+4</b>	<b>Recruitment for new directors to NPP has begun and formal tendering from within the family of National Parks for provision of communication function for the next three years for NPP, the Foundation and NPUK has commenced.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023










Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 3.4 	 Qtrs. 1+2 Update	<b>Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC)</b>  Initial discussions held during North Wales Planning Officers' Group meetings have focussed on principles and timetable. The CJC's budget has been set for 2022-23 and 2023-24 budget will be set over the coming months. The main progress over the coming months will be confirmation of the CJC staffing structure	Ongoing	Director Planning and Land Man.
	Qtr. 3+4	<b>Budget formally agreed at CJC committee meeting, January 2023 - allowing for implementation planned staffing structure. Part time CEO seconded. Anticipated that the recruitment process will take place during first two quarters of 2023/24, one detailed sign off of job descriptions has taken place.</b> <b>Further CJC meeting in March 2022, after which North Wales Planning Officer's Group will undertake more detailed work on finalising job descriptions and job evaluation documents. Anticipated that the recruitment process will take place during first two quarters of 2023/24 (although dates to be confirmed).</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023

This outcome will be achieved by:	<b>CW 4 MODERNISING GOVERNANCE ARRANGEMENTS</b>
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Out-Come No.	Qtrly. Progress Status	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 4.1 	 Qtrs. 1+2 Update	<b>Implement the results of the Governance Task &amp; Finish Group as approved by the Authority</b>  In progress. Revised Statutory Regulations, Contracts, have been discussed by officers, final drafts will be presented to Members for approval during November Authority meeting.	Sept. 2022	Director of Corporate Svcs.
	<b>Qtr. 3</b>	<b>Report presented to Authority meeting, work is now COMPLETE.</b>		
CW 4.2 	 Qtrs. 1+2 	<b>Establish a mentoring programme for Authority members</b> A new Members' Induction session has been held during which members indicated they were settling in well. A questionnaire will be circulated to ascertain which new members require a mentor to further assist in settling in.	Throughout 2022-23	Director Corporate Svcs.
	Qtr. 3 	Questionnaire to be circulated in last quarter.		
	<b>Qtr. 4</b>	<b>Questionnaire circulated to all Members, outcome of responses will be progressed in 2023-24</b>		
CW 4.3 	 Qtrs. 1+2	<b>Support and develop Authority members by establishing a training and development programme</b>  A discussion paper will be submitted to a Working Group meeting in due course	Throughout 2022-23	Director Corporate Svcs.
	<b>Qtr. 3+4</b>	<b>Welsh officers are working with NRW to improve the provision of training and guidance offered to National Park and Joint Advisory Committee members. We will report further once details are known</b>		
CW 4.4	 Qtrs. 1+2 Update	<b>Install new Information System Servers</b>  Information systems servers installed and live. <b>COMPLETED</b>	June/July 2022	Ho Information Systems


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023








This outcome will be achieved by:	<b>CW 5</b>	<b>MAINTAINING AND IMPROVE THE UNDERSTANDING AND SUPPORT OF LOCAL COMMUNITIES TO THE WORK OF THE NATIONAL PARK</b>
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Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
<b>CW 5.1</b>  	  Qtrs. 1+2 Update	<b>Developing further volunteer opportunities at Yr Ysgwrn to enhance the current cohort of volunteers, seeking to recruit young people who are keen to develop new skills and gain experience, focusing on delivery of activities by volunteers as well as more traditional roles such as visitor guides</b>	Ongoing	Ho Cutral Heritage Visitor Experience Mgr. (when in post)
		Covid has had a detrimental impact on the number of volunteers at Yr Ysgwrn, however a small number of volunteers have been engaged in 2022 and several existing volunteers have returned to site. The new Education and Volunteering Officer role will specifically engage this.		
	<b>Qtr. 3+4</b>	<b>No further progress in third quarter due to site being closed over the winter. Volunteer, staff and local community art session organised for March.</b>		
<b>CW 5.2</b>	  Qtrs. 1+2 Update	<b>Continue to implement measures of Engagement Strategy to ensure local communities understand and are aware of the work of the Authority</b>	Ongoing	Ho Engagement
		Work ongoing to communicate messages via social media and through traditional medium and local and national press.		
	<b>Qtr. 3+4</b>	<b>Annual Communication and Engagement Strategy KPI's report will be presented to Members shortly.</b>		


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023






Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.3 	 Qtrs. 1+2 Update	<b>Continue to engage with local communities on aspects of the Snowdon Area Traffic Management Study</b>  ➤ A formal update session occurred online in February 2022 which was open to all and attended by approximately 60 people. The recording of this is available on the Partneriaeth Yr Wyddfa website along with all further updates. ➤ Updates are circulated through the Partneriaeth Yr Wyddfa newsletter on a regular basis. ➤ Specific engagement work in being led by TfW (Mott MacDonald) regarding the scoping of 2 Active Travel routes at WelTag Stages 1&2.  Community engagement projects have occurred in Nantgwynant and Bethesda, Engagement is an ongoing and core element of the overall project.	Throughout 2022	Partnerships Mgr. Snowdon Partner. Officer
	Qtr. 3 + 4	<b>As above – Partnerships Manager sits on the Llanberis community group co-ordinated by Cyngor Gwynedd; Ogwen Parking and Transport Group meets monthly; Engagement for specific projects funded by TfW as and when necessary.</b>		
CW 5.4	 Qtrs. 1- 4	<b>Engage with and keep communities informed through meetings with Community Councils</b>  Two online evening meetings via Zoom have been organised for the 25 <sup>th</sup> and 27 <sup>th</sup> of October. The agenda contains presentations and updates on the work of the Carneddau Partnership, SMS Dinas Mawddwy, the Harlech and Dyffryn Arduwy Project, as well as a Q&A session to give participants an opportunity to ask questions and make comments on any other matters of interest.	Autumn 2022	Ho Admin. & Customer Care
CW 5.5	 Qtrs. 1 - 4	<b>Liaise with landowners and interested parties through meetings of the Snowdonia National Park Access Forums</b>  North and south Local Access Forum meetings have been held online in March (2), and face to face meetings in June (2) and September (2)	On going March 2023	Access & Wellbeing Manager


 Progressed and within timetable.


 Delayed and/or to be progressed in next quarter for completion by March 2023


 Not progressed and/or will not be completed by March 2023



Out-Come No.	Qtrly. Progress Status   	Description of Project / Initiative including specific actions (Outcomes listed at end of Section 1.)	Time-table	Officer (s) Responsible
CW 5.6	 Annual Meeting	<b>Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group</b> <b>Annual Agricultural Liaison Group meeting arranged to take place in November 2022</b>	Annual meeting Nov. 2022	Ho CWA
CW 5.7	 Qtrs. 1+2 Update	<b>Involve our local communities in all important aspects of the Authority's work e.g. delivery of Cynllun Eryri, formulation of Supplementary Planning Guidance, Engagement Strategies when developing new projects etc.</b>  Job description for a Community Engagement Officer has been drafted, we hope to be recruiting during Autumn 2022.	On going March 2023	Partnership Manager Planning Mgr. Project Managers
	Qtr. 3+4	<b>Officer appointed and will commence in post end of March. Work will progress once officer in post.</b>		

 Progressed and within timetable.

 Delayed and/or to be progressed in next quarter for completion by March 2023

 Not progressed and/or will not be completed by March 2023

## OUTCOMES:

**RESILIENT WAYS OF WORKING:** We will know we are succeeding in delivering the well-being objective when:

**CW1, 2:** We have invested in our staff to ensure that they have both the expertise and skills needed to meet present and future challenges.

**CW2, 3:** Cynllun Eryri is being implemented successfully.

**CW2, 4:** We have undertaken a review of existing governance arrangements to ensure that the Authority continues to function effectively and will be adaptable enough to meet future challenges. Monitor any changes to ensure that they are working as planned.

**CW5:** Opportunities for local communities, schools, hard to reach and disadvantaged groups to engage with, and learn about, Eryri's environment and cultural heritage, and how they can help care for it have been identified (*as per Cynllun Eryri Outcome A5.1*)

**CW5:** We have supported, promoted and delivered volunteering opportunities that help protect and enhance the environment and cultural heritage (*as per Cynllun Eryri Outcome A5.2*)

**CW5:** We will have increased opportunities for dialogue between the National Park Authority and community based organisations (*as per Cynllun Eryri Outcome C4.1*)



Progressed and within timetable.




Delayed and/or to be progressed in next quarter for completion by March 2023




Not progressed and/or will not be completed by March 2023


**WELSH GOVERNMENT REMIT LETTER: ENVIRONMENT**

WG Priority objectives and actions for SNPA	SNPA Project/Initiative 
Actively support WG commitment to achieving a Zero-carbon economy by working to become carbon neutral by 2030 through your everyday work and a range of decarbonisation interventions	AC 2.1. AC 2.2 AC 2.3 AC 2.4
Support a shift away from private car use to more sustainable transport modes for the majority of journeys amongst staff, visitors and service users in order to meet the target of 45% of journeys being undertaken by sustainable modes by 2040	CC 3.3 CW 2.3
Proactively help facilitate carbon sequestration including by supporting delivery of woodland creation where appropriate and our aim to strengthen the protection of ancient woodlands, and increase engagement in the National Forest programme	AC 5.5 (PAWS)
Take action to improve the connectivity, condition, scale/extent and diversity of ecosystems, and maintain and enhance resilient ecological networks, embedding delivery in emerging national targets arising from the 30x30 commitment	AC 5.1 - AC 5.5
Support the National Peatland Action Programme (NPAP) that has been designed to restore, enhance and maintain resilient ecological networks, tackle climate change and manage water. You should work with NRW to address the NPAP themes, including the priority actions and cross-cutting themes	AC 2.4 AC 5.1 AC 5.4
Support the PfG commitment to establish a targeted scheme to support restoration of seagrass and saltmarsh habitats along our coastline, help deliver the ambitions of the Marine Protected Area Network Management Framework and contribute to emerging policy of blue carbon	AC 5.1
The Sustainable Landscapes, Sustainable Places Capital fund, and other WG schemes to deliver on nature and decarbonisation goals	CW 3.2
Engage actively in Local Energy Planning to help bring about the transformation of the energy system needed to reach Net Zero, securing greater benefits for your communities	
Engaging positively in initiatives to promote reuse and repair, to grow the circular economy, and reduce the harm caused to the environment by single use plastics through discouraging their use wherever possible	AC 1.10


**WELSH GOVERNMENT REMIT LETTER: PEOPLE AND PLACE**

WG Priority objectives and actions for SNPA	SNPA Project/Initiative 
Contribute to the co-design and implementation of the Sustainable Farming Scheme	AC 4.1
Contribute, where appropriate, to the PfG commitment to establish a Community Food Strategy to encourage the production and supply of locally-sourced food	-
Work with Housing Authorities, Community Land Trusts and private developers, to develop innovative solutions to acute housing issues, and contribute to the Welsh Language Communities Housing Plan	CC 1.4
Working with partners such as Local Authorities and Transport for Wales, implement solutions to the pressures of visitors on local infrastructure, including more sustainable transport systems, and communication campaigns to ensure responsible recreation. You must balance that with the importance of tourism to our economy, and the role you play at the heart of this in meeting the need of visitors. You should be guided in this by the recommendations and findings of the recent works by Audit Wales on sustainable tourism.	AC 1.2 1.4 1.5 1.6 1.9 CC 3.1 – 3.5 CW 5.3
Support the designation of inland bathing waters and development of Sustainable Drainage Systems	-
Engage with the development of the proposed all-Wales framework for social prescribing	-
Collaborate with key partners to deliver against Priorities for the <i>Historic Environment in Wales</i> to safeguard and interpret the historic environment and cultural heritage	AC 3.1 – AC 3.9
Develop policies that ensure that the Welsh Language is able to thrive, delivering against <i>Cymraeg 2050: Our plan for 2021 to 2026</i>	CC 4.1 – CC 4.7
Increase engagement in opportunities for people in vulnerable or disadvantaged groups, and under-represented communities to benefit from the landscapes you manage	CC 1.2 1.3
Increase provision of skills training, apprenticeship and volunteering opportunities	CC 1.2 1.3 CC 2.1 2.2 CW 5.1

**WELSH GOVERNMENT REMIT LETTER: EXCELLENCE IN GOVERNANCE AND PLANNING**

WG Priority objectives and actions for SNPA	SNPA Project/Initiative 
Actively participate in WLGA sector-led improvement and support programme	-
Contribute to designing revamped training package for NPA members and develop a co-ordinated approach to NPA training to share best practice	CW 4
Proactively promote the new protocol for Local Authorities in appointing NPA members, ahead of, during and after Local elections, emphasising experience and interest above political considerations as far as is possible within the current legislation	CW 4
Fully embrace a strengthened annual performance reporting system for WG appointees, and investigate how this be extended to Local Authority appointees	CW 4
Strive for excellence in governance including the sharing of best practice between NPAs, maximising use of the new Inclusion, Diversity and Governance Excellence Strategic lead	CW 4
Proactively contribute to setting local and regional planning policy, including through the CJC structure and through regional and national collaboration to implement the policies in Future Wales (with particular reference to Policy 9 and the requirement to secure resilient ecological networks and green infrastructure)	CW 3.4

**WELSH GOVERNMENT REMIT LETTER: COLLABORATION**

WG Priority Objectives and Actions for SNPA (and Designated Landscapes Wales (DLW))	SNPA Project Work 
Support Tirweddau Cymru (the National Designated Landscapes Partnership) to develop its ambition, embed collaborative working at all levels within NPAs and AONBs, help produce a strategic vision for action for 2022-24	CW 3.2 3.3
<p>Implement a transformational tripartite agreement between NPAs to host a team of WG-funded Strategic Landscape Co-ordinators to work across our Parks and AONBs, and ensure the objectives and outputs of these posts are included within wider NPA monitoring arrangements and those of DLW:</p> <p>i. <b>A Nature Recovery and Carbon Sequestration Strategic Lead</b>, with focus on all of the unimproved habitats and woodland and the biodiversity they contain inclusive of invasives, and opportunities for carbon reduction</p> <p>ii. <b>A Nature Recovery and Nutrient Management Strategic Lead</b>, with a focus on working soil management, riparian and marine matters from terrestrial activity, upland lake eutrophication, water/aquatic biosecurity to agricultural run-off issues, and support the development of Nutrient Management Boards</p> <p>Both posts would help to:</p> <ul style="list-style-type: none"> <li>• Develop a strategic plan to respond to the nature and climate emergencies</li> <li>• Support the development of approaches to enable DLW to transition to the new Sustainable Farming Scheme</li> <li>• Identify how DLW can develop new partnerships and support wider Welsh Government priorities, and identify innovative funding streams</li> </ul> <p>iii. <b>An Inclusion, Diversity and Governance Excellence Strategic Lead</b>, to work across all NPAs, hosted by one NPA. A key aspect of their work should also be to take bold steps to drive up diversity and equality – on Boards, staffing profile, and visitors and support NPAs to meet the requirements of the socio-economic duty and increase contributions towards tackling child and rural poverty.</p>	AC 2.5
Share experience and best practice as designation for a new National Park progresses	-

<b>MEETING</b>	Performance and Resources Committee
<b>DATE</b>	12 July 2023
<b>TITLE</b>	<b>COMPLAINTS MONITORING REPORT</b>
<b>REPORT BY</b>	Head of Administration and Customer Care
<b>PURPOSE</b>	To report on the written complaints received by the Authority

**1.0. BACKGROUND**

- 1.1. All formal complaints are registered and monitored centrally, as part of our ongoing commitment to ensuring excellent customer care in our service provision. The Authority received 7 formal complaints directly relating to the Authority during the 2022/23 financial year.
- 1.2. Of the 7 complaints received, 4 related to the planning service, 2 complaints were received about staff, and 1 complaint regarding the policy of only allowing guide dogs on Yr Ysgwrn site.
- 1.3. All complaints were thoroughly investigated, and all received a response within the target of 15 working days.
- 1.4. Of the complaints investigated, 3 were upheld or partially upheld. One complaint not upheld was later referred to the Public Service Ombudsman who declined to investigate further.
- 1.5. Where the Authority's standard of service has fallen short, we have duly apologised and taken steps to address the problems immediately.

**2.0. RECOMMENDATION**

- 2.1. **That the Committee note the content of the report**

## Summary of Complaints Upheld or Partially Upheld

### AUTHORITY STAFF

**A complaint was received regarding a member of staff speeding through the 30 mph zone in Nant Peris. (August 2022)**

A Nant Peris resident submitted a complaint about a member of staff who was witnessed driving dangerously by speeding through the 30 mph zone in Nant Peris.

A disciplinary investigation was instigated on the incident.

A letter of apology was given to the complainant.

### PLANNING

**A complaint was received regarding poor communication, inconsistent advice and unacceptable delays in the planning service (January 2023)**

A complaint was received by the owner of a listed building in Dolgellau. The complainant stated that he had contacted the Authority in October 2021 for advice and was informed that repairs could be made to the roof using Welsh slate and the internal repairs could be done on a 'like for like' basis.

In January 2022, a concern was received by a member of the public regarding the work being undertaken at the property. It was found that the owner had replaced the roof of the property and had carried out extensive renovation work internally with traditional features removed in their entirety and replaced with modern equivalents. The owner stated that over the following 10 months he experienced poor communication, inconsistent advice and unacceptable delays during the compliance investigation.

The role of Historic Environment Planning Officer had been vacant from September 2021 to October 2022 which had caused additional workload for other officers. The Compliance Officer dealing with this case had to seek advice from an external conservation consultant as the type and extent of the work that had been undertaken to the property meant that it was a complex and serious case which required careful consideration.

The Authority investigation did not uphold the complainant's assertion that he had received inconsistent advice. However, the investigation found that there had been a significant delay in the compliance investigation between April and October 2022, and that the complainant had been unable to contact Officers over the telephone and had not received a response to messages left over a 5 week period in April and May 2022. This fell well below the expected standard for the service, for which an apology was given.



## PLANNING

### **Complaint of a lack of response to correspondence and a lack action taken by Officers in locating the property owner of Plas Rhiwaedog, Y Bala (March 2023)**

The complainant had been in periodic correspondence with the Authority for a number of years raising concern over the deteriorating state of Plas Rhiwaedog. However, after the retirement of the Head of Cultural Heritage in 2019 and up until March 2022, the complainant did not receive a response to any of his correspondence. Regardless of whether there was any progress to report, there is no excuse for not answering correspondence within a reasonable timescale, and accordingly an apology was given to the complainant.

Outside of this, the primary focus of the complaint was the lack of action taken by officers in locating the property owner; and by not doing this, continuing pressure was not able to be placed on the owner to undertake repairs and maintenance of the property.

The investigation found that the Director of Planning and Land Management had corresponded with the complainant several times and had explained at length the limited options available to the Authority to attempt to resolve matters, the practical difficulties and the resources required for each of those options, and why they have not been pursued.

Notwithstanding the above, the historical importance of Plas Rhiwaedog in Eryri, and its status as a Grade II Listed Building which is on the 'At Risk' Register was acknowledged. At the time of responding to the complaint Plas Rhiwaedog had been sold at auction, giving fresh hope that officers will be able to commence positive dialogue with the owner and ascertain their plans for the building. A commitment was therefore given to the complainant that officers will now monitor the situation and as soon as The Land Registry ownership details are updated, contact will be made with the new owner.

## ITEM NO. 13

<b>MEETING</b>	Performance and Resources Committee
<b>DATE</b>	12 July 2023
<b>TITLE</b>	<b>PAY POLICY STATEMENT 2023/24 AND PAY POLICY ANNUAL REPORT FOR 2022/23</b>
<b>REPORT BY</b>	Head of Human Resources
<b>PURPOSE</b>	To approve the Pay Policy Statement for 2023/24 and receive the Pay Policy Report for 2022/23

### **1.0 BACKGROUND**

- 1.1 Section 38 (1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements. Whilst National Park Authorities are exempt from this requirement, it was considered good practice to adopt such a statement.
- 1.2 A written statement has been issued by the Welsh Government titled 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'.
- 1.3 The Authority's Pay Policy Statement for 2023/24 can be found at Appendix 1.
- 1.4 Appendix 2 shows the Chief Officers' salaries. The Pay Award for 2022/23 has recently been agreed.
- 1.5 Appendix 3 shows the salaries of all other staff. The Pay Award for 2022/23 has also recently been agreed.
- 1.6 Appendix 4 is the Annual Report required by the guidance notes referred to in the written statement at paragraph 1.2 above.

### **2.0 RECOMMENDATION**

- 2.1 To approve the Pay Policy Statement for 2023/24.
- 2.2 To approve the Pay Policy Annual Report for 2022/23.

## Snowdonia National Park Authority

### Pay Policy Statement 2023/24

#### 1. Introduction

Section 38(1) of the Localism Act 2011 placed a requirement on Local Authorities to prepare pay policy statements. National Park Authorities have been exempted from this requirement.

These statements must articulate an Authority's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff or ('chief officers') and its lowest paid employees. Pay policy statements must be prepared for each financial year (this commenced with 2012/13). They must be approved by the Council (and published on the relevant website).

This has been followed up by a Written Statement issued by the Welsh Government on 7<sup>th</sup> December 2015 on 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'. The associated guidelines set out the recommended contents of Annual Pay Policy Statement and Annual Reports.

#### 2. Pay Policy for Chief Officers

The Authority defines its Chief Officers as the Chief Executive (National Park Officer) and the Directors. The Authority employs Chief Officers under JNC terms and conditions. The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises and the Authority will therefore pay these as and when determined.

As a result of the agreement reached on the 1st of November, 2022 in relation to the National Pay Awards for Local Government Services ('Green Book') employees, the pay of all staff was increased by 2 increments. The pay award was backdated to the 1<sup>st</sup> of April, 2022.

On the 8<sup>th</sup> of February, 2023 The Authority agreed that the same 2 increments should be applied to both directors salaries which was also backdated to the 1<sup>st</sup> of April, 2022

The Chief Executive's pay is in the process of being reviewed.

The Authority does not pay any bonus payments to its Chief Officers. However, incremental progression through the salary structure is subject to an annual appraisal of performance which is confirmed by the Chair and Vice Chair of the Authority and Chairs of Planning & Access and Performance & Resource Committees.

The remuneration package of Chief Officers will be approved by the Authority prior to the recruitment to any such post.

The salaries of the Chief Officers can be found at Appendix 2 of the accompanying report to this Statement.

The relationship between the highest salary point (£93,881) and the lowest salary point (£20,441) is 1:4.59 ( this ratio was last reported at 1:5.01).

No senior posts within the Authority attract a remuneration package of more than £100,000.

**3. Other staff**

The roles of other staff are evaluated internally against the National Joint Council for Local Government Services – National Agreement on Pay and Conditions of Service (Green Book). The link between the job evaluation scores and the national pay spine can be found at Appendix 4 of the accompanying report to this Statement.

**4. Internal Talent Management**

Generally, vacancies are advertised internally and externally at the same time.

The Authority is about to embark on a Graduate Trainee Scheme to foster home grown talent and improve resilience within the planning team.

**5. Performance Related Pay**

This is in place for our Chief Officers – progression within their pay grade is dependent on certain achievements within their performance and development reviews. It should be noted that these officers are at the highest point of their grade by now.

There is no element of performance related pay for other staff.

**6. Support provided for Lower Paid Staff**

The National Living Wage from April 2023 for age 23 and over is £10.42 per hour.

The result of the Pay Award for 2022/23 gives a salary of £10.60 per hour at the lowest salary point.

**7. Severance and Retirement**

The Authority's severance and retirement schemes are applied equally and fairly to all staff regardless of grade, age or gender and are implemented in accordance with the regulations of the relevant pension schemes.

**Datganiad Polisi Tâl APCE 2023/24****Cyflogau Prif Swyddogion 2021/22**

Prif Weithredwr	£82,825 - £91,881
Cyfarwyddwyr	£57,580 - £64,353

**Cyflogau Prif Swyddogion****Chief Officers' Salaries 2022/23**

Chief Executive	£82,825 - £91,881
Directors	£57,580 - £64,353

**Chief Officers' Salaries 2023/24**

Chief Executive	£84,750 - £93,881
Directors	£59,505 - £69,666

## Cyflogau Swyddogion 2022/23 Officer Salaries

<b>Graddfa / Grade</b>	<b>Pwyntiau Arfarnu Swyddi / Job Evaluation Points</b>	<b>Pwyntiau Cyflog / Salary Points</b>	<b>Cyflog / Salary o'r 01.04.23</b>	<b>Misol / Monthly w.e.f. 01.04.23</b>
1	Up to 250	2 - 3	£20,441-£20,812	£1703.42 - £1734.33
2	251-280	2 - 4	£20,441-£21,189	£1703.42 - £1765.75
3	281-310	3 - 6	£20,812 - £21,968	£1734.33 - £1830.67
4	311-340	5 - 8	£21,575 - £22,777	£1797.92 - £1898.08
5	341-370	7 - 13	£22,369 - £24,948	£1864.08 - £2079.00
6	371-400	13 - 19	£24,948 - £27, 852	£2079.00 - £2321.00
7	401-430	19 - 25	£27,852 - £32,020	£2321.00 - £2668.33
8	431-460	23 - 29	£30,151- £35,411	£2512.58 - £2950.92
9	461-495	28 - 32	£34,723 - £38,296	£2893.58 - £3191.33
10	496-530	30 - 34	£36,298 - £40,478	£3024.83 - £3373.17
11	531-565	32 - 36	£38,296 - £42,503	£3191.33 - £3541.92
12	566-600	34 - 38	£40,478 - £44,539	£3373.17 - £3711.58
13	601-635	36 - 40	£42,503 - £46,549	£3541.92 - £3879.08
14	636-670	38 - 42	£44,539 - £48,587	£3711.58 - £4048.92
15	671 ac uwch /and above	40 - 43	£46,549 - £49,590	£3879.08 - £4132.50

**SNOWDONIA NATIONAL PARK AUTHORITY**

**PAY POLICY REPORT 2022/23**

**1. Introduction**

This report follows guidance set out by the Welsh Government in its written statement 'Transparency of Senior Remuneration in the Devolved Welsh Public Sector'.

**2. Pay Policy for Chief Officers**

The Authority defines its Chief Officers as the Chief Executive (National Park Officer) and the two Directors (Director of Corporate Services and the Director of Planning and Land Management).

**3. Pay Scales**

These officers have received salaries in line with the 2022/23 Pay Policy Statement and Appendix 3 of the accompanying report.

Chief Executive	£84,750 - £93,881
Directors	£59,505 - £69,666

**4. Pension**

All these posts have been subject to payment of employee pension contributions at the appropriate nationally agreed rate of 8.5% to 9.9%.

**5. Benefits in Kind and Non-Taxable Benefits**

No benefits in kind or non-taxable benefits were awarded.

**6. Gender makeup of the Senior Team**

The Senior Team is made up of three males

**7. Details of severance packages, including robust business cases justifying the departure arrangements and representing real value for money**

In 2022/23, no senior post holder received a severance package.

<b>MEETING</b>	Performance and Resources Committee
<b>DATE</b>	12 <sup>th</sup> of July, 2023
<b>TITLE</b>	<b>STAFF QUESTIONNAIRE - EXPLORING VARIOUS, FLEXIBLE WORKING PATTERNS FOR THE AUTHORITY</b>
<b>REPORT BY</b>	Head of Human Resources
<b>PURPOSE</b>	<p>Set the background and share the results of the questionnaire at the meeting in the interests of communicating an oral report of next steps by the Head of Human Resources during the meeting, before embarking on the official consultation process with the Trade Unions and Authority Employees.</p> <p>This report was presented at the Joint Local Working Group meeting on 30th June, 2023.</p>

## 1.0 BACKGROUND

- 1.1 When the pandemic struck and enforced lockdown in March 2020, the Authority had to adapt its ways of working which involved adjusting to navigating a workforce predominantly working from home.
- 1.2 Adaptations made at the time included on-line meetings via Teams and Zoom, the relaxation of recording actual work hours to recording a 7.24 day and removing core hours for greater flexibility. The consensus of these adaptations is that they worked well and, in many cases, continue to do so despite all restrictions being lifted and employees being allowed to return to the office. However, it remains that an agreed way of working now needs to be established and consulted upon with the unions and employees in order that the Authority can regain the management of approved, process driven working practices via agreed, amended policies and procedures that are clear to all.
- 1.3 While many workplaces have resumed to pre-pandemic ways of working, the hybrid working model remains as an accepted and reasonable way of working that suits most employers/employees.



- 1.4 This said, since restrictions were lifted and employees began to return to the office, some negative issues arose regarding the hybrid working model such as:
- a 'them and us' culture was formed between office workers and home workers.
  - a sense of suspicion was cast by office workers as to whether a home worker was working their contracted hours since they were not visible to their peers and negative assumptions were made regarding their productivity. This culture has become a form of discrimination against home workers and is known as 'officism'.
  - employees wishing to return to the office would often feel lonely and despondent that things hadn't returned to pre-pandemic practices as many employees remained working predominantly from home. This potentially can have a negative impact on output of office workers.
  - queries in relation to the cost of running offices for a few employees to utilise on occasion forced employers to close offices and adapt a uniform working from home policy to save on costs which put employees wishing to be office based for various social aspects and mental health issues at a disadvantage.
- 1.5 The Authority, keen to establish a way forward following the pandemic began looking at different ways of working that would allow for flexibility while regaining management of an agreed, process driven way of working into the future. It was agreed that a measured, consultative approach should be adopted, with consideration being given to the positives and negatives of office and home working and in turn the impact to their employees.
- 1.6 While a review of working practices should be explored and balanced against the productivity required by the Authority to fully achieve its objectives, the focus was to ensure that the Authority remained an employer of choice to their existing employees and to be viewed as a 'good place to work' for future employees.
- 1.7 An initial review of working practices following the pandemic was undertaken by the Head of Human Resources during the last quarter of 2022 which included consultation with peers in various other organisations and research into employee relations that were highlighted as a result of employees being required to return to the office.

The findings of the review was that while some organisations had maintained their pandemic arrangements such as hybrid working, on-line meetings and increased flexibility for employees, others had taken the decision to return their employees fully into their pre-pandemic contractual arrangements and were met with several resignations. This was mainly due to employees' lives having been changed so much during the pandemic that they were no longer able to meet all their contractual pre-pandemic arrangements and were forced to look elsewhere for employment offering greater flexibility.

The reasons for resignation included:

- furlough and job losses forced a two-car family to reduce to one car and they were unable to return to travelling into work full-time.
- babies and pre-school toddlers that experienced lockdown were not able to establish initial social skills due to being given constant, daily care by a small group of people, often being parents and another sibling. Some of these children experienced severe emotional trauma when their parents returned to work as their care needed to be transferred to another person to which the child was unable to adapt to due to their lack of initial social skills. This meant that the inability of an employer to offer a flexible working solution to their parent meant they had to look for alternative employment in order that they could spend more time at home, visible to their child, while they introduced them to other care givers and the child established initial social skills. Similarly, children who were previously potty-trained lapsed back into nappies where their parents were unable to work flexibly which caused anxiety to the child, frustration for the parent and increased the household spend which meant the parent had to look for alternative employment to allow for them to work flexibly.
- many families introduced a pet into their home during lockdown where the pet established continuous, daily human contact and the general care of the animal was easily shared between members of the family at home. Returning to the office meant that a carer was required for the animal during the day in some cases incurring a cost and many animals suffered separation anxiety.

With the above in mind, the Authority was keen to proceed with caution and to gain feedback from their employees on how best to move forward, and the general consensus of what makes The Authority an employer of choice?

Decisions taken in relation to greater flexibility and agile working would open up a greater pool of resource opportunities for the Authority.

- 1.8** On the 12<sup>th</sup> of December 2022 the Head of Human Resources held a meeting with the Management Team and Heads of Service to explore various methods of working, utilising the office space and to seek general feedback from each department about their teams in relation to current working practices and proposals for the future.

## **2.0 POINTS ESTABLISHED FROM INITAIL REVIEW MEETING 12.12.22**

- 2.1.1 We need clarity and to be consistent and fair with everyone.
- 2.1.2 Most vulnerable staff need to be protected and to respect individual choices with regard to their chosen work pattern.
- 2.1.3 Managers to lead by setting clear work boundaries e.g., not working late consistently and sending emails outside of what could be deemed as acceptable work time.

- 2.1.4 New staff members require guidance and support and therefore it would be essential for a new employee to be met by their manager or a designated person to meet them on their first day and support them through their first week.
- 2.1.5 Consider offering "Super Flexi" (an informal arrangement already being utilised by the I.T. department that allows employees to request periodic time off within core hours via line manager approval utilising the Crown system) to all eligible employees, this would give staff increased flexibility to take time off outside the annual leave and TOIL process, within core hours with an agreement that they would work back the time within the Flexi working bandwidth hours 07:30-19:00.
- 2.1.6 Review the present Flexi time system to include withdrawing core-hours to offer greater flexibility to employees without the need to seek approval via Crown. This option would require that a department representative is always available to respond to critical matters and that managers monitor any unhelpful patterns that may emerge posing a potential service disruption to their department. Employers that have undertaken this action following the pandemic have reported that it creates more positives than negatives and has assisted in forging a culture of trust between employer and employee. Feedback from Cyngor Gwynedd, Ynys Môn and Adra report the following common positives and negatives (**positives** – greater flexibility to staff, increases wellbeing, allows for improved work-life balance, improves morale, forges a culture of trust among employees and their managers, improved productivity, reduces short term sickness absences and opens up more of the working day i.e., most meetings are typically arranged within core hours as there's a tendency to avoid arranging meetings outside of core hours which limits productivity and congests a person's availability as they are more likely to be unavailable for contact due to attending meetings arranged within a restrictive window of availability. Removing core hours has taken this tendency away and meetings are being scheduled anytime between 09:00-16:00 rather than between 10:00-12:00 and 14:00-16:00 offering greater productivity in a working day. **negatives** – some employees would form a pattern of absence from work activity on a regular basis which would hinder availability and delayed responses – this requires an increased level of employee management by their manager and a robust policy put in place to advise employees of the boundaries of the scope of the flexibility within the policy and that the productivity of the Authority remains priority.
- 2.1.7 Need to consider better use of office space. Hot desking could boost departments to mix more, less silo mentality but need a layout so departments can book a desk in advance, plan/allow for a particular department to be together etc.
- 2.1.8 Essential for the recruitment and retention of employees to be able to offer greater flexibility and offer similar or enhanced terms to other employers to ensure that we are competitive in the open market.

- 2.1.9 Need to review job descriptions/departmental needs and consider individual's needs. Assess job descriptions in terms of essential office working/hybrid/predominantly home working with each department head and to take into account individuals' requirements within their departments.
- 2.1.10 The right to request flexible working remains a separate process for individuals with specific needs that would be considered via the Authority in line with the flexible working policy.
- 2.1.11 We shouldn't insist that staff that are able to work full-time from home need to come into the office on set days but should encourage them to attend as a reasonable minimum requirement per month/quarter or during team meetings, training or social events etc.
- 2.1.12 Staff well-being will remain an important element of any plan.
- 2.1.13 Offer an awareness session for staff.
- 2.1.14 Need to recognise different work exercises across the Authority – field staff, visits/fieldwork etc.
- 2.1.15 Undertaking a gradual approach to change and adopting a pilot scheme to any proposed change.
- 2.1.16 Have robust policies and procedures in place to underpin the approved new working practices.
- 2.1.17 Clear communication shared with employees to advise that any abuse of an adopted, greater flexibility working practice pilot could lead to the working practice being withdrawn and a return to pre pandemic practices may be adopted in line with the employees' contract of employment which remains unchanged.
- 2.1.18 Need further discussion in relation to staff unable to work flexibly such as reception, PTYB and warden employees. Request ideas from employees for the Management Team to consider.
- 2.1.19 Head of HR to prepare a draft Questionnaire for approval from the Management Team based on conjectural principles from the meeting and to seek employee feedback on various ways of working.

### **3.0 PREPARING THE QUESTIONNAIRE**

- 3.1.1 The Head of HR created a draft Questionnaire to the Management Team for approval to gain an anonymous response by all the Authority's employees to various working practices that were explored during the Initial Review Meeting with the Management Team and the Heads of Departments.

3.1.2 The Management Team approved the Questionnaire on the 2<sup>nd</sup> of February, 2023 and the Questionnaire was prepared bilingually and sent out to all staff on the 17<sup>th</sup> of February, 2023 with a closing date for responses set at 10<sup>th</sup> of March, 2023.

#### **4.0 QUESTIONNAIRE FINDINGS AND COMMUNICATION**

4.1.1 The HR department received responses from 48% of the Authority's employees.

4.1.2 The Questionnaire results were shared with the Management Team and the Heads of Department in graph format (appendix 1) on the 20<sup>th</sup> of April, 2023.

4.1.3 The Questionnaire results as seen in (appendix 1) were shared with the Authority's Employees on the 3<sup>rd</sup> of May, 2023.

#### **5.0 RECOMMENDATION**

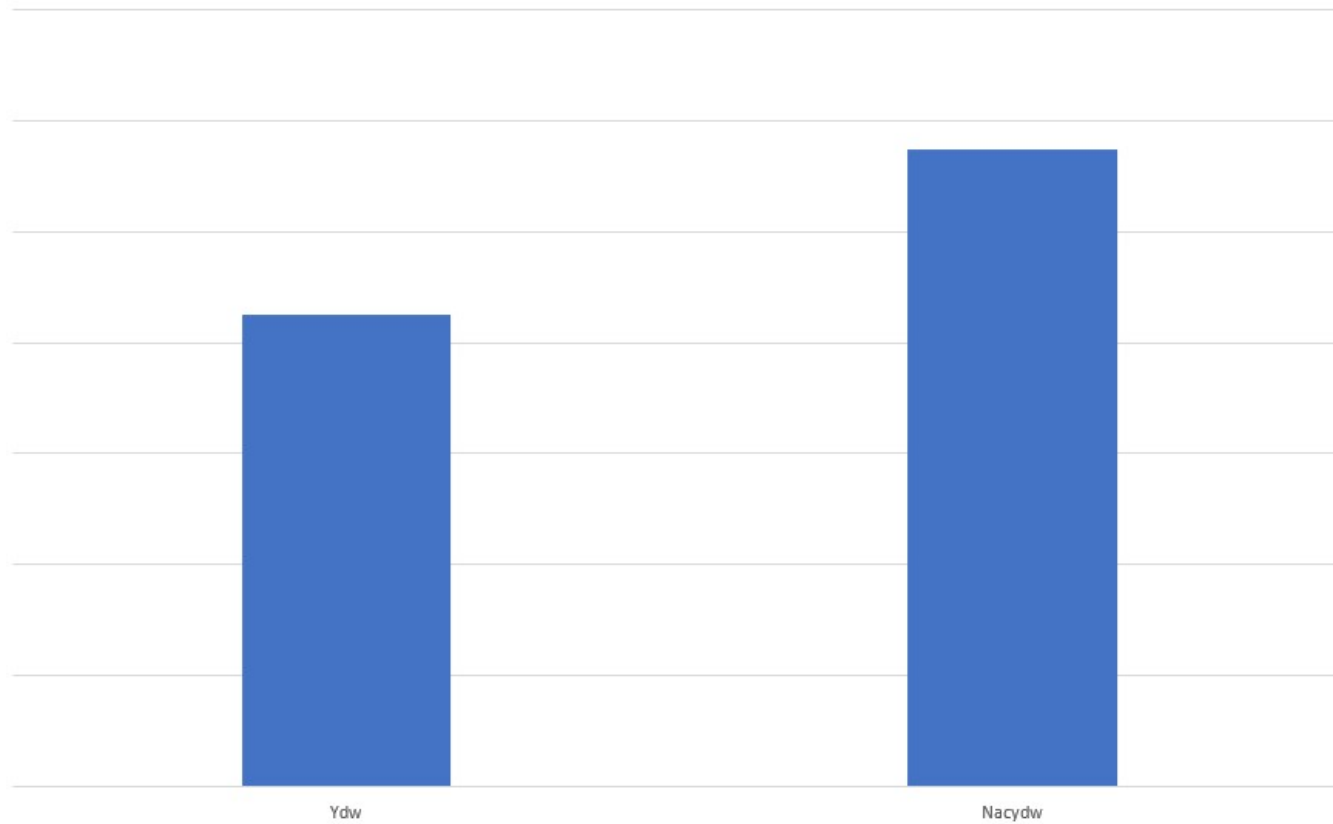
5.1 To share the Questionnaire findings within this meeting and to allow for a verbal report of next steps to be communicated by the Head of HR during the meeting prior to the commencement of an official consultation process with the Trade Unions and Authority Employees.

# Canlyniadau'r Holiadur Staff Staff Questionnaire Results 2023

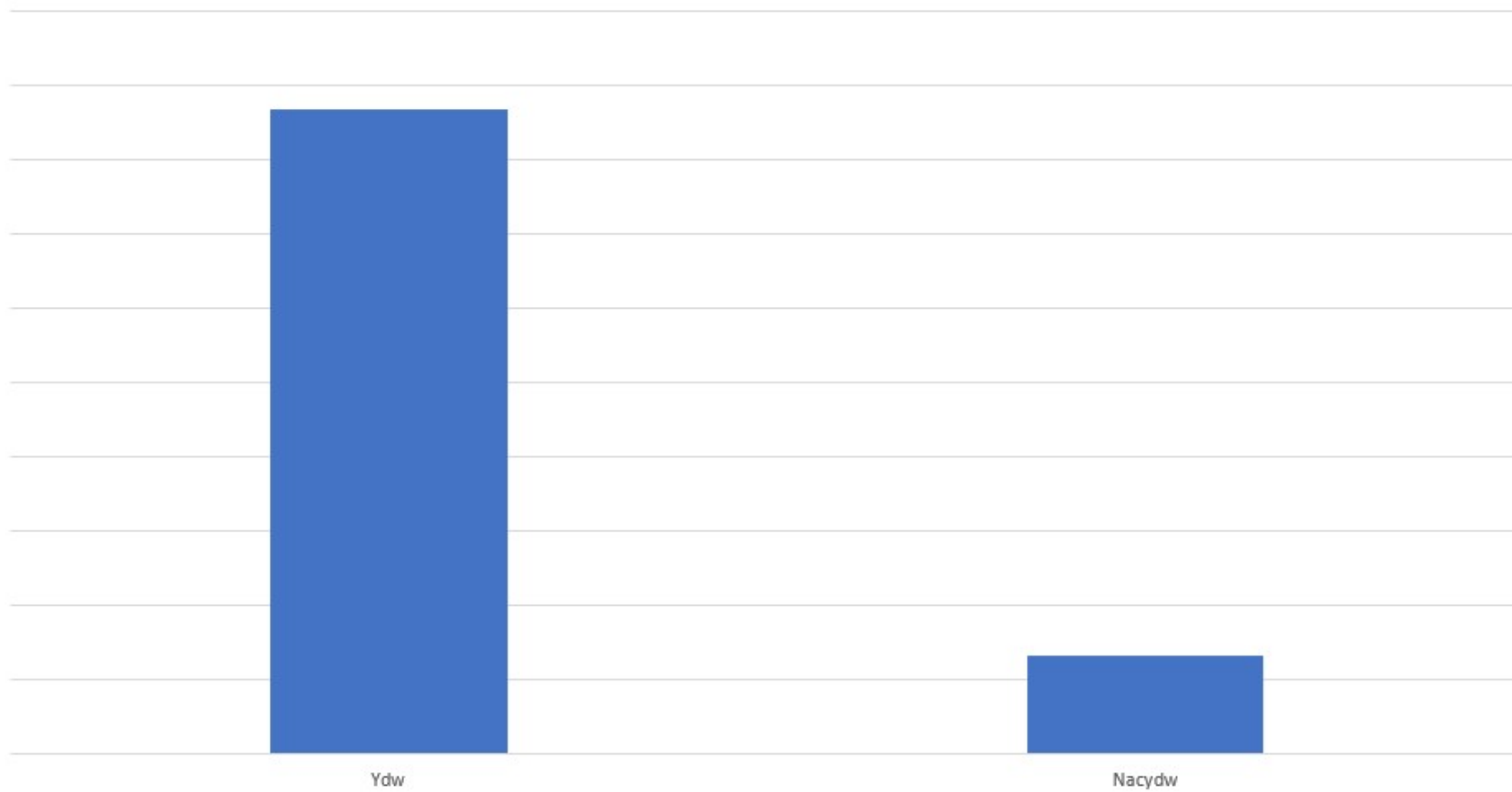
Canlyniadau'r Holiadur mewn ffurf graffiau  
Questionnaire results in graph form

Q2./ Oeddech chi o'r farn bod eich patrwm gwaith gwreiddiol, cyn y pandemig, yn rhoi cydbwysedd digonol rhwng Bywyd a Gwaith i chi?

Q2./ Did you think your original work pattern, pre-pandemic, gave you an adequate Work-Life balance?

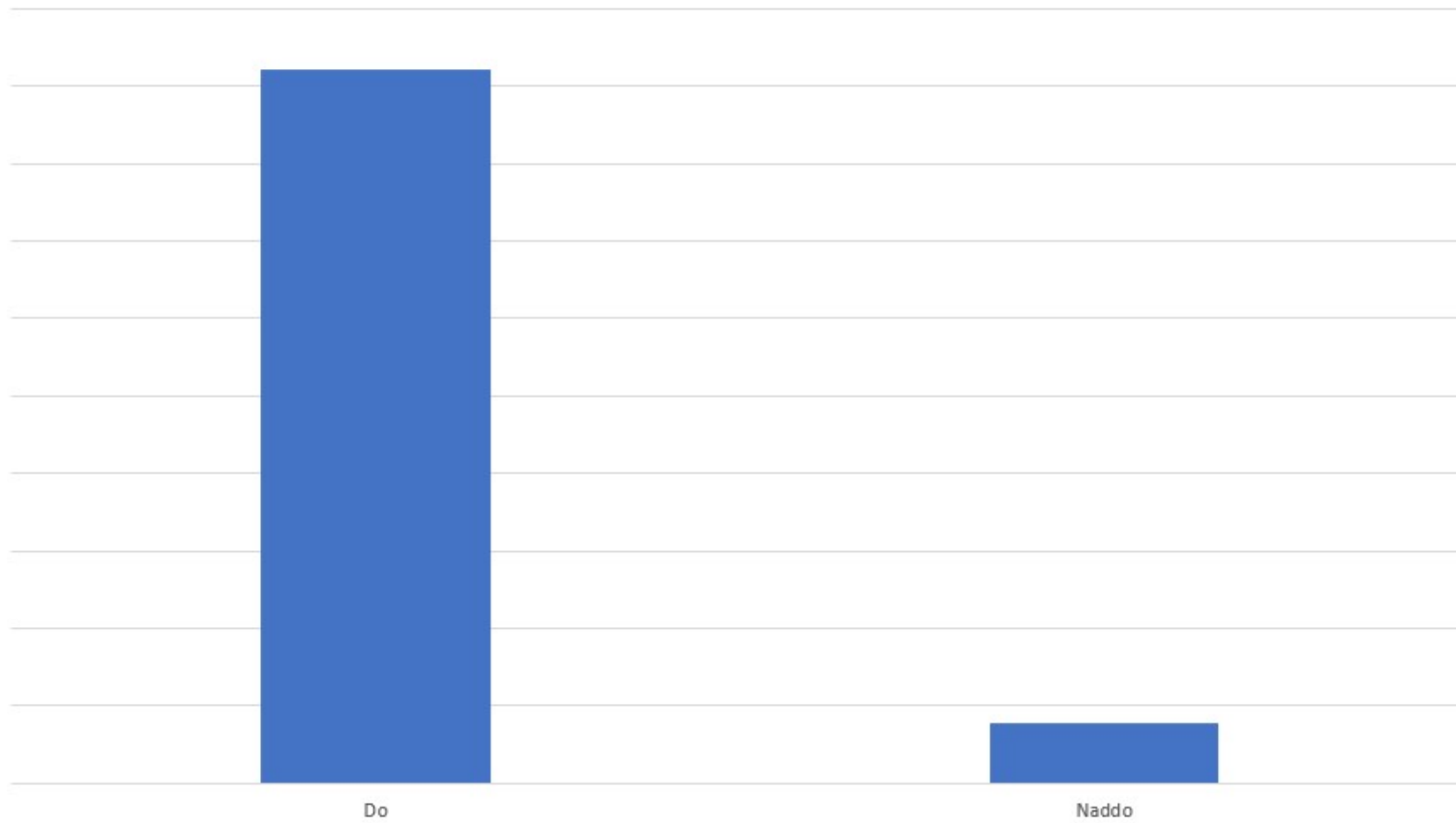


Q3./ Ydych chi'n teimlo bod diwylliant cydbwysedd rhwng Bywyd a Gwaith o fewn yr Awdurdod?  
Q3./ Do you feel there is a Work-Life balance culture within the Authority?

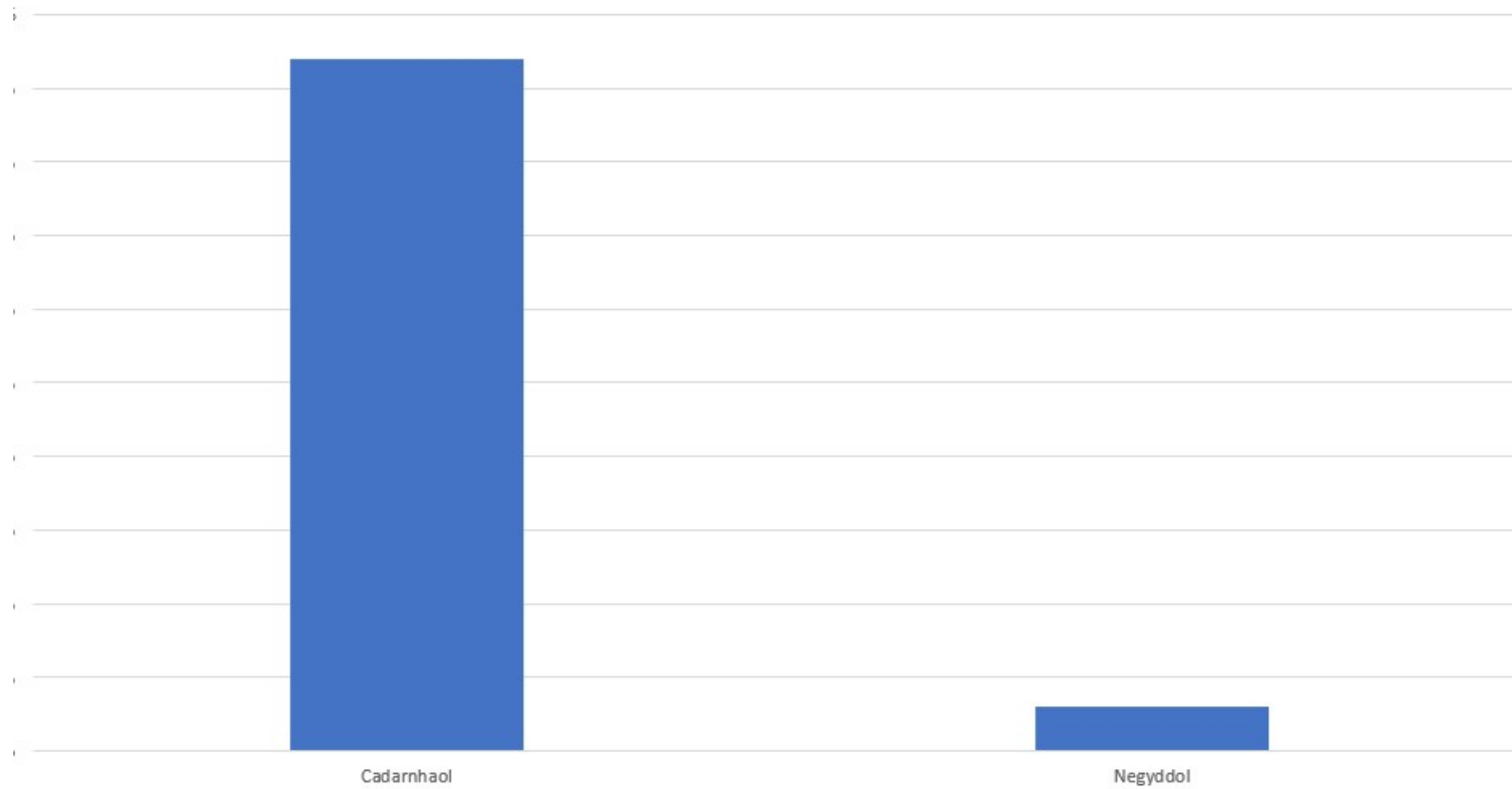




Q4./ A gafodd yr hyblygrwydd a gynigwyd yn ystod y pandemig fel yr opsiwn o weithio gartref a gweithio'n hybrid wella eich cydbwysedd Bywyd Gwaith?  
Q4./ Did the flexibility offered during the pandemic such as the option of working from home and working hybrid improve your Work-Life balance?

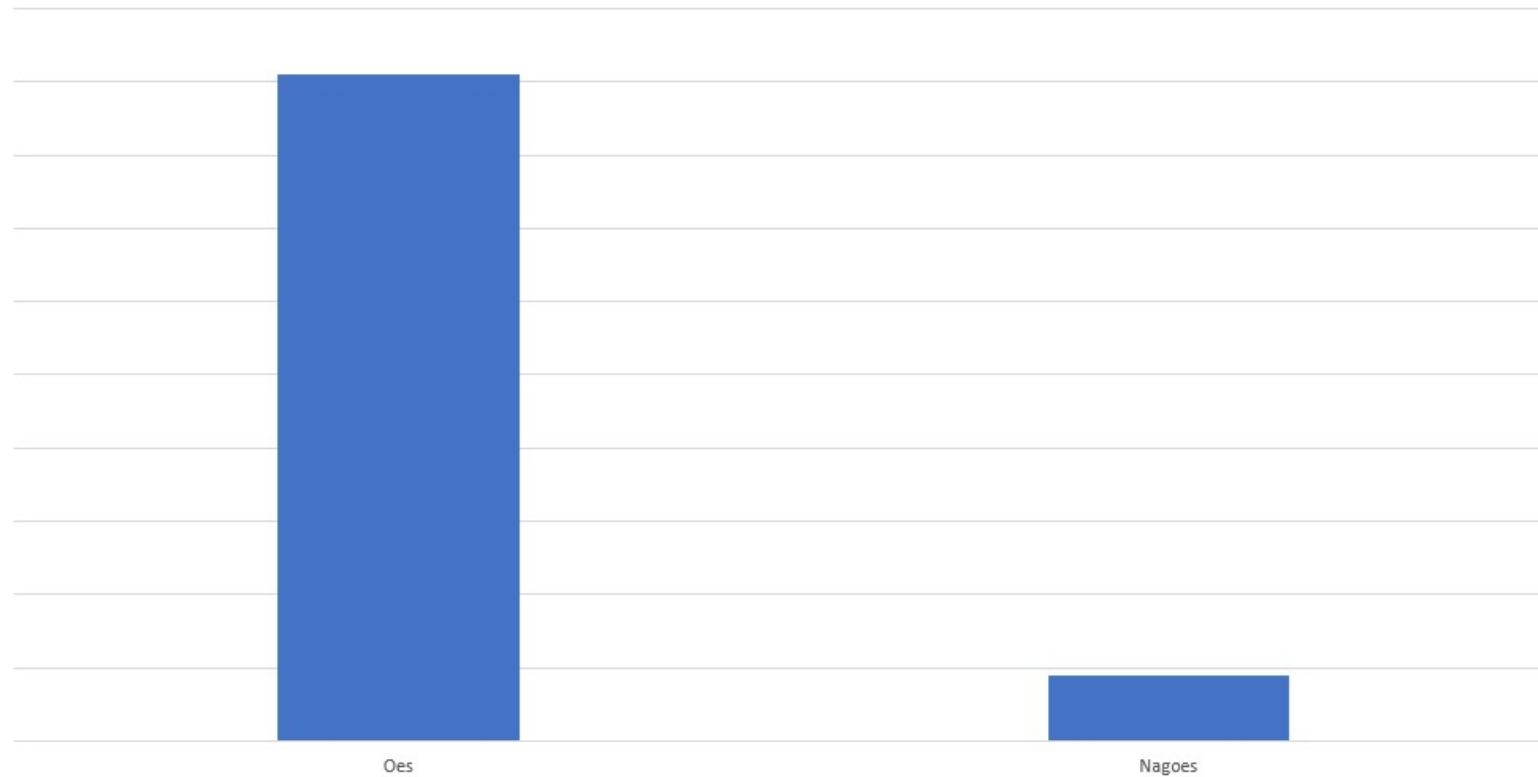


Q5./ A yw gweithio o gartref yn effeithio eich iechyd a'ch lles yn gyffredinol yn gadarnhaol neu'n negyddol?  
Q5./ Does working from home affect your overall health and well-being positively or negatively?

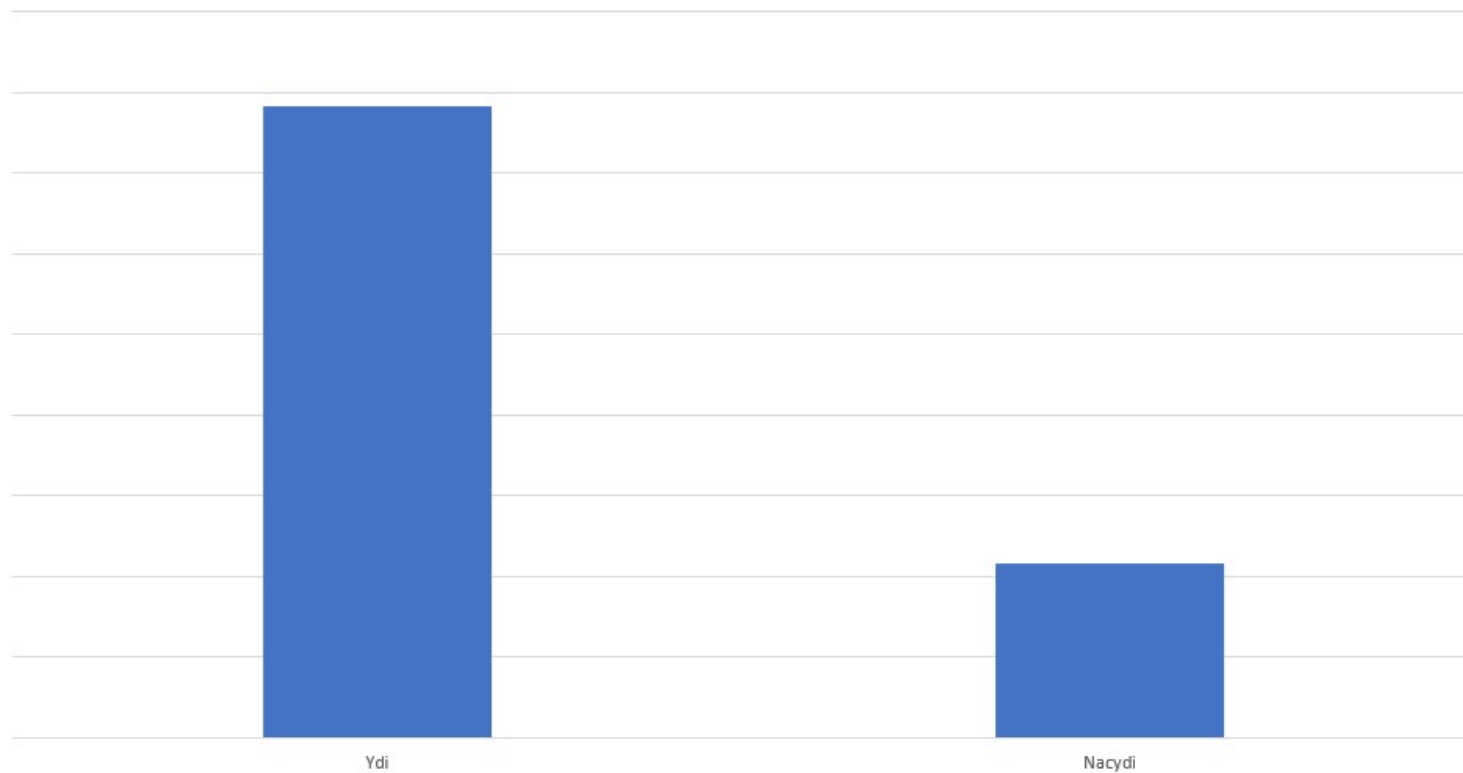


Q6./A oes gennych le ddigonol, safon da o gysylltedd â'r rhyngwyd ac offer priodol i weithio'n ddiogel ac yn effeithlon o gartref?

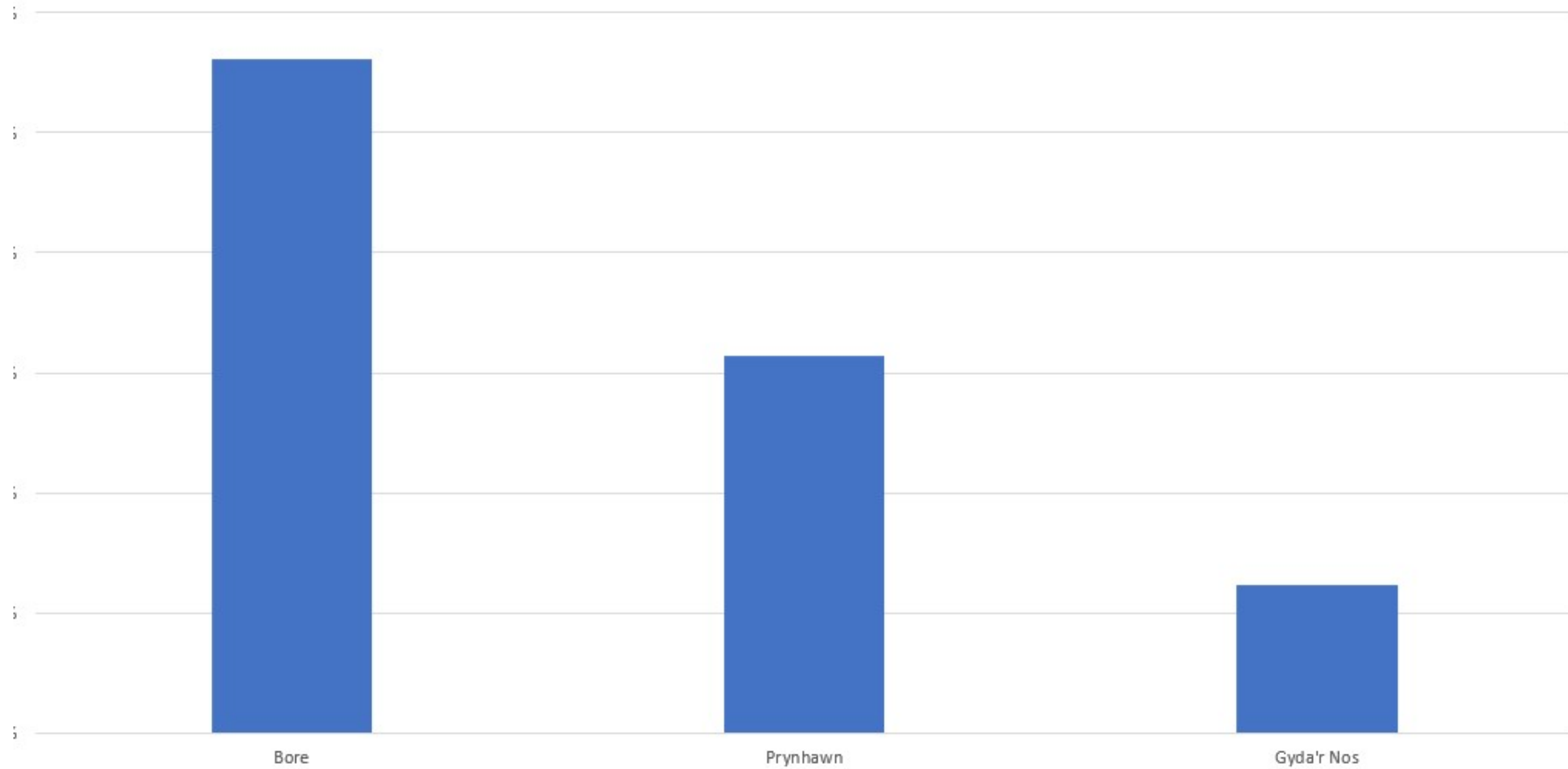
Q6./Do you have adequate space, a good standard of internet connectivity and proper equipment to work safely and efficiently from home?



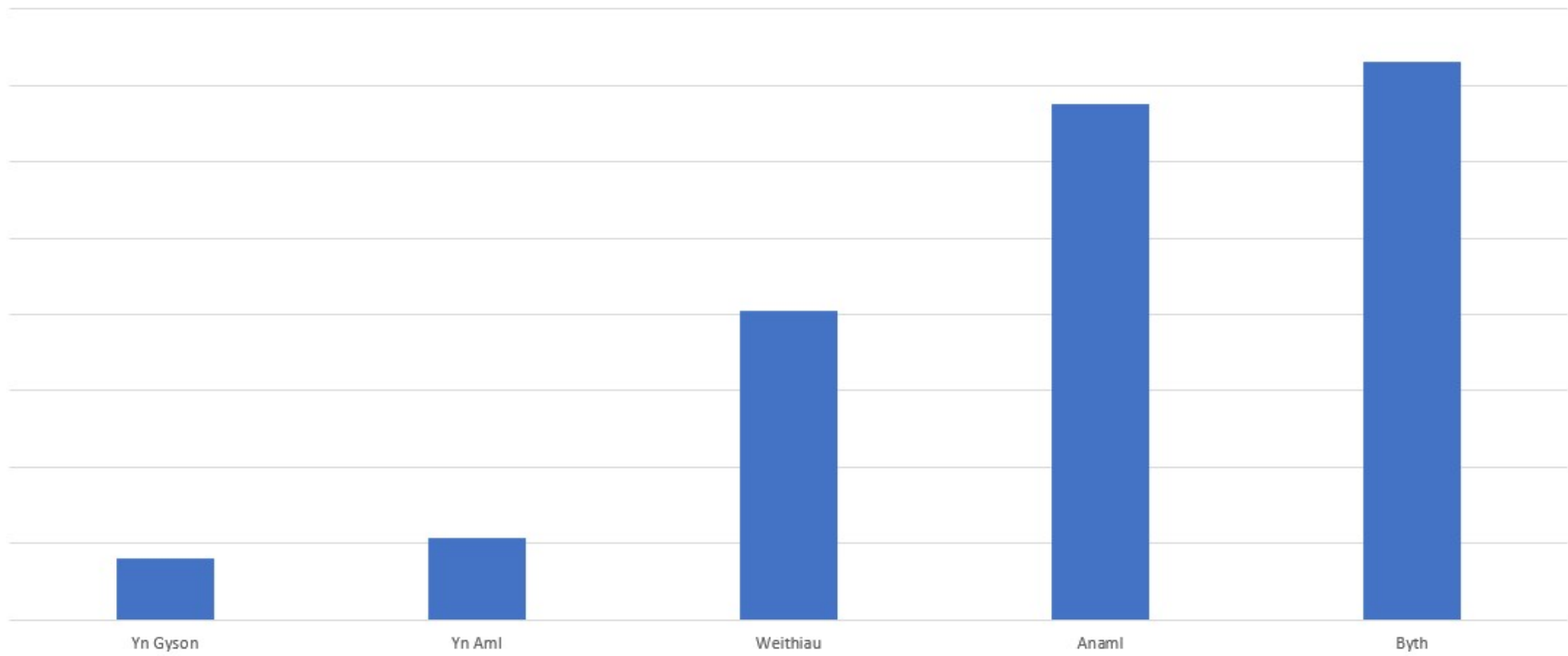
Q7./ A ydych chi'n credu bod gweithwyr yn y swyddfa ac yn y cartref yn darparu'r un lefel o allbwn gwaith? Os nacydi yw eich ateb, rhowch sylw i gefnogi  
Q7./ Do you think workers in the office and at home provide the same level of work output? If your answer is no, please comment to support this answer



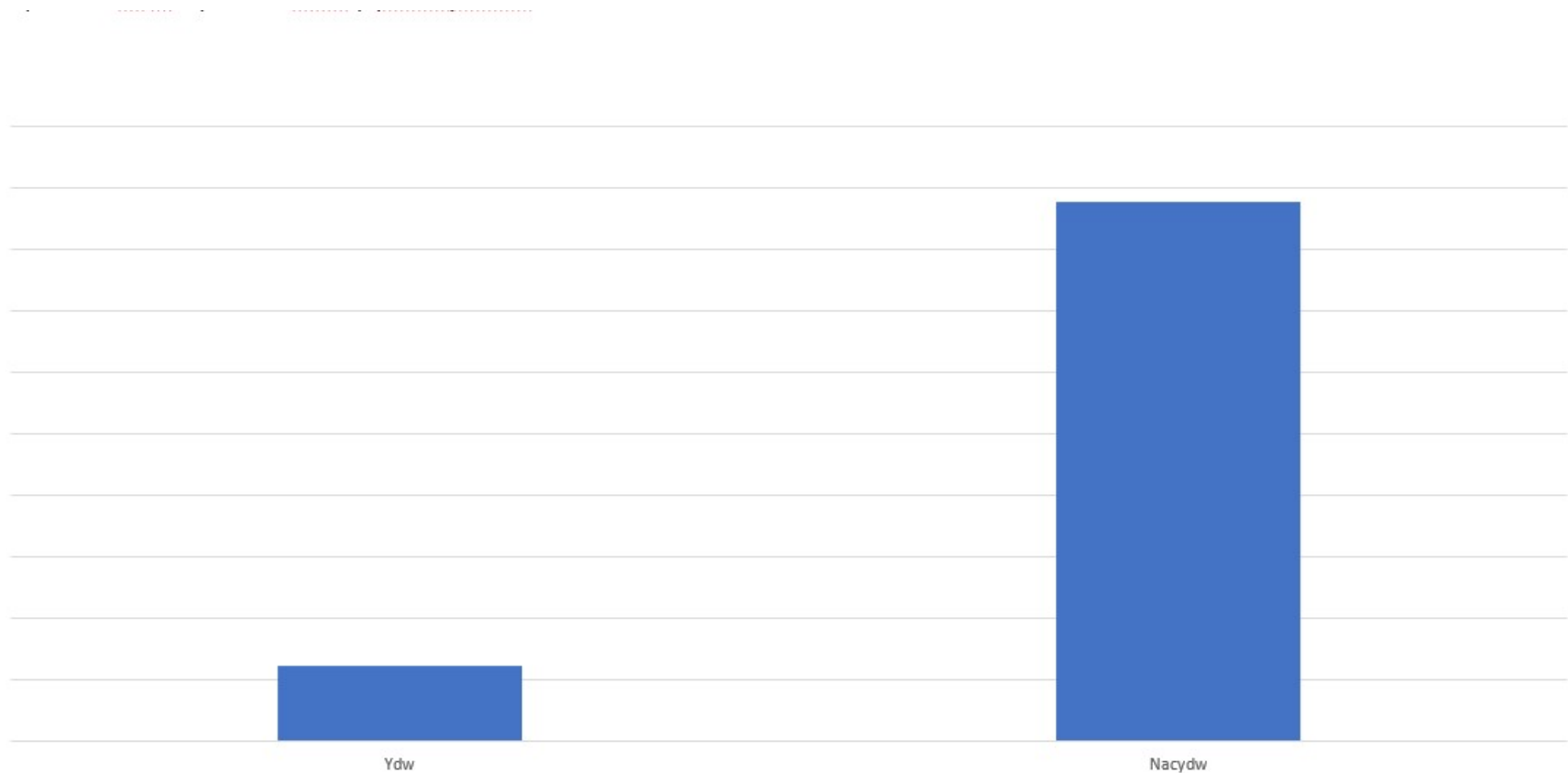
Q8./ Fyddech chi'n ystyried eich hun yn fwy cynhyrchiol ar adegau penodol o'r dydd? (e.e. bore/prynhawn /gyda'r nos)  
Q8./ Would you consider yourself more productive at certain times of the day? (e.g. morning/afternoon/evening)



Q9./ Pa mor aml ydych chi'n gweithio ar y penwythnosau?  
Q9./ How often do you work on the weekends?

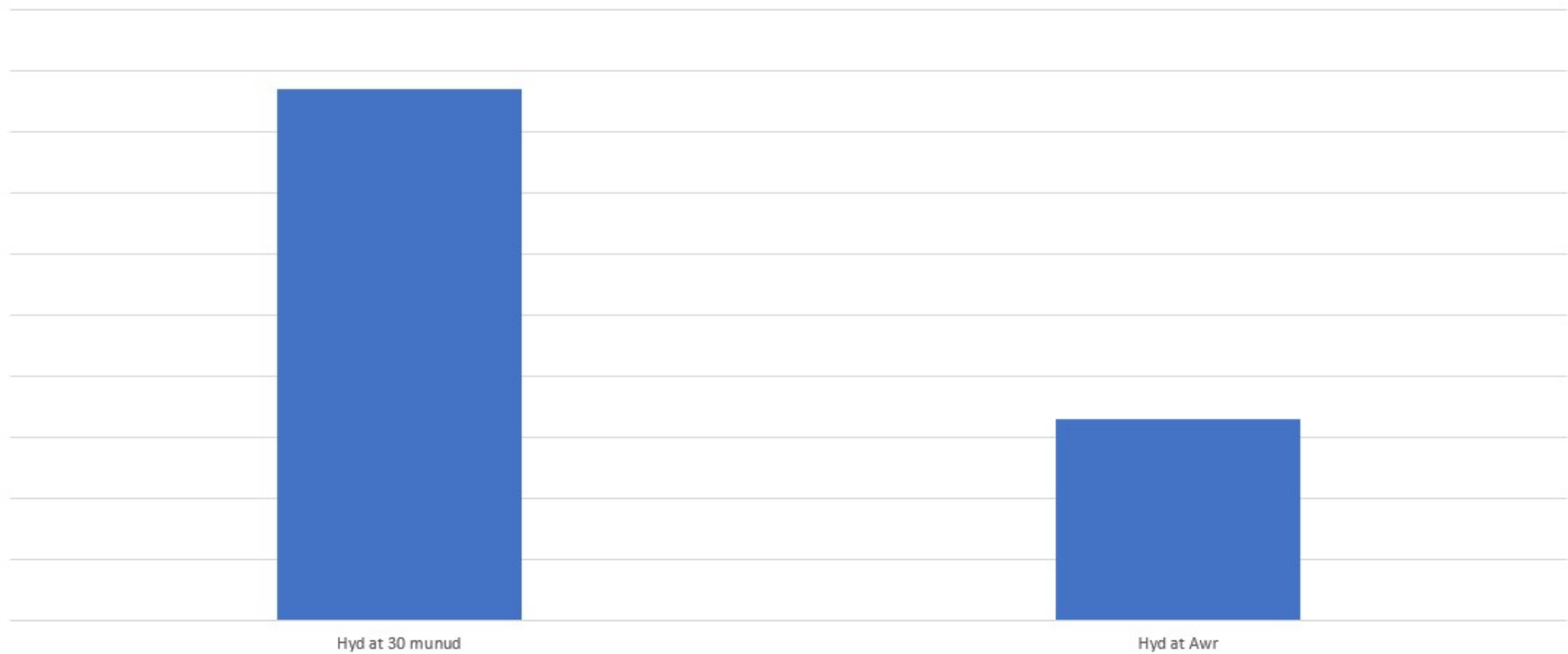


Q10./ Ydych chi'n teimlo dan bwysau i ymateb i e-byst y tu allan i'r hyn y byddech chi'n ystyried amseroedd gwaith rhesymol fel cyn 7yb neu ar ôl 7yh neu dros y penwythnos?  
Q10./ Do you feel pressured to respond to emails outside of what you would consider reasonable work times such as before 7am or after 7pm or over the weekend?



Q11./ Pa mor hir yw eich cymudo dyddiol pan fyddwch chi'n mynychu'r swyddfa?

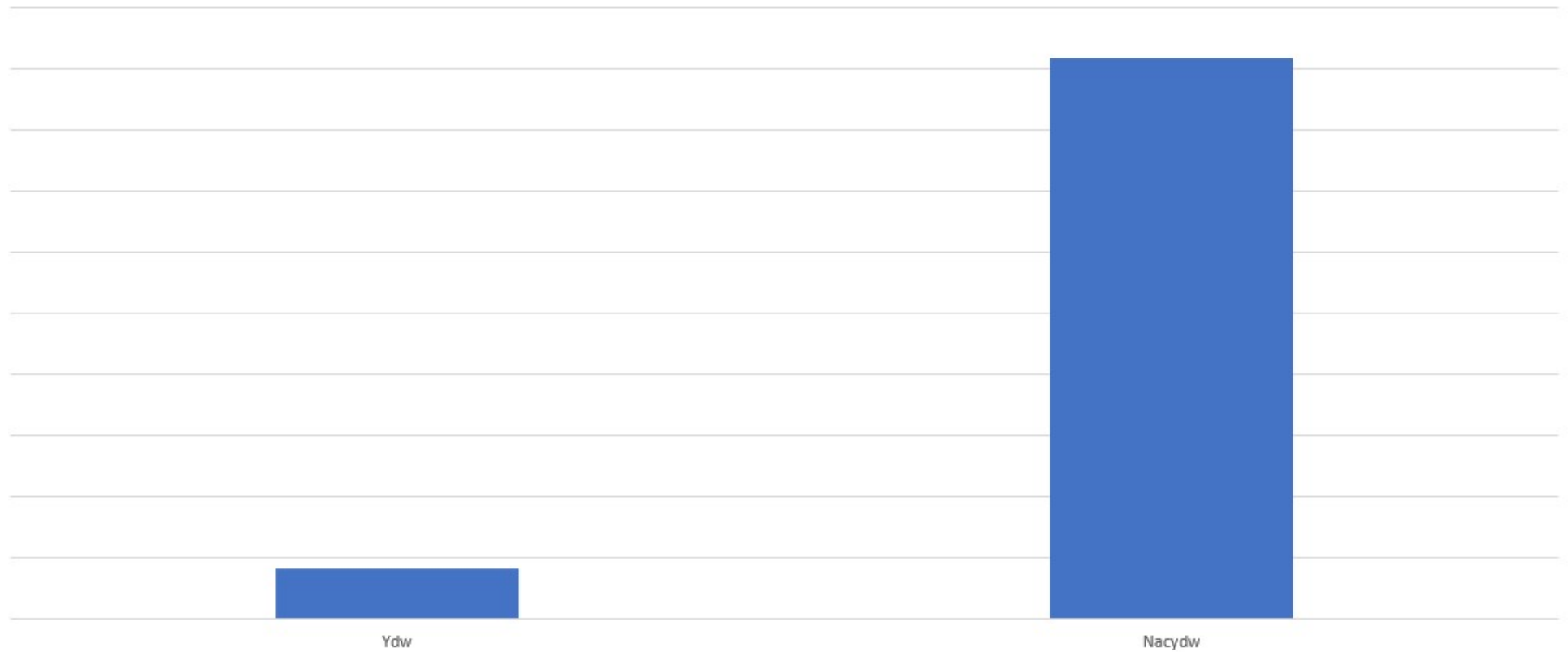
Q11./ How long is your daily commute when you attend the office?



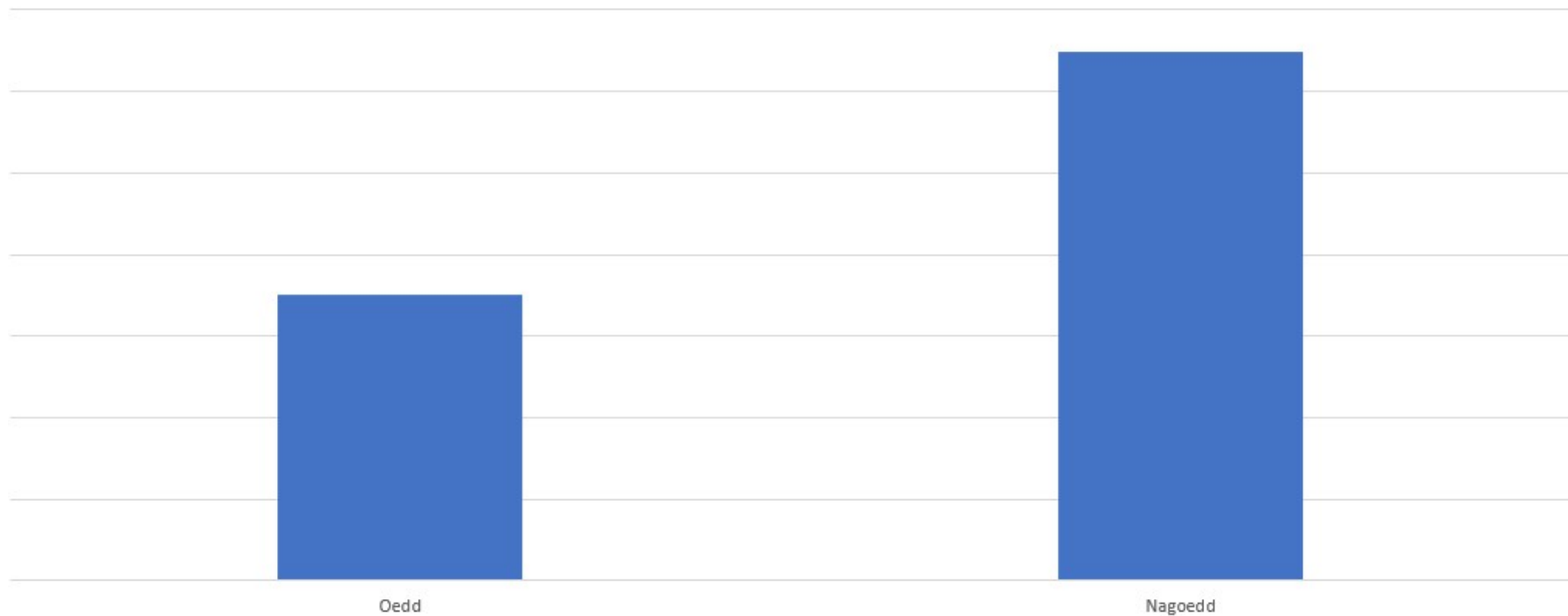


Q12./ Nawr bod holl gyfyngiadau'r pandemig wedi'u codi ydych chi'n teimlo y dylai pob gweithiwr ddychwelyd i'w trefniadau cytundebol cyn y pandemig?

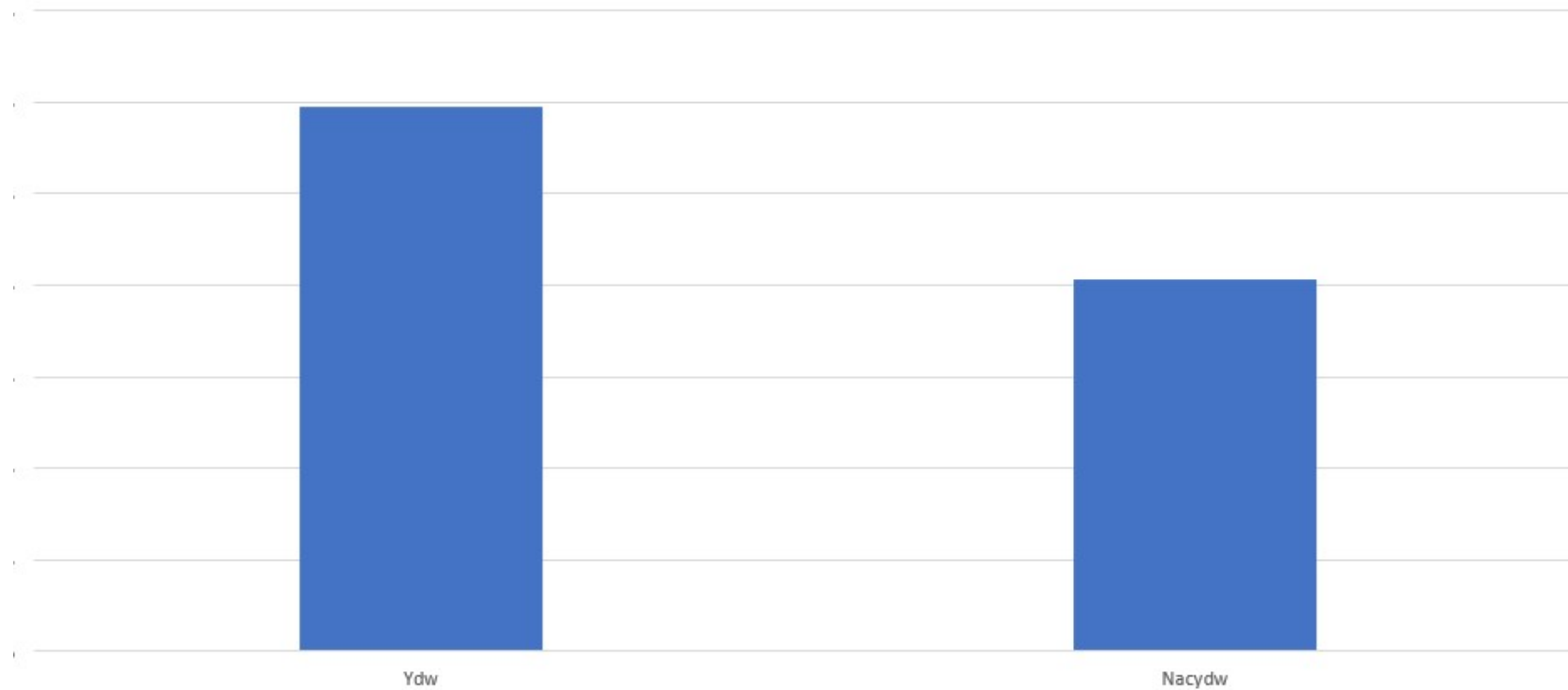
Q12./ Now that all pandemic restrictions have been lifted do you feel all employees should return to their pre-pandemic conditions?



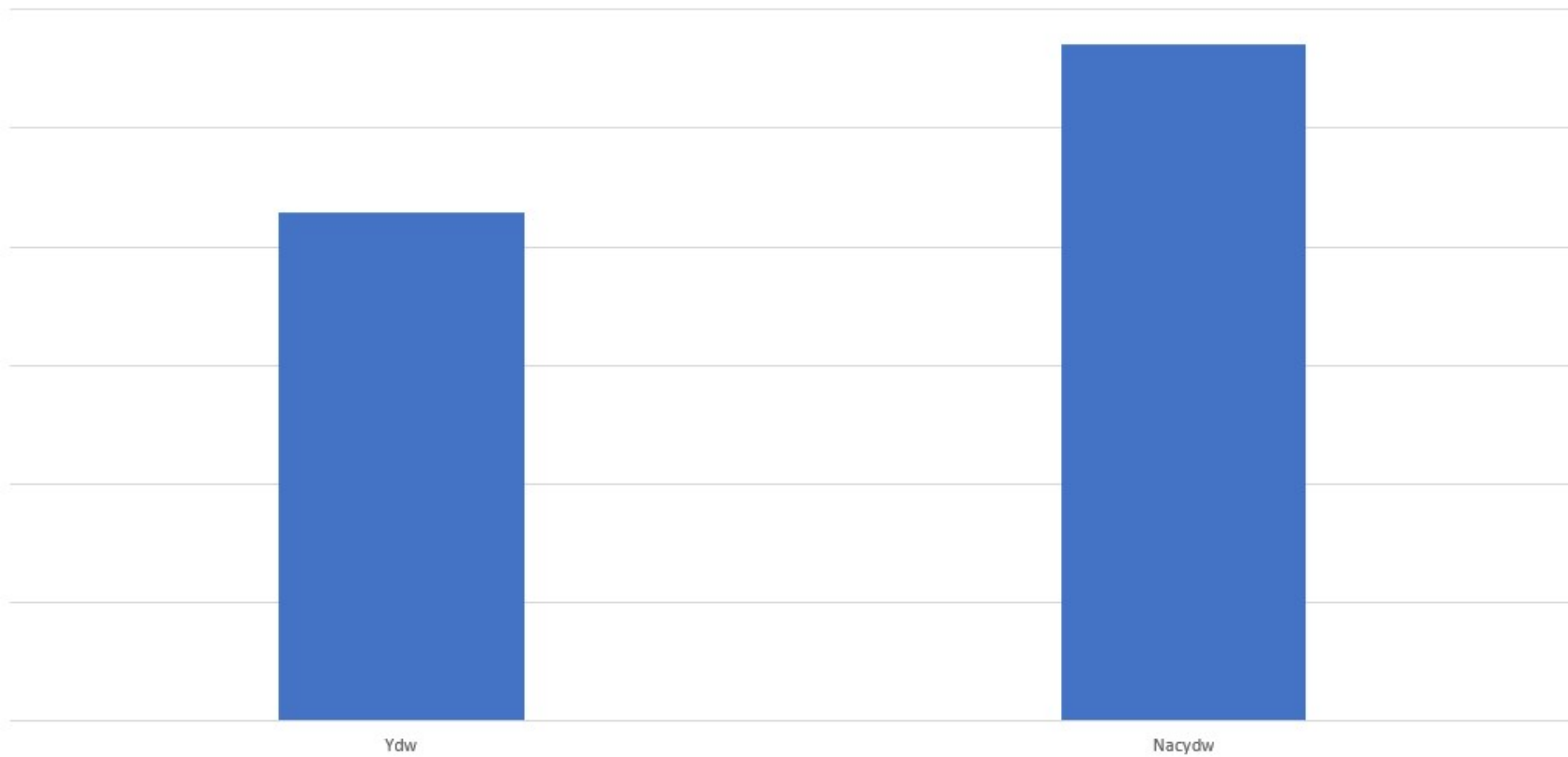
Q13./ A oedd angen i chi neu'ch teulu wneud newidiadau yn ystod y pandemig a fyddai nawr yn achosi anawsterau i chi pe bai'n ofynnol i chi ddychwelyd i'ch trefniadau cytundebol, gweithio cyn y pandemig?  
Q13./ Did you or your family need to make changes during the pandemic that would now cause you difficulties if you were required to return to your contractual arrangements, working pre-pandemic?



Q14./ Ydych chi'n meddwl y dylai timau neu adrannau cyfan neilltuo diwrnod penodol o'r wythnos i fynychu'r swyddfa?  
Q14./ Do you think entire teams or departments should devote a certain day of the week to attending the office?

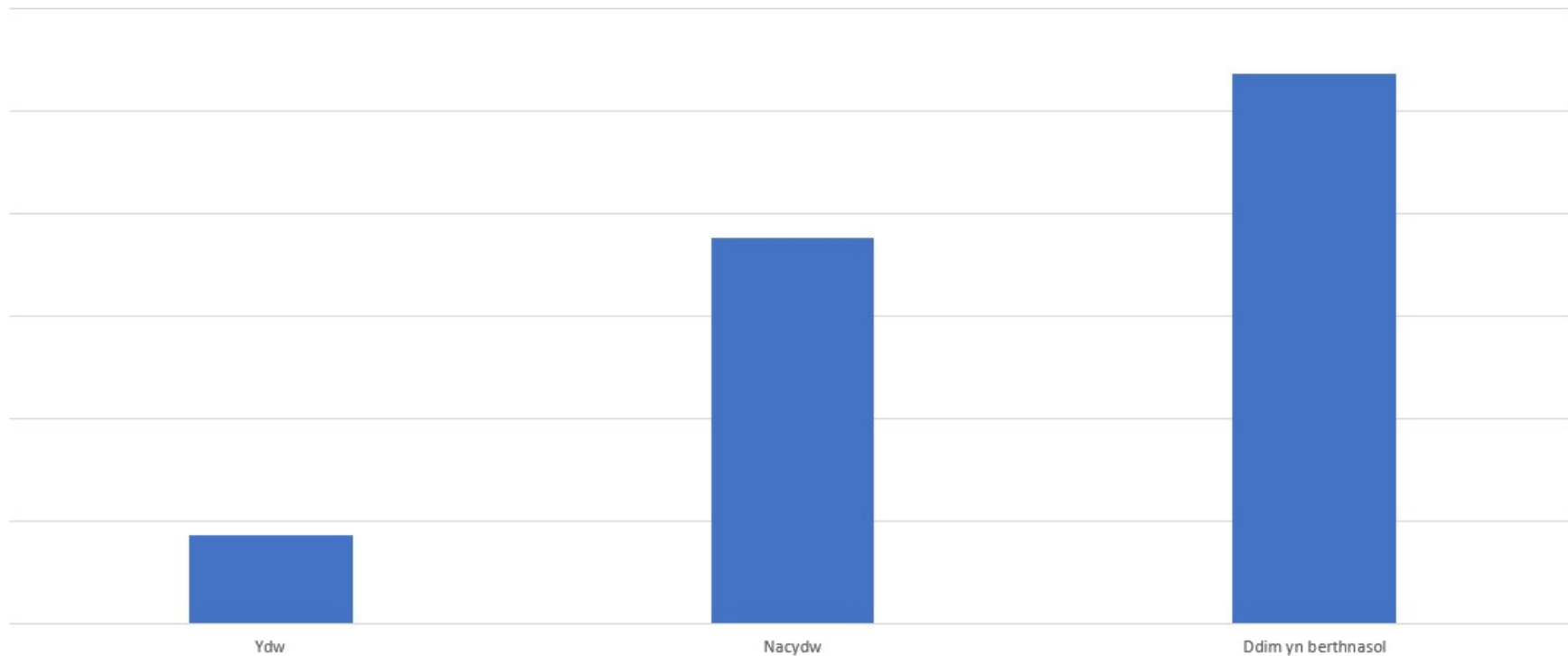


Q15./ Ydych chi'n teimlo a ddylai aelodau o dimau gwahanol fod ar gael yn y swyddfa ar yr un pryd?  
Q15./ Do you feel if members of different teams should be available in the office at the same time?

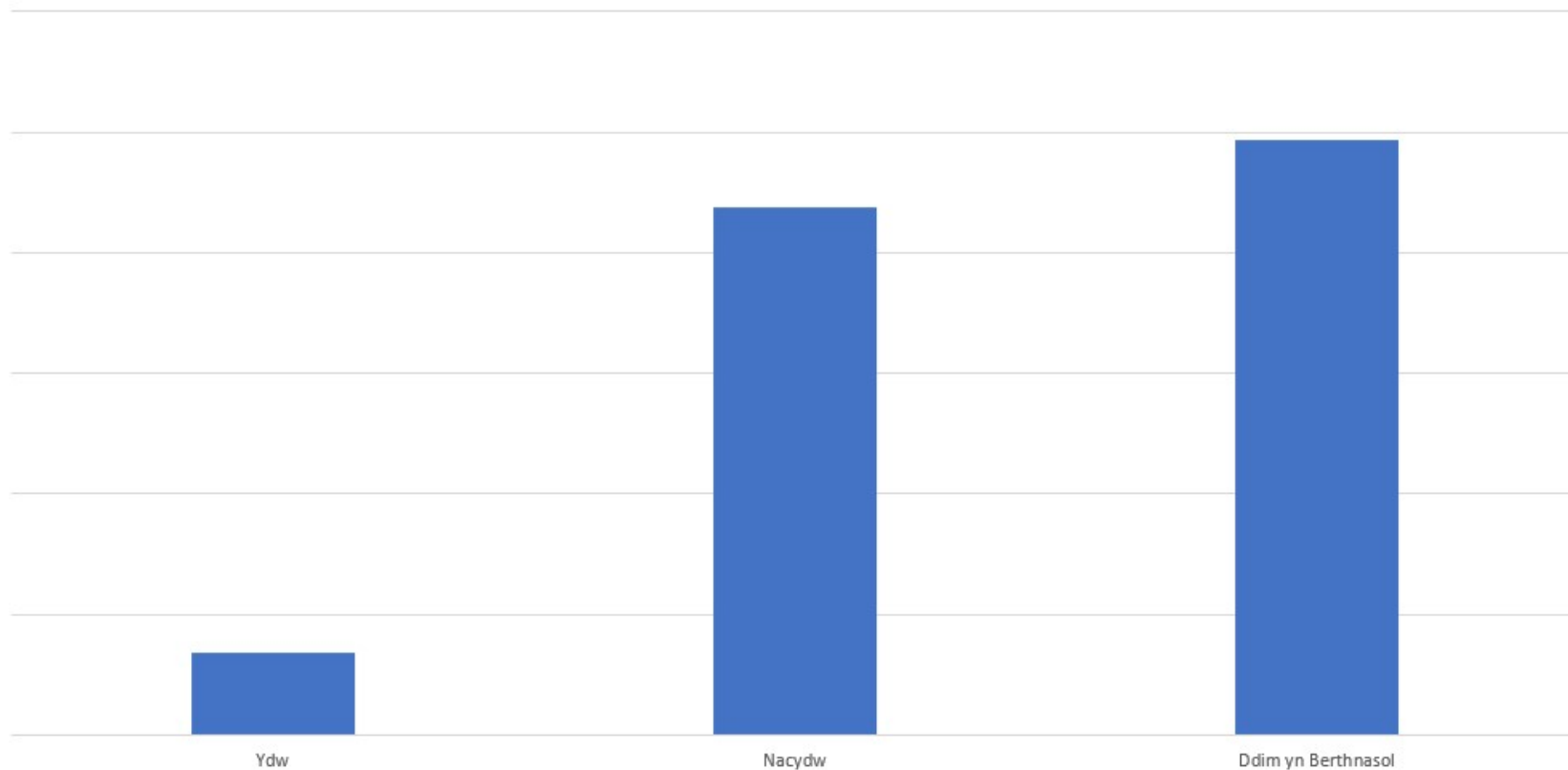


Q16./ Os yw eich rôl yn barhaol neu'n bennaf yn y swyddfa, a ydych chi'n meddwl y gallai aelodau eraill o staff sy'n gweithio gartref neu staff hybrid effeithio ar eich gallu i gyflawni'ch rôl yn ddigonol?

Q16./ your role is permanent or primarily in the office, do you think other members of staff working from home or hybrid staff may affect your ability to adequately fulfil your role?

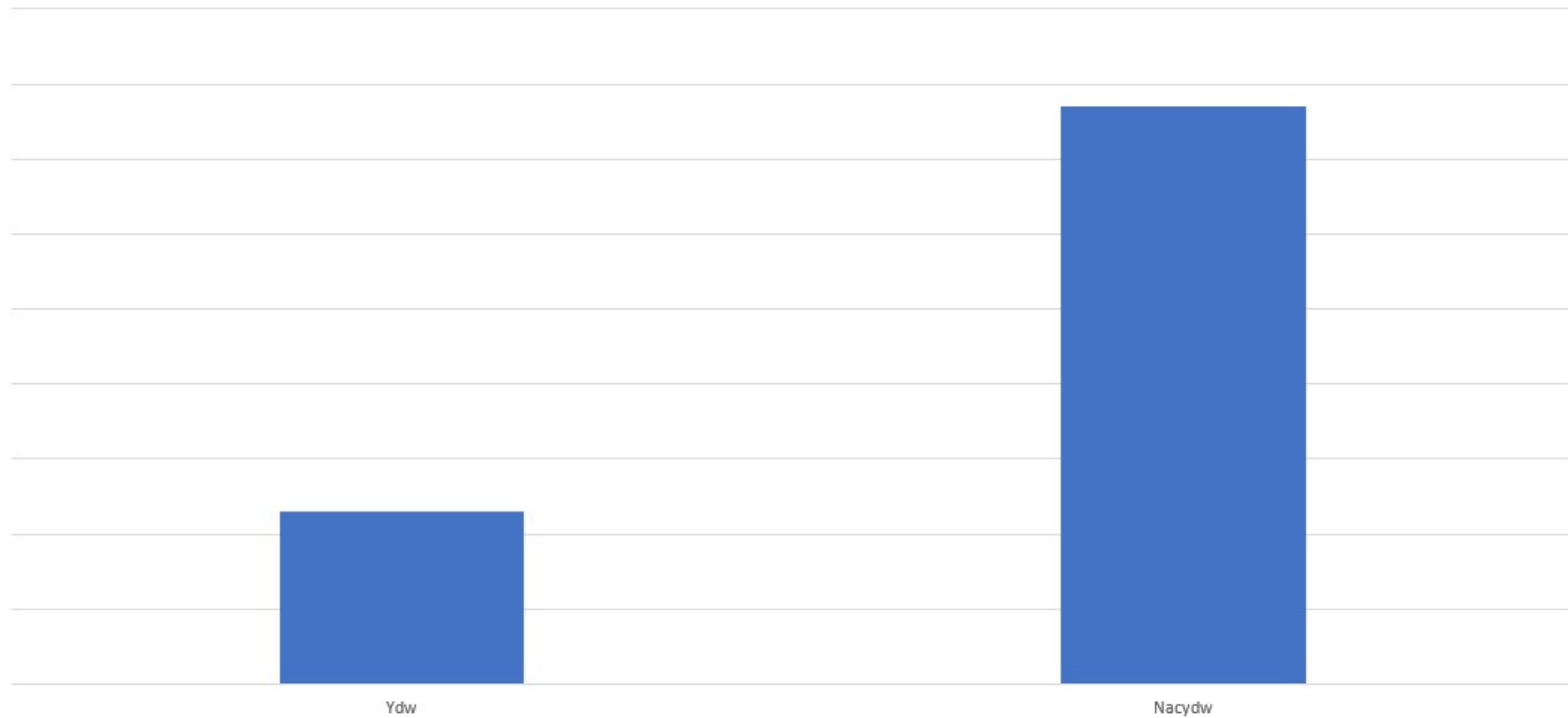


Q17./ Os yw eich rôl yn barhaol neu'n bennaf yn y swyddfa, a ydych chi'n meddwl y gallai aelodau eraill o staff sy'n gweithio gartref neu staff hybrid gynyddu eich llwyth gwaith?  
Q17./ your role is permanent or primarily in the office, do you think other members of staff working from home or hybrid staff could increase your workload?



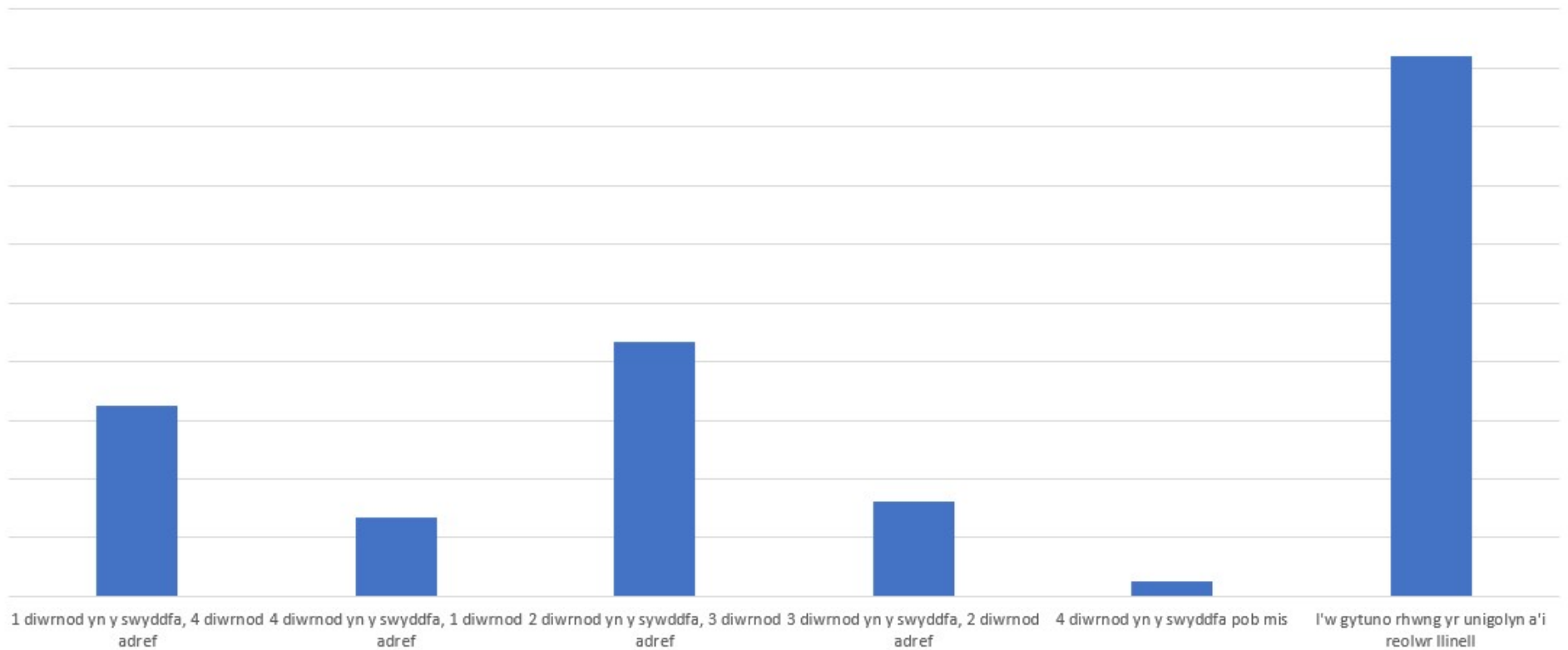
Q18./ A ydych chi'n credu bod angen mwy o bresenoldeb rheolwyr llinell yn y swyddfa i ddiwallu'ch anghenion chi ac anghenion yr Awdurdod yn ddigonol?

Q18./ Do you think there needs to be an increased presence of line managers in the office to adequately meet your needs and the needs of the Authority?



Q19./ Beth fydddech chi'n ei ystyried yw'r gymhareb ddelfrydol o weithio gartref i weithio yn y swyddfa ar gyfer gweithwyr hybrid?

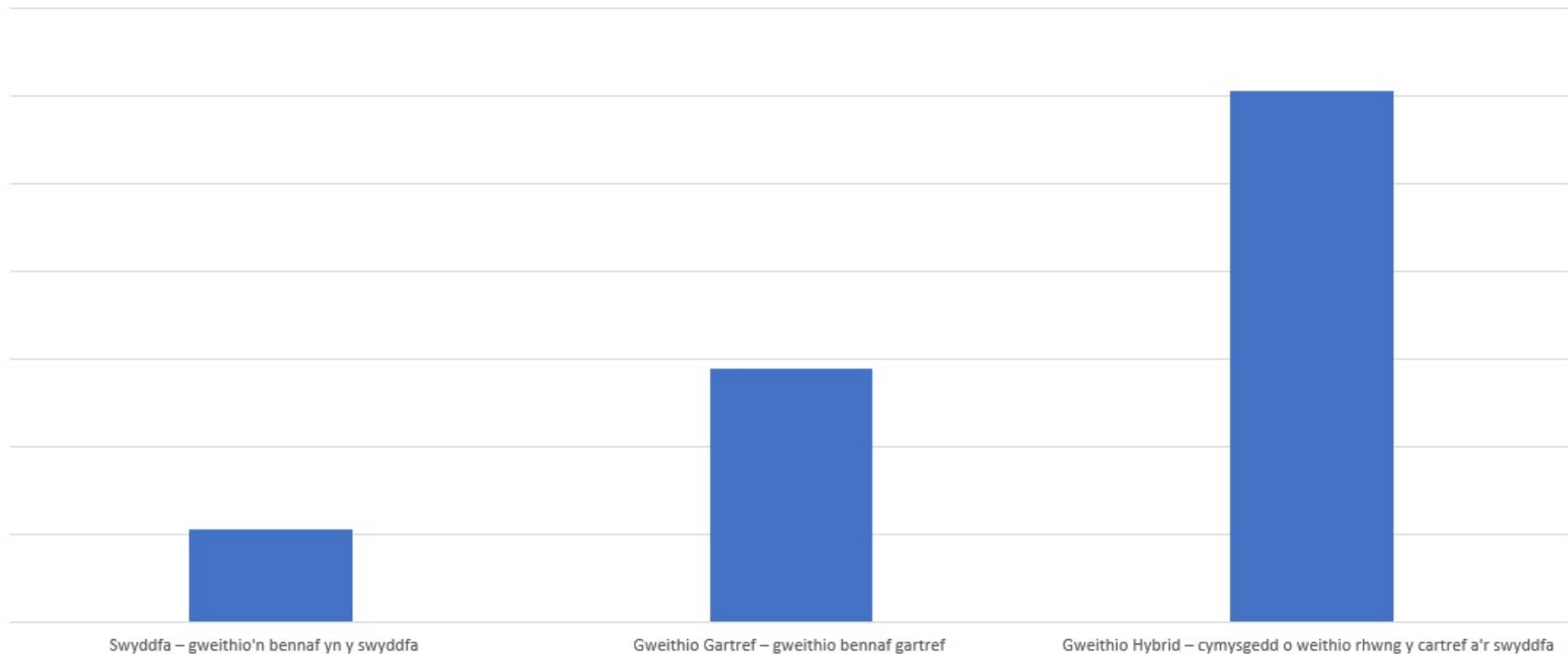
Q19./ What would you consider the ideal ratio of working from home to working in the office for hybrid employees?





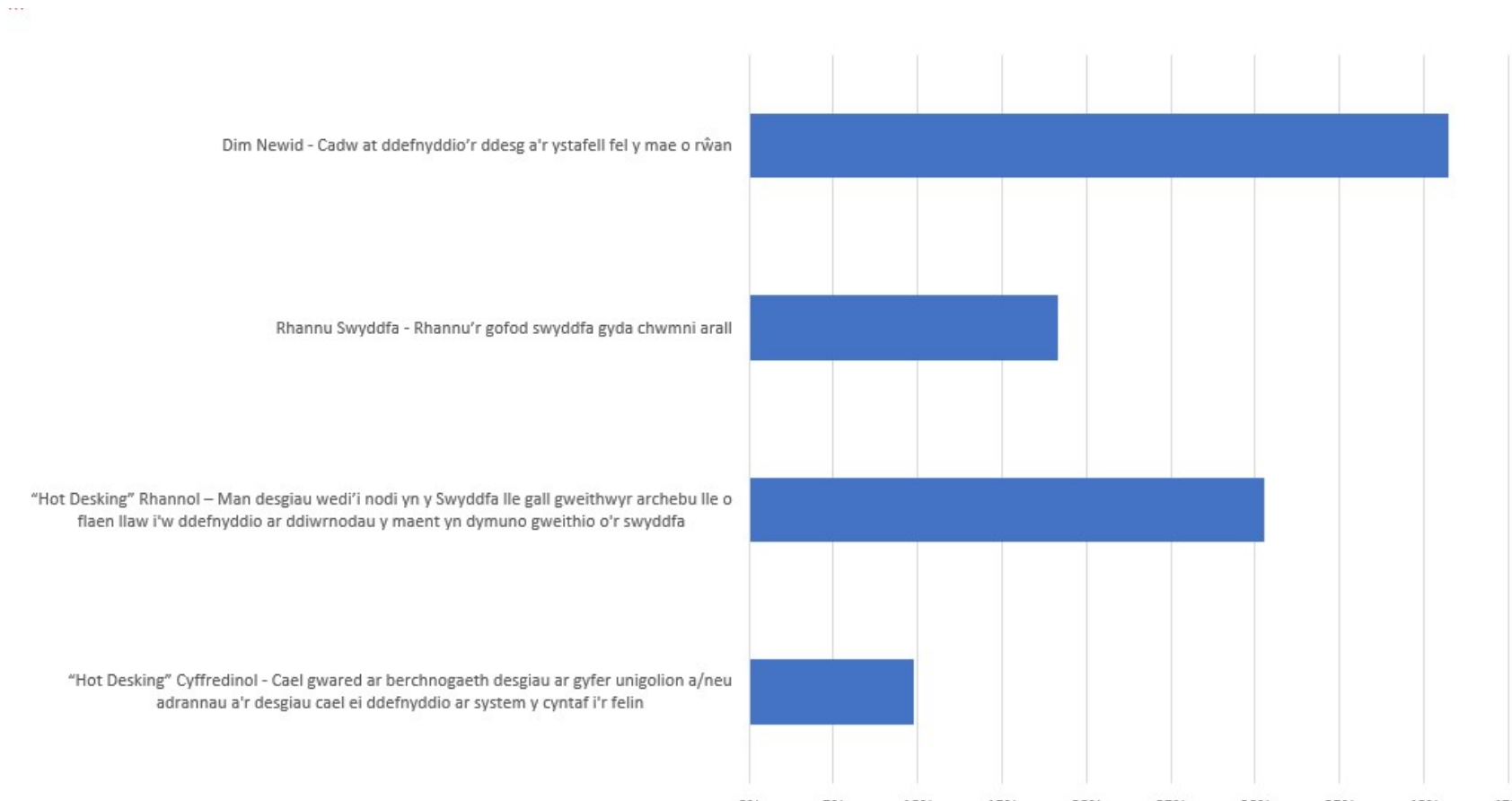
Q20./ Pa un o'r opsiynau safle gwaith canlynol fyddai'n cefnogi eich Cydbwysedd Gwaith-Bywyd orau? (Byddwch yn ymwybodol efallai na fydd rhai o'r rhain yn ymarferol neu'n addas ar gyfer eich rôl bresennol).

Q20./ Which of the following worksite options would best support your Work-Life Balance? (Please be aware that some of these may not be practical or suitable for your current role).



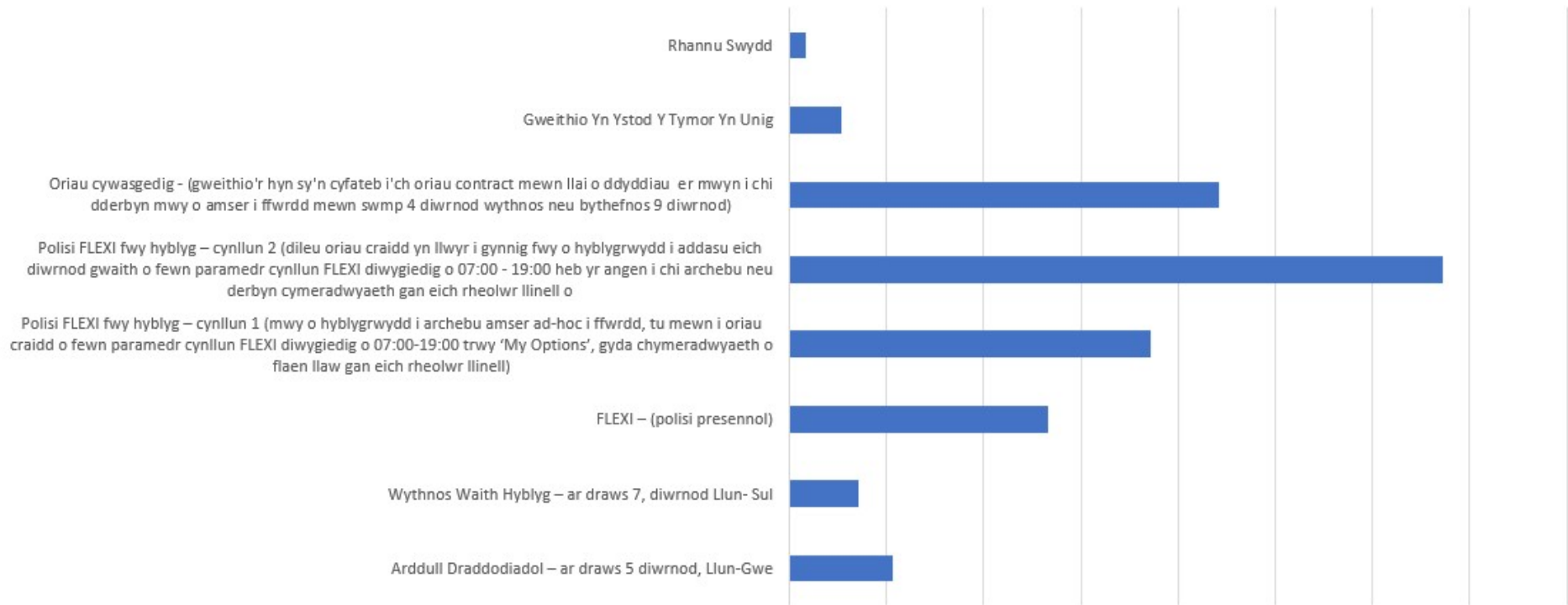
Q21./ Pe bai gweithio hybrid yn dod yn ffordd hirdymor o weithio, bydd llai o ddesgiau'n cael eu defnyddio bob dydd, a allai fod yn gyfle i'r Awdurdod ystyried Model 'Gofod Swyddfa Graffach'. Pa un o'r canlynol ydych chi'n meddwl y dylai'r Awdurdod ystyried?

Q21./ Should hybrid working become a long-term way of working, fewer desks would / will be used every day, which could be an opportunity for the Authority to consider a 'Smarter Office Space' Model. Which of the following do you think the Authority should consider?



Q22./ Pa un o'r arddulliau gwaith canlynol fyddai'n cefnogi eich Cydbwysedd Gwaith-Bywyd orau?(Byddwch yn ymwybodol efallai na fydd rhai o'r rhain yn ymarferol neu'n addas ar gyfer eich rôl bresennol).

Q22./ Which of the following work styles would best support your Work-Life Balance? (Please be aware that some of these may not be practical or suitable for your current role).



Q23./ Mae'r Awdurdod yn bwriadu asesu pa unigolion ddylai fod wedi eu lleoli'n bennaf yn y swyddfa, gartref neu weithiwr hybrid yn ôl gofynion eu swydd. Ydych chi'n rhagweld unrhyw bryderon gyda hyn neu allwch awgrymu dull asesu amgen?

**Rhai o'r sylwadau dderbyniwyd:**

- **Ddim yn rhagweld pryderon. Mae'n ddibynol ar math o waith a gofynion y swydd.**
- **Gwneud y broses yn dryloyw, drwy ddangos cyfiawnhad ar sail tystiolaeth am ba elfennau o'r swydd sy'n golygu ei fod yn wirioneddol angenrheidiol i fod yn y swyddfa, i sicrhau tegwch/bodlondeb staff.**
- **A fydd proses o drafod gyda deilydd y swydd yn rhan annatod o gyrraedd penderfyniad er mwyn lleihau y siawns o benderfyniad 'annheg' neu 'anghywir'?**
- **A fydd hawl apelio penderfyniad?**
- **A fydd modd adolygu ac ail ystyried penderfyniad gydag amser os yw natur y swydd neu amodau personol a.y.y.b yn newid?**
- **Rhaid ystyried amodau a gallu unigolion i weithio gartref hefyd, nid yn ôl anghenion y swydd yn unig.**
- **Gwneud yn siwr fod aelodau staff yn rhan o'r penderfyniad.**
- **Fe all achosi pryder i rai, ond os caiff y rhesymeg ei egluro a bod rôl yr unigolion yn glir, byddai'r canlyniad yn haws ei dderbyn.**
- **Os mae staff eisiau bod yn y swyddfa 5 diwrnod yr wythnos, dylwch ganiatau hyn, a gadael iddynt gadw ei desg er mwyn sefydlogrwydd.**
- **Bod yn deg efo pawb.....yr un rheolau i bob aelod staff.**
- **Cyn belled a bod y broses yn glir ac yn deg, ni ddylai greu problemau.**
- **Mewnbwn rheolwyr llinell i'r broses yma yn holl bwysig.**

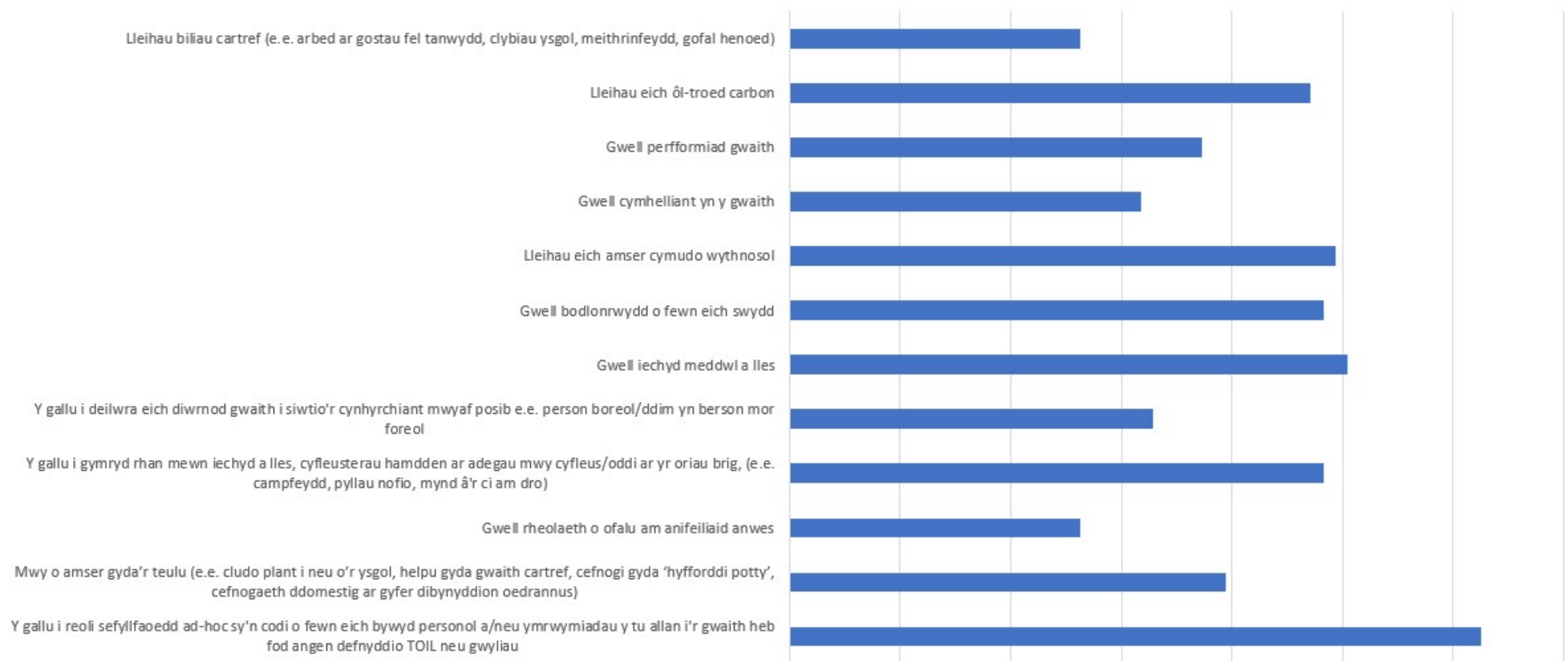
Q23./ The Authority intends to assess which individuals should be primarily based in the office, at home or hybrid workers according to their job requirements. Do you anticipate any concerns with this or can you suggest an alternative assessment method?

**Some comments received:**

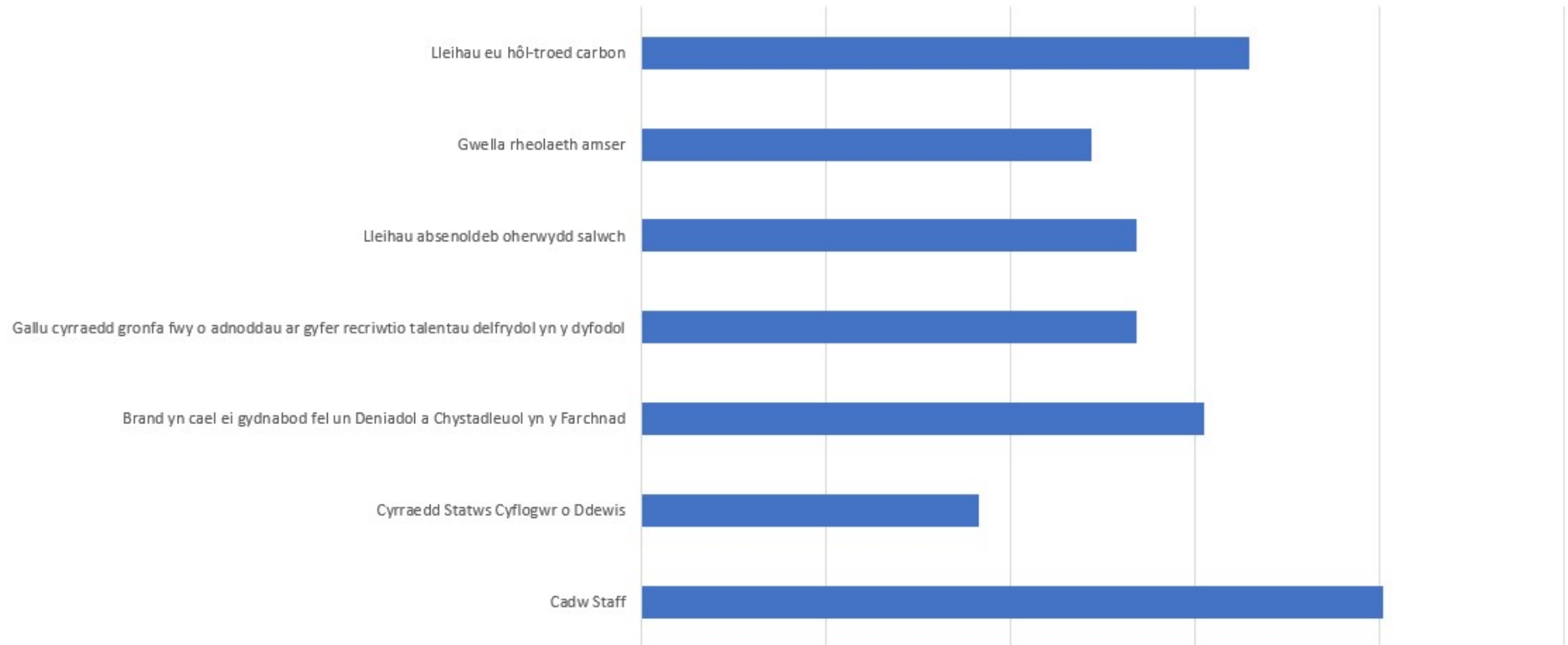
- **Do not anticipate concerns. It is dependent on the type of work and the requirements of the job.**
- **Make the process transparent, by showing evidence-based justification for what elements of the job make it really necessary to be in the office, to ensure staff fairness/satisfaction.**
- **Will a process of negotiation with the post holder be integral to reaching a decision to reduce the chances of an 'unfair' or 'wrong' decision?**
- **Will there be a right to appeal a decision?**
- **Will it be possible to review and re-consider a decision with time if the nature of the job or personal conditions etc change?**
- **Individuals' conditions and ability to work from home must also be considered, not just according to the needs of the job.**
- **Make sure staff members are involved in the decision.**
- **It may concern some, but if the rationale is explained and the role of the individuals is clear, the result would be easier to accept.**
- **If staff want to be in the office 5 days a week, please allow this, and let them keep their desk for continuity.**
- **Be fair to everyone..... Same rules for all staff.**
- **As long as the process is clear and fair, it shouldn't create problems.**
- **Line managers' input into this process is critical.**

Q24./ Pa fuddion ychwanegol fydddech chi'n eu mwynhau drwy dderbyn mwy o hyblygrwydd o amgylch eich patrymau gwaith dewisol?

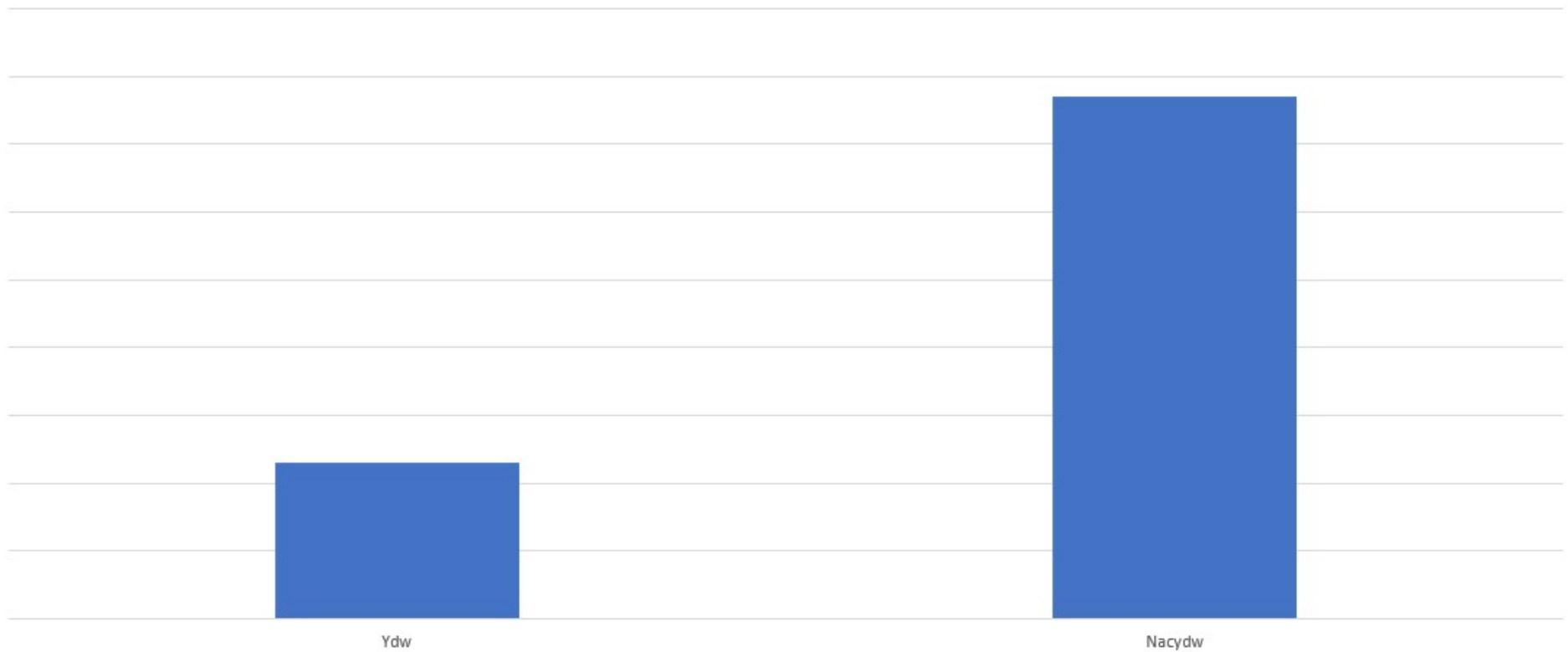
Q24. / What additional benefits would you enjoy by accepting more flexibility around your preferred work patterns?



Q25./ Pa fuddion ychwanegol y byddai'r Awdurdod yn disgwyl eu hennill drwy gynnig fwy o hyblygrwydd i'w gweithwyr?  
Q25. / What additional benefits would the Authority expect to gain by offering greater flexibility to its employees? `

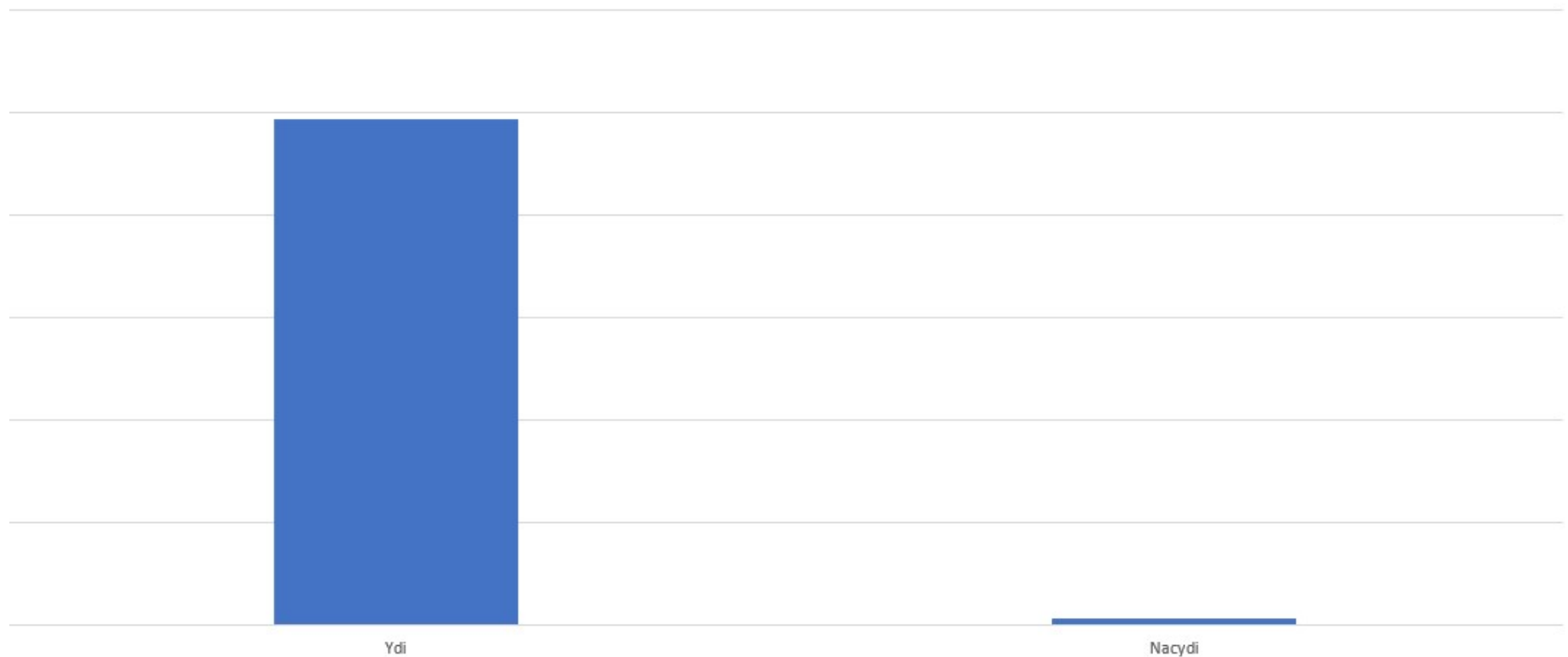


Q26./ Ydych chi'n teimlo y gallai symud i fodel hybrid o weithio effeithio ar eich perthynas â'ch chydweithwyr?  
Q26./ Do you feel that moving to a hybrid model of working could affect your relationships with your colleagues?

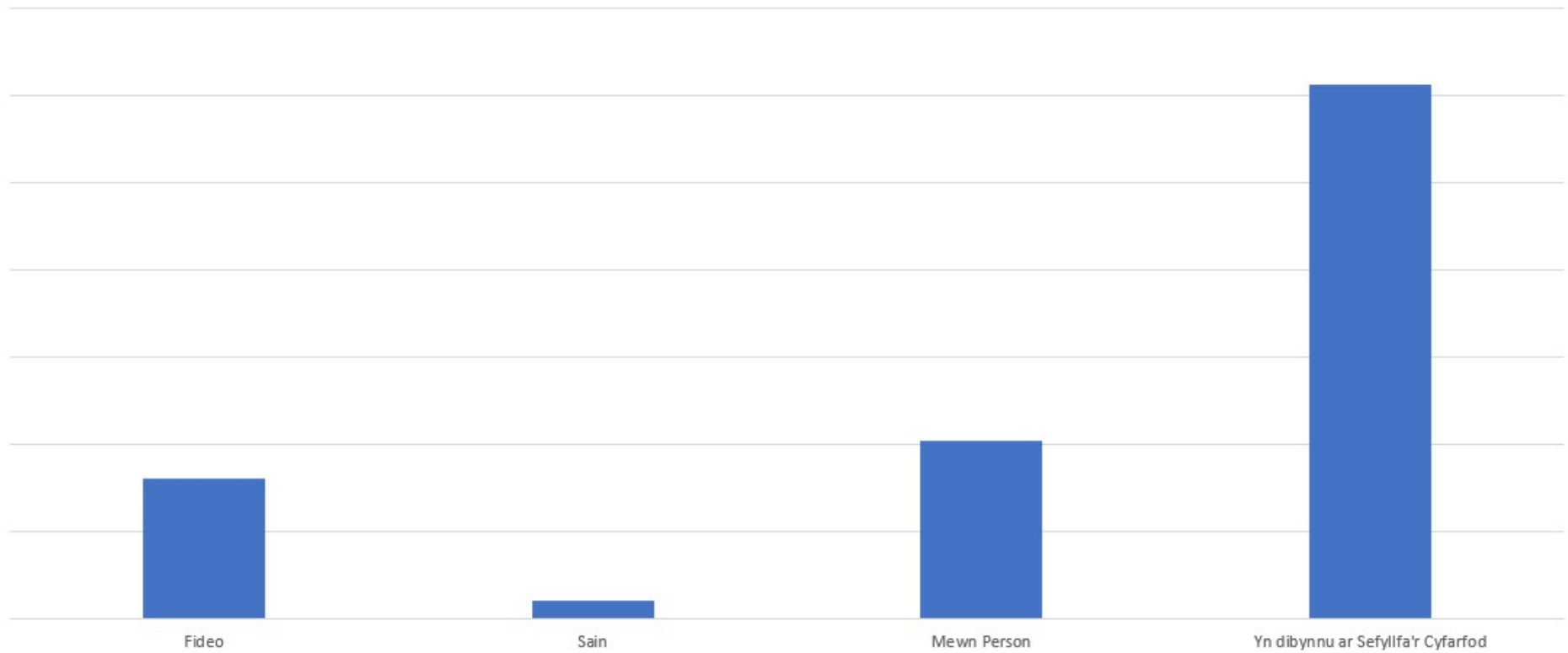




Q27./ A yw'r Awdurdod yn darparu llwyfannau digonol ar gyfer cyfarfodydd (fideo, sain, neu yn bersonol)?  
Q27./ Does the Authority provide adequate platforms for meetings (video, audio, or in person) ?



Q28./ Pa un fyddai'n well gennych fel llwyfan cyfarfod?  
Q28./ Which would you prefer as a meeting platform?



Beth allwn ni ei wneud i wella cysylltedd cymdeithasol a chynhwysiant?

**Rhai o'r sylwadau dderbyniwyd:**

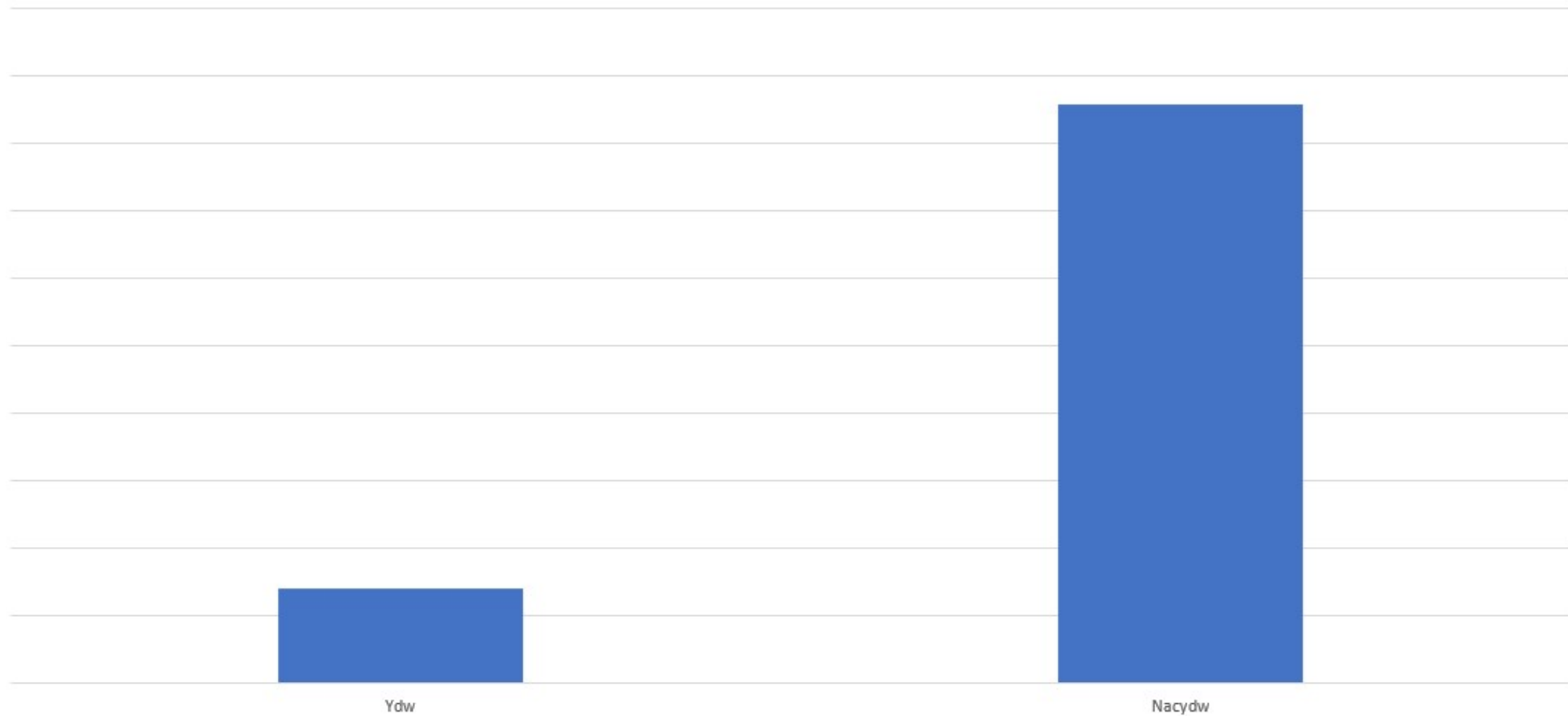
- Mwy o weithgareddau lles 'team-building' – croesi rhwng adrannau fel ein bod yn cael cymysgu'n amlach i greu mwy o weithio fel tîm.
- Teithiau cerdded byr ar draws y Parc amser cinio neu ar ôl gwaith.
- Bydd mwy o hyblygrwydd yn annog pobl i gyfarfod ei gilydd am goffi yn ystod y dydd.
- Mwy o gydnabyddiaeth i weithwyr e.e. gwobrau am hyd gwasanaeth, 'dydd ym mywyd' mewn cylchlythyr/cyfyngau cymdeithasol.
- Digwyddiadau blynyddol i ddathlu e.e. BBQ , dim agenda, dim ond cyfle i ddal fyny, fel diolch gan yr Awdurdod am waith caled pawb dros y flwyddyn.
- Fel dysgwr Cymraeg, byddwn yn gwerthfawrogi lle/amser diogel, anffurfiol i ymarfer siarad mwy.
- Mwy o ddigwyddiadau cymdeithasol. Cyfle i staff fynd allan i wneud gwaith maes.
- Digwyddiadau lechyd a Lles yn yr awyr agored i staff gael dod at ei gilydd.
- Annog adrannau i drefnu mwy o ddyddiau gwirfoddoli neu arddangos ble mae staff yn gallu cael blas o waith/prosiectau cydweithwyr.
- Trwy weithio yn hybrid, efallai bod mwy o sgôp i ddenu pobl anabl i geisio am swyddi lle efallai fod teithio i'r gwaith yn gallu bod yn rhwystr.
- Prynawn ar un o'r eiddo i gynnal 'hog-roast' fel diwrnod i gymdeithasu.
- Ail gychwyn y grŵp lechyd a Llesiant, a fod hwnnw'n cael y cefnogaeth a'r chydabyddiaeth mae ei angen.
- Sesiynau yoga a darparu cinio i bawb ar ddiwrnod swyddfa.
- Mwy o ddiwrnodau/digwyddiadau staff wedi'u trefnu i hybu morâl a chryfhau pherthnasau
- O ystyried bod araian yn dynn i'r rhan fwyaf – cynnig teithio gostyngol ar gyfer nosweithiau cymdeithasol, archebion grŵp gostyngol ar gyfer achlysuron chwaraeon/cyngherddau. Ffair Nadolig sy'n darparu ar gyfer teuluoedd yn lle cynnal sawl parti Nadolig, a gellid ei agor i'r cyhoedd i godi arian at elusen.

What can we do to improve social connectivity and inclusion?

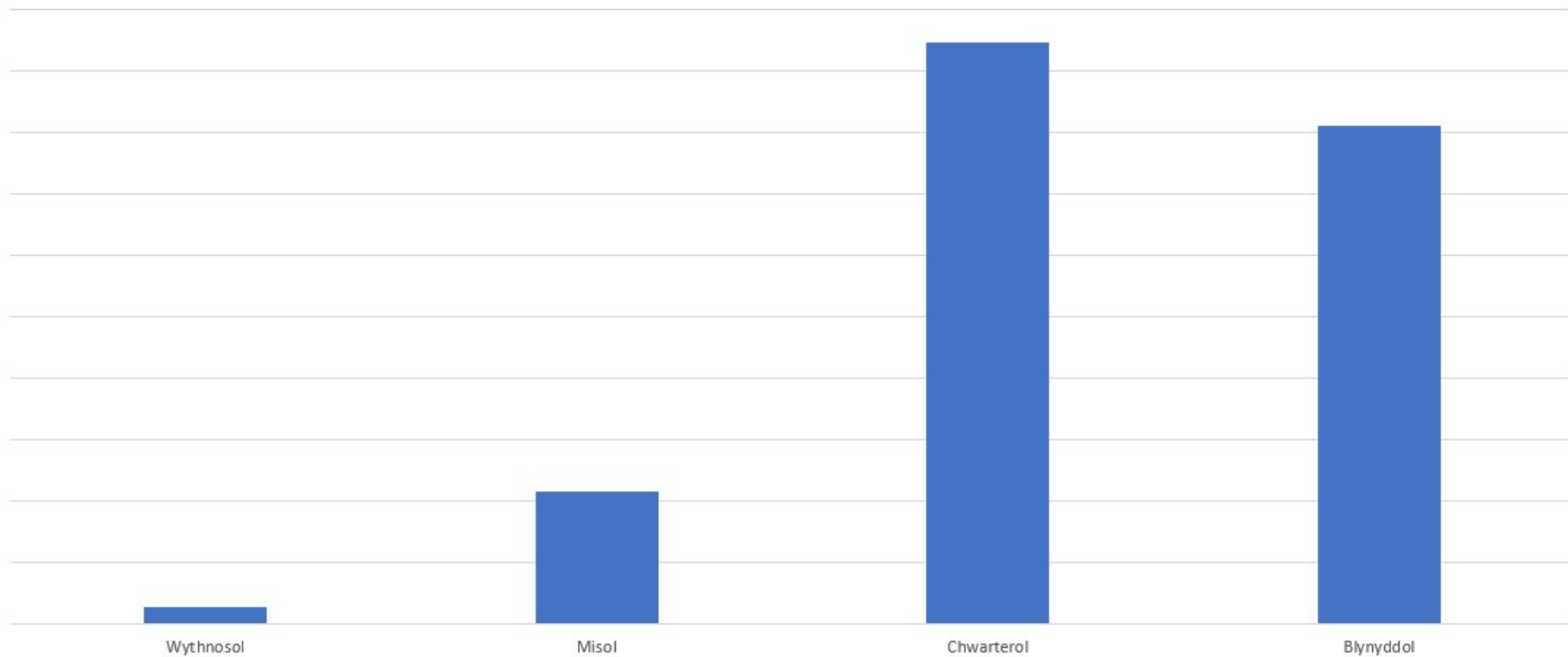
**Some comments received:**

- **More 'team building' wellbeing activities – crossing between departments so we get to mix more often to create a greater sense of working as a team.**
- **Short walks across the Park at lunchtime or after work.**
- **More flexibility will encourage people to meet each other for coffee during the day.**
- **Increased employee recognition e.g. awards for length of service, 'a day in life of xxx' in a newsletter/social media.**
- **Annual events to celebrate e.g. BBQ, no agenda, just a chance to catch up, as a thank you from the Authority for everyone's hard work over the year.**
- **As a Welsh learner, I would appreciate a safe, informal place/time to practice speaking more.**
- **More social events. An opportunity for staff to go out and do outreach.**
- **Health and Wellbeing events outdoors for staff to get together.**
- **Encourage departments to organise more volunteering or demonstration days where staff can get a taste of colleagues' work/projects.**
- **By working in hybrid, there may be a greater scope to attract disabled people to seek jobs when travelling to work may be a barrier.**
- **An afternoon in one of the properties to host a hog-roast as a social day.**
- **Re-start the Health and Wellbeing group, and give it the support and recognition required.**
- **Yoga sessions and providing lunch for everyone on an office day.**
- **More staff days/events scheduled to boost morale and strengthen relationships**
- **Given that money is tight for most people – offering discounted travel for social evenings, discounted group bookings for sporting occasions/concerts. A Christmas Fair catering for families instead of hosting several Christmas parties and it could be open to the public to raise money for charity.**

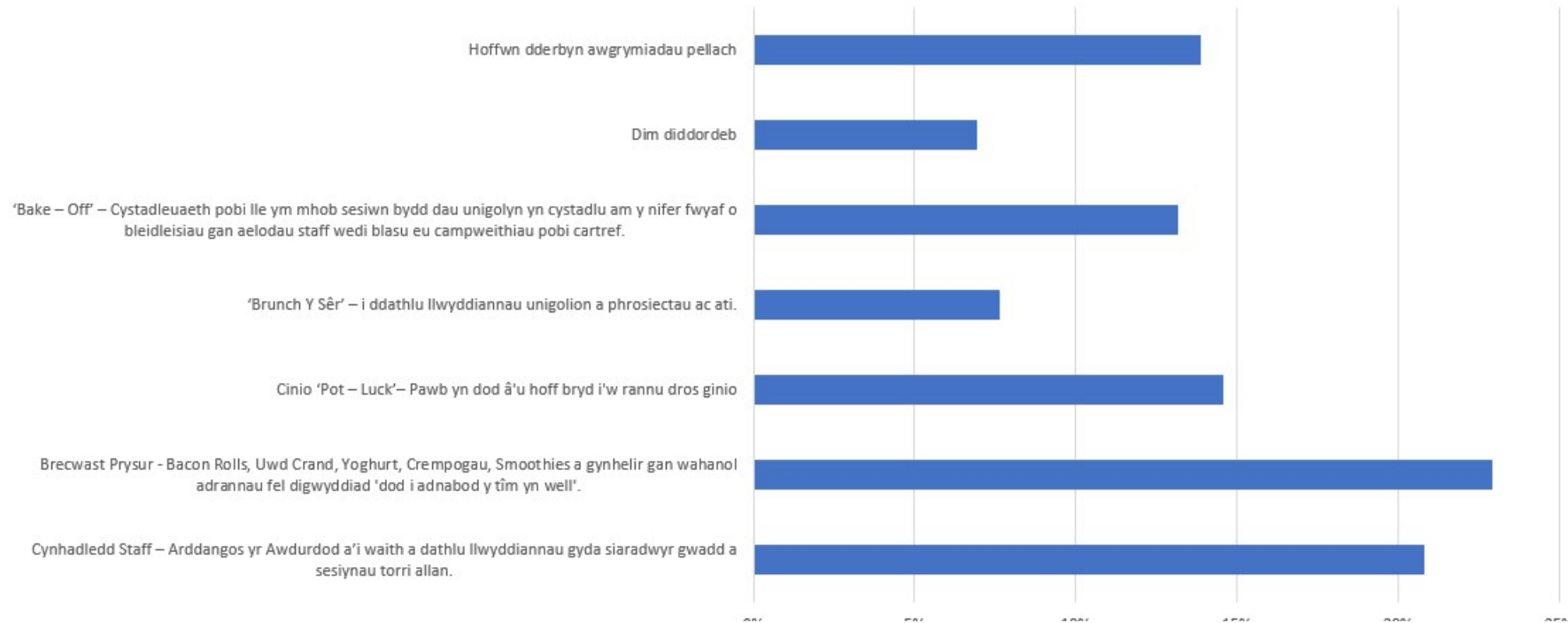
Q30./ Ydych chi'n teimlo y gallai gweithio mwy o gartref nag yn y swyddfa lesteirio eich datblygiad a'ch dilyniant?  
Q30./ Do you feel that working more from home than in the office could hinder your development and progression?



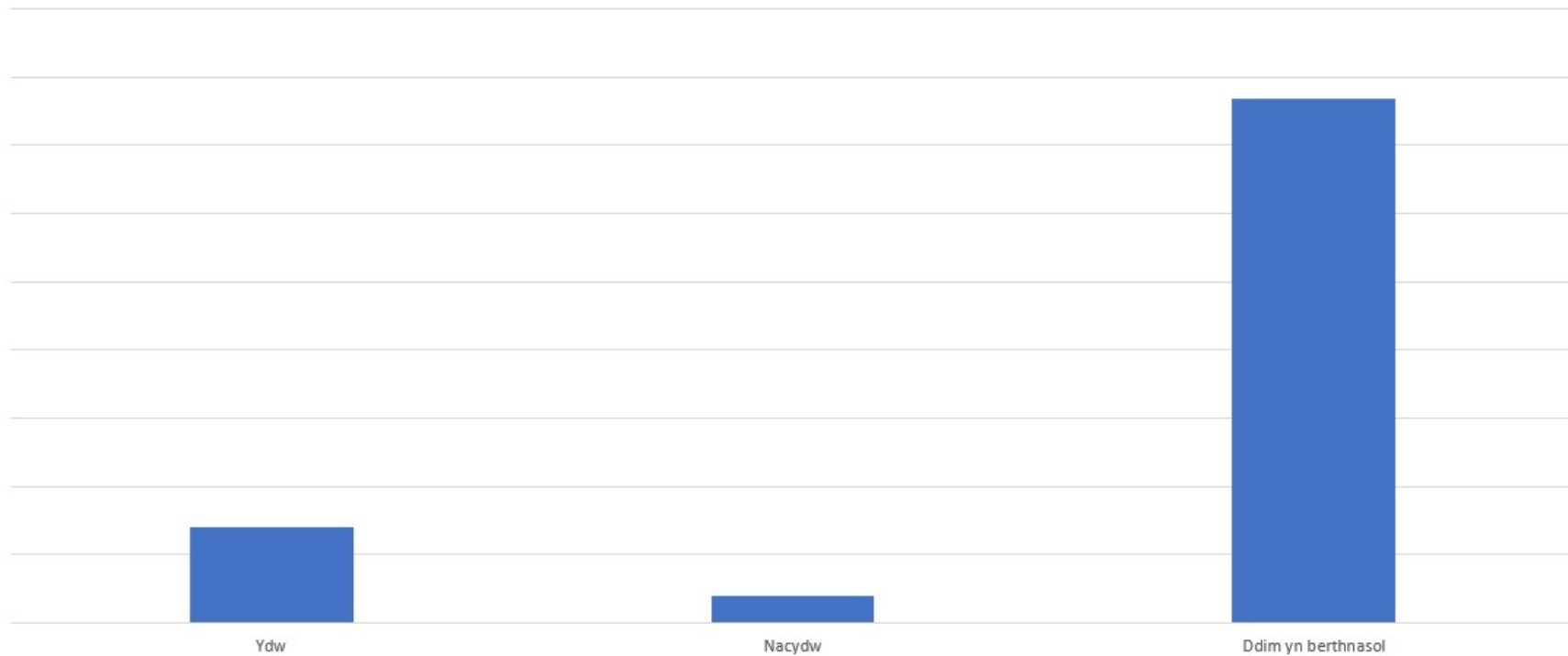
Q31./ Pa mor aml ydych chi'n meddwl y dylai'r Awdurdod gyfarfod ar y cyd ar gyfer digwyddiad pob aelod o staff?  
Q31./ How often do you think the Authority should meet jointly for an all-staff event?



Q32./ A fyddai unrhyw un o'r syniadau digwyddiadau staff canlynol o ddiddordeb i chi o gwbl?  
 Q32./ Would any of the following staff event ideas interest you at all?

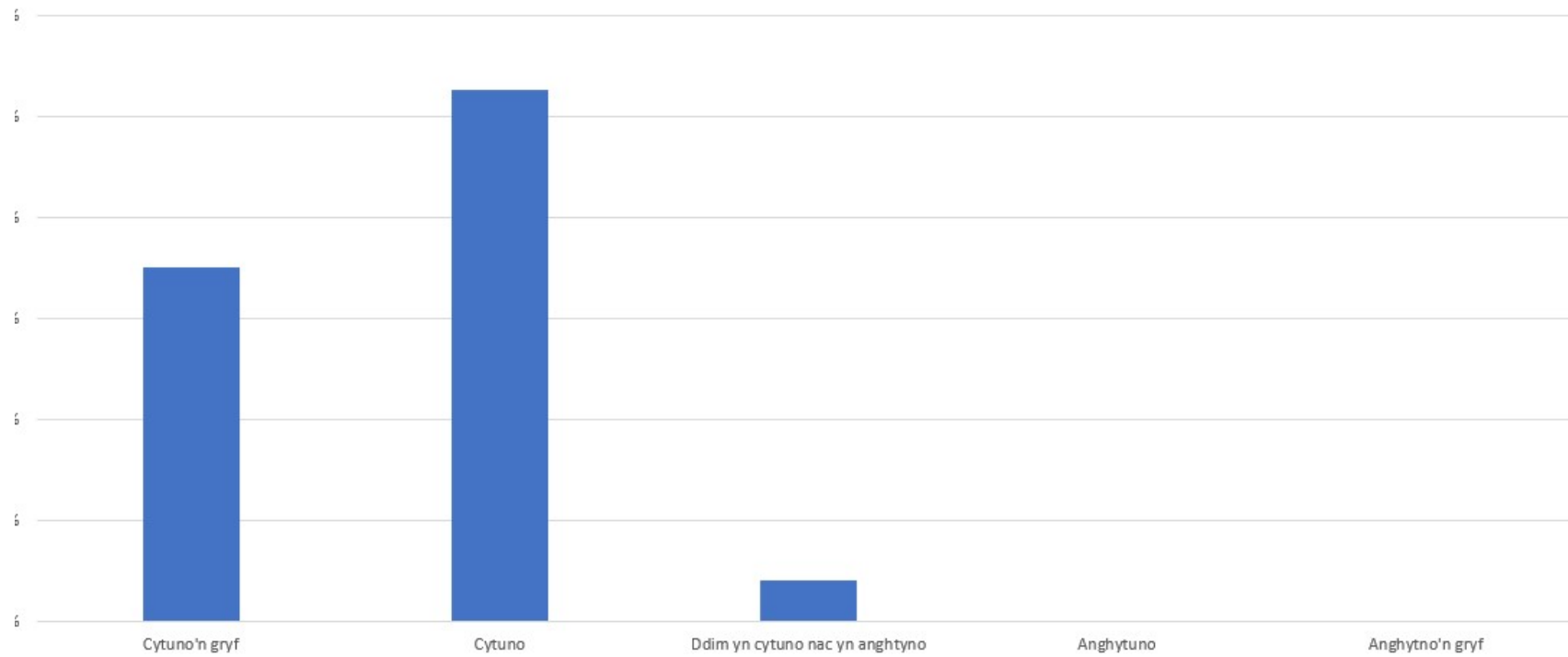


Q33./ Os wnaethoch chi gychwyn gweithio yn yr Awdurdod yn ystod y 12- mis diwethaf, ydych chi'n teimlo eich bod wedi cael digon o gefnogaeth gan yr adran ac/neu reolwr?  
Q33./ If you started working at the Authority in the last 12-months, do you feel you have received enough support from the department and/or manager?





Q34./ Ydych chi'n meddwl bod yr Awdurdod yn le da i weithio?  
Q34./ Do you think the Authority is a good place to work?



Q35./ Hoffwn glywed am unrhyw sylwadau pellach ac/neu awgrymiadau yr hoffech eu gwneud ynghylch unrhyw agweddau ar yr arolwg hwn neu waith yr Awdurdod.

**Rhai o'r sylwadau dderbyniwyd:**

- **Ystyried effaith cyfunol newidiadau ar unigolion a'r Awdurdod.**
- **Angen cysidro polisi wedi ei addasu ar gyfer staff sy'n gweithio allan yn y maes.**
- **Nid oes un esgid yn ffitio pawb.**
- **Mae gweithio o adref wedi galluogi i'r Awdurdod symud tuag at swyddfa ddi-bapur a chynaliadwy.**
- **Mae gweithio o gartref yn fantais i nifer ohonom. Rwy'n credu y dylai newidiadau sicrhau bod modd monitro'r system i atal ei cham-ddefnyddio.**
- **Mae angen cyflwyno unrhyw newidiadau ddaw yn ofalus fel nad ydyn nhw'n effeithio ar y balans o fewn y gweithle ac ymrwymiad pobl i weithio.**
- **Bysa'n braf gweithio i gyflogwr sy'n teimlo'n fwy 'forward thinking' ac yn arwain y ffordd i'r byd gwaith newydd.**
- **Gweithredu tegwch i pawb.**
- **Angen amlygu agweddau mwy positif o weithio i Barc Cenedlaethol.**
- **Diolch am y gefnogaeth i staff weithio mewn ffordd sy'n eu galluogi i wneud eu gorau dros eu swydd a'r Awdurdod a hefyd drostynt ei hunain.**
- **Mae'n rhaid cofio mae yma i wasanaethu'r cyhoedd yda ni, ac felly mae yna ddisgwyliad i ni fod ar gael yn ystod oriau gwaith arferol i wasanaethu'r cyhoedd.**
- **Rwyf yn falch iawn o gael y cyfle i weithio'n hybrid gan yr Awdurdod. Mae'n sicr yn gwneud bywyd teulu yn llawer haws.**
- **Angen cysondeb ar draws yr Awdurdod.**

Q35./ I would like to hear about any further comments and/or suggestions that you would like to make regarding any aspects of this survey or the work of the Authority.

**Some of the comments received:**

- **Consider the combined impact of changes on individuals and the Authority.**
- **Customized policy required for staff working out in the field.**
- **One shoe does not fit all.**
- **Working from home has enabled the Authority to move towards becoming a paperless and sustainable office.**
- **Working from home is an advantage for many of us. I think changes should ensure that the system can be monitored to prevent its mis-use.**
- **Any changes that come need to be introduced carefully so that they don't affect the balance within the workplace and people's work commitment.**
- **It would be nice to work for an employer who is more 'forward thinking' and leading the way into the new world of work.**
- **Implement fairness for all.**
- **Need to highlight the more positive aspects of working for a National Park.**
- **Thank you for supporting staff so that they are enabled to work at their best in their job and for the Authority and also for themselves.**
- **We have to remember that we are here to serve the public, and so there's an expectation for us to be available during normal business hours to serve the public.**
- **I am delighted to have the opportunity to work hybridly by the Authority. It certainly makes family life a lot easier.**
- **There needs to be consistency across the Authority.**

<b>MEETING</b>	Performance & Resources Committee
<b>DATE</b>	12 <sup>th</sup> July 2023
<b>TITLE</b>	<b>(DRAFT) RECREATION STRATEGY</b>
<b>REPORT BY</b>	Access and Well-Being Manager
<b>PURPOSE</b>	To present the draft document with a view to authorising and issuing this for 4-week consultation period.

## 1. BACKGROUND

- 1.1 The original Recreational Strategy (2012 – 2017) was drawn up by the Forward Planning department within the National Park Authority. There was a requirement to update this previous text document to ensure relevance and that it is fit for purpose.
- 1.2 Given the increasing numbers partaking of activities in the countryside, it is important that the Authority is proactive in this sector.

## 2. KEY POINTS

- 2.1 The new document in **Annex 1**, is closely aligned with the statutory Management Plan (Cynllun Eryri) and its objectives and the special qualities of the National Park.
- 2.2 The document encompasses as far as possible the latest in trends in the outdoor recreational sector and ensures that activities are sustainable.
- 2.3 The strategy considers the needs of visitors, local communities, and the disabled and less abled sectors alike.
- 2.4 The strategy is proactive in its approach to infrastructure improvements and access orientated projects, which are undertaken as part of our work or in partnership with other stakeholders, where the NP will actively promote least restrictive option principles wherever possible.

- 2.5 The strategy is flexible enough to ensure that we are ready to work with others where legislative changes may occur in the future, including access to water or any changes to access provisions for Public Rights of Way or access land.

### **3. INNOVATIONS**

- 3.1 The second half of the document contains a new approach to the recreational sector. This is based on “activity statements” relevant to each and every type (of known) activity that occur within the National Park which by today is widely variable.
- 3.2 These statements outline the Authority’s stance on the various activities in this sector and how the Authority will respond to these activities and work with all stakeholders (such as user groups, landowners and land managers, other local authorities, and the Local Access Forums) to encourage and promote good practice, and be ready to help resolve issues where they arise.
- 3.3 In terms of recreational management it is important that the National Park Authority is seen as a positive and proactive influence, and is ready to respond to, and work with, others within the sector.

### **4. RESOURCE IMPLICATIONS**

- 4.1 It is not envisaged that there will be any additional strain within existing operational budgets to deliver the objectives of the Recreational Strategy.

### **5. RECOMMENDATIONS**

1. That Members approve the content of the draft Recreational Strategy (**Annex 1**) as presented.
2. That Members approve an external consultation period of 4 weeks with a further 4-week period thereafter to consider responses and incorporate any relevant changes to the document before returning to the Authority for approval the final document.

## **Annex 1: Draft copy of the Recreational Strategy**

# ERYRI NATIONAL PARK RECREATION STRATEGY

2023 - 2028



■ Parc Cenedlaethol Eryri  
■ Eryri National Park





## Record of Input and Review

<b>Name</b>	<b>Date planned/completed</b>
Initial input from relevant internal staff: Partnership Manager, Head of Engagement, Heads of Wardens and Head of Conservation and Agriculture	<b>June 2022</b>
Initial Input from Chief Executive	
Management Team	<b>January 2023</b>
Consult Local Access Forums	<b>Initial Draft June 2022</b>
Presentation to Fforwm Eryri	tba
Access Committee	<b>February/ April 2023</b>

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## Introduction

### Purpose of the Recreation Strategy

Section 1 of this strategy will set out how we will fulfil the relevant Outcomes of the National Park Management Plan (Cynllun Eryri) and in Section 2 it will set out our policy position and any relevant actions in relation to specific recreational activities. The strategy will be concurrent with current Welsh Government policies affecting all aspects of recreational activities and access relevant to the National Park, which includes its key role in the health and well-being agenda through the Well-being of Future Generations Act.

The Strategy introduces a series of strategic Outcomes and Actions which will be addressed over the next five years. It is important to note that this document has the ability to adapt to any future changes that may be made to the National Park's Management Plan in terms of recreational management. This document has also considered the effects of the Covid pandemic and changing patterns of use experienced by local communities and visitors alike for access and recreation and the value of those recreational networks for Health & Well-being.

Section 2 is organised according to individual activities; some are cross-cutting, have been updated, and identified as being vital in providing sustainable recreation management for one of the nation's most iconic areas. Setting our clear policy statements for these activities and delivering on the identified actions will help capitalise upon the positive aspects of recreation whilst managing other aspects such as increasing traffic levels, localised habitat degradation, conflicting land use and the dilution of Eryri's sense of place. A number of actions addressed do cross-over and are relevant to other activities.

Although published and coordinated by the Eryri National Park Authority, the Strategy is relevant to all those communities and stakeholders who may be affected by recreational activities, particularly those who are closely involved in managing, promoting, and taking part in those activities. Section 3 sets out how we will implement, monitor and review the strategy. Accordingly, the Outcomes and Actions presented here should be implemented jointly with partner organisations taking forward agreed principles and actions. The Authority will provide leadership if progress is lacking in any aspect of the Strategy's content – either through direct action, by way of Officer intervention or establishing effective and targeted partnerships where appropriate with other organisations and stakeholders to manage specific issues.

It is accepted that not all Actions may be completed within the initial 5 years; this strategy follows the original Recreational Strategy document 2012 – 2017 and its aims must follow in the relevant sections of the Cynllun Eryri (2020-2025) and also our partners' ways of working. It is a Strategy based on positive ambition with sustainable outcomes.



## Special Qualities

Special Qualities are the defining characteristics of a National Park; they are distinctive and pronounced and set the area apart. Although some qualities may be present in areas outside the Park boundary, it is within the boundaries that they are most prevalent and marked. Providing a definitive list is difficult as many aspects, such as Eryri's inspirational features tend to be intangible and perceived and appreciated differently by individuals. However, through consultation and discussion with organisations and communities, a range of Special Qualities have been identified as important and distinctive to the area. They are:

1. Diverse landscapes: the diversity of high-quality landscapes and coastal areas within a small geographic area - ranging from coast to rolling uplands to the rugged mountains for which Eryri is famed.
2. Community cohesion: the robust sense of community cohesion, belonging and vibrancy which combine to give a strong 'sense of place.'
3. Vibrancy of the Welsh language: as the primary language in many social and professional environments. This aspect is evident in local place names that reflect the area's cultural heritage.
4. Inspiration for the Arts: an area which has inspired some of the nation's most notable culture, folklore, art, literature and music, an influence which continues to the present day.
5. Tranquility and solitude: the opportunity for people to understand and enjoy the National Park actively, whilst maintaining areas of tranquility and solitude, thus promoting aspects of health, well-being, and personal reflection
6. Extensive recreation: opportunities for recreation, leisure and learning for people of all ages and ability.
7. Historic landscapes: landscapes and townscapes which chart human interaction over centuries, from Neolithic times to the present day. This is evident in archaeological remains, place and field names, oral and written history, and present-day land management practices. Eryri's architectural heritage is reflected in the density of Listed Buildings and the wider historic environment.
8. Renowned Geology: complex, varied, and renowned geology, vital in influencing the disciplines of geology and geography internationally.
9. Internationally important species and habitats: varied biodiversity reflecting Eryri's landscapes, geology, land management practices and climate. Some species and habitats are of national and international significance, for example species which are remnants of the last Ice- Age, providing a glimpse of semi-Arctic habitats. Eryri is the most southerly point in the UK for many such species.





## Scope

For the purposes of this document, recreation is defined as “any leisure activity being undertaken for enjoyment.” Recreation activities may also be termed as active or passive/non-active. Fundamentally seeking `recreation` and enjoyment is a fundamental part of the human psyche in terms of health and well-being.

Although there is recognition that certain areas are used more intensely for recreation, most notably yr Wyddfa, the Ogwen Valley (Carneddau and Glyderau) and the Conwy Valley and the ‘honey-pot’ villages of northern Eryri such as Capel Curig, Betws y Coed, Beddgelert, Llanberis, Nant Peris and Rhyd Ddu. Certain other areas in the south and east of the National Park also find themselves busier such as Cader Idris, Harlech, Dyffryn Ardudwy, Aberdyfi, Dolgellau and Llyn Tegid, Y Bala.

However, no areas are explicitly focused upon within the Strategy as the pressures facing those areas are similar in nature, although their scale may vary from place to place. Specific action plans will be developed as necessary to address such instances – the role of this document is to provide a Park-wide strategy for sustainable recreation management. In addition, trying to define a single area or specific activity using linear borders may deflect attention away from the Strategy’s content and only prove to be academic whilst detracting from the ethos of appreciation and enjoyment of Eryri’s Special Qualities.

Whilst the strategy focuses on the NP area, we acknowledge the importance of areas outside our boundary including nearby towns, three adjacent Areas of Outstanding Natural Beauty (AONB), the UNESCO World Heritage site of Harlech Castle the Slate Landscape of Northwest Wales World Heritage status, and parts of the Dyfi Biosphere Area. We will work with other Local Authorities and stakeholders on cross boundary issues when required.





## Strategic Context

This plan will be delivered in the context of a number of organisational and local/national strategies as well as legislation including:

- Cynllun Eryri 2020
- SNPA Wellbeing Objectives and Corporate Work Program
- Gwynedd and Eryri Visitor Economy Strategy
- Well-Being & Future Generations Act (2015)
- Highways Act 1980
- Countryside Act 1968
- Wildlife and Countryside Act 1981
- Countryside & Rights of way Act (Wales) 2000
- Environment Act 1995
- Equality Act 2010
- Rights of Way Improvement Plans (ROWIP) – Gwynedd and Conwy Councils
- National Parks Act 1949
- Gwynedd & Eryri Sustainable Visitor Economy Plan to 2035





## Background

### Eryri National Park

Designated in 1951 following the Hobhouse Report (1947) which was the basis for the establishment of all National Parks in Britain, and Eryri National Park (NP) was the first to be established in Wales and is the most extensive. The NP covers 2,132 square km (823 square miles) and stretches from Conwy in the north towards the Aran Mountains in the east. Its boundary then follows the Dyfi Valley as its southernmost point towards Cardigan Bay in the west, before following the coastline back towards the slate quarrying areas of the north and to the north coast. It contains Yr Wyddfa (Snowdon) the highest mountain in Wales.

The National Park Authority has two statutory duties to:

***Conserve and enhance the natural beauty, wildlife, and cultural heritage of the area.***

***Promote opportunities for the understanding and enjoyment of the special qualities of the area by the public.***

***The National Park Authority is also duty-bound, in pursuing these purposes to foster the economic and social wellbeing of local communities.***

It is also important that any activity or development that takes place within Eryri National Park should be mindful of the `Sandford Principle`:

***“If there is a conflict between protecting the environment and people enjoying the environment that cannot be resolved by management, then protecting the environment must always take priority.”***





**The Special Qualities of the National Park define our reason for designation as a National Park in 1951, they are:**

1. Diverse Landscapes
2. Community Cohesion
3. Vibrancy of the Welsh Language
4. Inspiration for the Arts
5. Tranquility and Solitude
6. Extensive Recreational Opportunities
7. Historic Landscapes
8. Renowned Geology
9. Internationally important species and habitats

Whilst relating to many of the above Special Qualities, this strategy directly concerns itself with Special Quality 6 i.e., Extensive Recreational Opportunities and its potential impact on the other special qualities.





In terms of governance, the National Park Authority has three strategic plans:

- A National Park Management Plan (Cynllun Eryri 2020-25): a partnership document that outlines a shared vision for the area.
- Local Development Plan: as the local planning authority for the National Park area, the LDP seeks to express Park purposes and duties in terms of land use, planning and development policies.
- Well-being Statement: which sets out how we utilise our resources as an organisation and sets priorities for the work of the Authority.

Cynllun Eryri and the LDP have a shared vision which has been agreed through wide consultation with many of our partner communities and organisations, which is:

***A culturally rich National Park with a thriving green economy, world class visitor experience and a major contributor to the well-being of our nation.***

*By 2045 Eryri will continue to be a protected and evolving landscape, safeguarded, and enhanced to provide a rich, varied, and resilient natural and historic environment; providing wellbeing benefits locally, nationally, and internationally.*

*National Park purposes will be delivered through a diverse and prospering economy adapted to the challenges of climate change and founded on natural resources – its landscape qualities, opportunities for learning and enjoyment, cultural and natural heritage.*

*With thriving bilingual and inclusive communities, partnership working will have demonstrated that more can be achieved through working together.*

*Communities will have adopted innovative solutions in a changing world – a low carbon economy will have strengthened residents' link with the environment, providing a better standard of living and ensuring Eryri's reputation as an internationally renowned National Park and one of the nation's breathing spaces.*

This Recreation Strategy will be guided by the above vision and the principles set within Cynllun Eryri.





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## Recreation in Eryri

For generations Eryri has provided a world-renowned recreational venue and a long association with a wide variety of outdoor activities using promoted routes, the Rights of Way network and under the Countryside and Rights of Way Act (2000) `access land`. Footfall figures are substantial and the most recent visitor monitoring figures (2019) for the mountainous areas indicate that over 550,000 thousand people alone visited Yr Wyddfa- Snowdon itself, 140,000 in the Ogwen Valley and 60,000 on Cader Idris.

The area is also of significant importance to local communities for outdoor recreation, and health and well-being.

The area was influential particularly during the early days of mountaineering, an association which was endorsed by Sir John Hunt and his team before the first successful ascent of Everest. Countless artists have gained inspiration from the Special Qualities of the NP. During the nineteenth century the area was visited by leading scientists such as Adam Sedgwick, Charles Darwin, and James Hutton, who were all influential in developing our understanding of our natural and physical environment and the study of Eryri's biodiversity, geomorphology and geology are still very popular leisure, recreational and educational activities.





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Initially recreational activities had little impact upon the environment and communities of Eryri, mainly because they were not accessible to the wider public. Over the past 60 years with increasing leisure time and the area's accessibility from the centres of population particularly in the northwest and the midlands of England, Eryri has become increasingly popular for an ever-widening range of recreational activities, from our coast to the mountain peaks, gaining a reputation as one of the UK's premier adventure destinations.

Whilst the health and economic benefits of recreation are significant and encourage people to get outdoors, increasing numbers of users in specific areas can be detrimental to those features that the NP is tasked to protect.

Most `people pressure` is felt in the uplands of northern Eryri, primarily Yr Wyddfa (Snowdon) due to the number of people enjoying its summit and vistas. Elsewhere villages such as Betws y Coed and Beddgelert can suffer from acute traffic congestion particularly during the summer months. Such intense and concentrated activity can inadvertently harm Eryri's Special Qualities which people come to enjoy, for example tranquillity which sometimes creates unease between user groups, local communities and landowners, and their need to sustain a viable agricultural economy and a protected landscape. This document seeks to balance people's recreational needs with the need to conserve and enhance Eryri's Special Qualities for future generations.





Due to its longstanding reputation for providing diverse opportunities, the area benefits from a good recreation infrastructure which is enjoyed by millions of individuals annually; notwithstanding those issues relating to the upkeep and maintenance of those resources. The National Park, its hinterland, coast, and periphery also host a number of outdoor activities, education centres and associated private businesses which make a significant contribution to the regional and local economy. The most notable of these are the National Mountain Centre at Plas y Brenin in Capel Curig, Gwersyllt Yr Urdd Glanllyn, and the Trawsfynydd Lake Angling Centre, all of which attract visitors, organisations, and groups from the UK and beyond.

The area also contains the National White-Water Centre at Tryweryn, the Outward-Bound Centre at Aberdyfi, Treetops Adventures in Betws y Coed, Dolgarrog Surf Centre, the various Zip Wires and Go Below activities in Blaenau Ffestiniog on the National Park's periphery. The National Water Sports Centre for Wales at Plas Menai, also close to the National Park, also uses sites within Eryri. The existence of these centres, alongside other multi-activity centres such as Natural Resources Wales Coed y Brenin Forest Park, allow people to experience a wide range of activities. These are in addition to other areas managed for public benefit by the Eryri National Park Authority, Natural Resources Wales (NRW), the National Trust and the Woodland Trust.

Cultural recreation is also important to Eryri. The National Park's landscape, language, history, traditions, culture, and historic environment combine to provide a unique sense of place enjoyed and appreciated by millions of people each year. Eryri and its environs support several centres of cultural and historical excellence, for example the National Welsh Slate Museum in Llanberis, Llechwedd Slate Museum in Blaenau Ffestiniog, Yr Ysgwrn, Trawsfynydd and six separate heritage steam railways. These are in addition to an UNESCO World Heritage site at Harlech Castle and the World Heritage Site of the Slate Landscape of Northwest Wales, as well as numerous sites managed by Cadw - the Welsh Government's historic environment service.

The region also hosts many local outdoor activity clubs and associations including those for canoe and kayaking, cycling, fell running, orienteering, swimming, walking, climbing, angling, paragliding, and caving.



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In terms of land use, most of the land within the National Park is privately owned and exclusively used for agriculture or forestry.

In terms of its access provisions within the NP boundary we have:

- 42km permissive paths
- 2400km of Public Rights of Way
- 268km bridleways
- 50km restricted byways
- 25km byways
- 98,000 Ha CRoW<sup>1</sup> access land (which accounts for some 46% of the Eryri National Park)

It is important to consider that the National Park is not the statutory highways authority for Public Rights of Way. This duty lies with both Conwy and Gwynedd Councils within their respective areas. However, the SNPA undertakes considerable work on their behalf under limited management agreements - although the SNPA is the authority for matters pertaining to CRoW access land and manages CRoW restrictions and exclusions and some longer distance routes within that access land.

The modern cultural landscape continues to be moulded by local farming communities proud of their association with this exceptional area. Recreation management and development must have regard for agriculture and the landscape's productive functionality and its role in shaping Eryri. Conversely, land management sectors should be aware of the wider social, economic, health and well-being benefits that the recreation sector can bring to the local and visiting public, which is the role of the NPA and our second statutory purpose.

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<sup>1</sup> Land designated as 'access land' by the Countryside and Rights of Way Act (CRoW) 2000 which is freely accessible to the public.





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## The National Park Authority's Aim for sustainable Recreation within Eryri National Park

The National Park adheres to the definition and principles of the United Nations World Tourism principles for sustainable tourism and recently adopted by the Gwynedd and Eryri Sustainable Visitor Economy Plan 2025

### SUSTAINABLE DEVELOPMENT

*“Tourism that takes full account of its current and future economic, social and environmental impacts, addressing the needs of visitors, the industry, the environment and host communities”*

United Nations World Tourism Organisation (UNWTO)

### Gwynedd and Eryri Sustainable Visitor Economy Plan 2035

The Principles of the Gwynedd and Eryri National Park Visitor Economy Following a number of consultation sessions with Elected Members, communities, the visitor economy sector and other organisations, we have agreed on the following Sustainable Visitor Economy Principles:

1. Celebrate, Respect and Protect our Communities, Language, Culture and Heritage
2. Maintain and Respect our Environment
3. Ensure that the advantages to Gwynedd and Eryri communities outweigh any disadvantages





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In terms of sustainable recreational management, our Recreation Strategy must align itself closely with the broader and agreed principles outlined within Cynllun Eryri the Eryri National Park Management Plan.

Eryri National Park will continue to be a renowned, high-quality destination that provides a wide range of recreation opportunities, catering for all levels of experience and expertise. The National Park's diverse landscape will continue to inspire and provide a range of experiences for local people and visitors alike, becoming an exemplar and ambitious destination celebrated for sustainable, innovative, and effective recreation development.

Whilst the NP Authority understands that recreation can make a significant and positive contribution to the local and regional economy the Authority's emphasis will be on sustainable recreational management and where recreation will at best enhance the quality of Eryri's Special Qualities and at worst be neutral in impact and that the NP will seek to ensure that recreational activities should occur only where appropriate and when they are not detrimental to its special qualities. The NP and its partners, through discussion, cooperation and by the promotion of good practice will be ready to give appropriate advice and also mediate when and where required between user groups, individuals, and other stakeholders, to ensure that activities are appropriate and sustainable.





Sustainability will permeate the sector demonstrating: respect for the natural environment, the agricultural sector, our cultural heritage, and the Welsh language, by exceeding legislative requirements.

It will base itself on being carbon-aware by encouraging more use of sustainable transport methods – i.e., shared transport and the use of public transport services and promoting the sourcing of goods and services as locally as possible. It will exemplify good practice in encouraging reductions in energy use and focus on waste and plastic reduction. Recreation's positive economic and social impacts will be maximised for the benefit of those living and working locally and where its positive contribution can be valued by local communities and businesses.

Recreation opportunities shall be available to all, irrespective of age, ability and social or ethnic background, with the needs and expectations understood and catered for wherever possible. Recreation in Eryri does and will continue to deliver significant health and wellbeing benefits for individuals the local communities and our wider society.

Recreation will play its part in helping the National Park Authority and its partners in making Eryri a good place to live, enjoy, work, visit and invest in for the future.

The National Park will also work together with other relevant authorities and lead bodies in the promotion of good practice ncluding the Countryside Code and any other useful information.



## Section 1 - What are we going to do?

In recent years, the outdoor sector has grown significantly within the NP – more especially following post Covid lockdown where the level and demands for outdoor activity has been unprecedented. This requires that the NP ensures that our fundamental purposes are not compromised and that we inspire a more sustainable approach to recreation throughout the recreational sector and seek to mitigate against those that may be prejudicial to local communities, other users within the NP and our landscapes.

All principles and subsequent actions arise from the NP Management Plan and the outcomes required from this sector are as follows:

### Sustainable Tourism

**Outcome A1 of the NP Management Plan to ensure that sustainable tourism principles are achieved.**

A1.1 - Develop guiding principles and thresholds in relation to visitor impacts on the environment and landscape. The principles will define when further action in the form of area-based management plan is required.

A1.2 – Ensure upland paths are well maintained to manage the impact of erosion and prioritise work based on the number of footpath users.

A1.3 – Take a pragmatic approach to reduce litter.

A1.4 – Reduce the impacts of parking and transport on the environment and landscape.

A1.5 – reduce any negative impacts of recreational activities.

## Actions

- Where there is a proven adverse effect then the SNPA will promote mediation, encourage dialogue, and sponsor good practice including the use of specific national and/or agreed Codes of Conduct, specific Recreation Charters and general advice given in the SNPA's Event Guidance. These will guide and assist individuals, user groups, conservation, and land managers to plan accordingly and to achieve positive outcomes from recreational activity management.
- Improve communication, interpretation, and site management to reduce instances of habitat or wildlife disturbance by providing information specifically targeted at the recreational sector on why sites are protected and how people can adjust or moderate their activities accordingly whilst enjoying the outdoors.
- Improve interpretation / signage, which discourages inappropriate recreational activities which impacts upon the environment, tranquillity, and traditional land management practices.
- Address any negative impacts of recreation on biodiversity and landscapes, especially in areas of high use with mitigation measures detailed in the local action plans.
- Provide guidance and advice on best practice for those organising and taking part in events, advising on suitable dates, routes, the use of sustainable transport, litter minimisation and control, mountain safety and post event management and to provide other relevant stakeholder information (*within the constraints of data protection*). We will work closely with events teams of both Gwynedd and Conwy Councils when required.
- Discourage any events which are proven or likely to be illegal or are detrimental to Eryri's local communities, special qualities, biodiversity, and habitats, or to other people's enjoyment of the Special Qualities of the National Park.
- Review research into the capacity of areas to cope with the recreation demand, commissioning new research if required, including aspects such as erosion, habitat degradation and sustainable transport and parking. Any new recreational developments must ensure that they are appropriate and are able to mitigate against any adverse effects that increasing use or a wider range of activities which may occur in the longer term.
- Tranquillity and solitude are an important and special feature of the National Park and high-volume activities in areas such as the Rhinogydd will not be favoured to enable them to remain as quiet areas for recreation and enjoyment by the public.

To work with other authorities and by using relevant legislative powers to reduce the negative effects of irresponsible illegal off-road vehicular recreation on the Special Qualities of the area and work with formal stakeholders within this sector to promote good practice on those legally available routes.





## Climate Change

*“Climate change models predict that Yr Wyddfa will experience higher instances of drought and heat in the summer, mirrored by more extreme rainfall and stormier, milder winters. These changes may alter the NP’s ability to sustain some of its special qualities.” (NPMP 2020)*

**Outcomes A1 (as above) & A3: We are prepared for the impacts of climate change and are reducing our carbon footprint.**

A1.4 – Reduce the impacts of parking and transport of the environment and landscape.

A3.1 – Reduce the carbon emissions of the Eryri National Park

A3.2 – Safeguard and increase the amount of carbon stored in Eryri.

A3.3 – Implement climate change mitigation measures.

## Actions

- Manage the effects of extreme weather events upon upland and other promoted routes and build/repair/maintain these to be as resilient as possible for the future.

## Cultural Heritage and Historic Environment

*“The cultural heritage and identity of Eryri are not as notable as the landscapes and biodiversity. Our cultural heritage has evolved over centuries of human interaction with the land by way of farming, quarrying, and mining as well as its intangible associations through legends, stories, and distinctive names.” NPMP (2020)*

**Outcome A6 – Cultural Heritage and the Historic Environment** – Eryri is a leading example in Wales of how to care for and champion cultural heritage and the historic environment.

A6.3 - Develop and implement landscape scale projects which benefit the historic environment.

The cultural identity of Eryri is as notable and unique as its landscape and natural heritage. Several of the National Park’s Special Qualities relate to its language, cultural heritage, historic environment, and cultural associations. These factors combine to provide a strong sense of place which makes Eryri, in the context of recreation, unique whilst enhancing recreation opportunities within it.

The Strategy seeks to enhance enjoyment and appreciation of Eryri’s sense of place.

### Actions

1. Develop the concept of ‘cultural gateways’ to improve access to cultural recreation by supporting cultural attractions in key locations and for specific themes e.g., industrial heritage, archaeology, and Welsh culture.
2. Support events and festivals which celebrate the National Park’s Special Qualities by providing publicity and advice.
3. Support regional strategies and projects which highlight Eryri’s inspirational qualities and promote relevant associated recreation activity.
4. Highlight the value of sense of place and improve consideration and understanding of the areas uniqueness and intangible cultural heritage, including the Welsh language, within the recreation sector, for example by providing mountain guides and accommodation providers with advice and training on aspects of cultural and linguistic heritage. Support and deliver improvements to the physical linkages between heritage sites and attractions by improving or providing new access points, trails, and information where appropriate.
5. Emphasis will be placed on the use of original local Welsh place names to protect them and promote awareness of their origins and highlight their significance and meaning within Welsh culture.





## Access including access for all.

**Outcome B2 and elements of B1 - Residents and visitors can access a variety of routes in the National Park aimed to improve physical and mental health.**

B1.2 (Health & Well-being) Promote and enable a diverse range of activities that improve well-being.

B2.1 Create a plan and focus resources on promoting, developing, and maintaining well marked long distance trails, accessible trails, multiuser trails (particularly cycling and mountain bike routes), promoted routes and links and loops between towns and villages.

B2.2 Ensure that the Rights of Way network is effectively prioritised, and that responsibilities and standards are clear, with the NP focusing on multi users trails and upland paths.

B2.3 – Improve access opportunities for disabled people and those socially excluded groups.

Providing an infrastructure appropriate to the needs of a wide range of recreation user groups is vital to the delivery of the Strategy's Aims. For the purposes of this Strategy, the recreation infrastructure includes Public Rights of Way furniture, car parks and visitor facilities. Providing such improvements, will encourage a wider section of the public to take part in recreational activities whilst improving the distribution of recreation opportunities throughout Eryri.

The NP will adopt a least restrictive option and such as a `miles without stiles` philosophy to create a more accessible Eryri and seek to work with local authorities and other agencies to remove barriers and to provide more opportunities for the less able, disabled and socially excluded users' wherever possible. Providing more opportunities and improving infrastructure also creates wider opportunities for improved social inclusion, health and well-being and has wider socio-economic benefits.





## Actions

- Continue to improve access and maintain upland footpaths especially on those routes and Public Rights of Way where our service level agreements allow, access to open access land and the suite of promoted routes throughout the National Park.
- Seek agreement for the use of redundant railway track beds for use as recreation trails wherever resources allow.
- Identify the needs of specific recreation groups to ensure that new or upgraded routes and infrastructure are built to the proper standard particularly those routes highlighted as all ability and/or accessible routes for the disabled or less abled with an adherence to the least restrictive option as a fundamental principle. wherever conditions allow.
- Identify potential long distance and circular family friendly community routes that add value to existing trails.
- Improve connectivity and standard of the bridleway network when resources and opportunities present themselves.
- Develop a more sustainable approach for any new and innovative recreational activities that may develop in Eryri whilst protecting its Special Qualities. *This may be influenced by any future legislative changes made by WG for example `shared user routes` on Public Rights of Way or any future changes to allowable activities within CRoW access land.*
- Through their day-to-day work and Service Level Agreements, the National Park Authority and Gwynedd and Conwy Councils we will work to improve the condition and signage of the National Parks suite of promoted Leisure Network routes and upland footpaths, in conjunction.
- Continue to monitor visitor numbers in areas of high use to enable properly informed decisions to be made in terms of recreational management and any future developments. This information will be made public on an annual basis.

## Access for all

No one should be deprived of experiencing the Special Qualities of Eryri because of physical or social barriers – either perceived or otherwise. However, it is recognised that people from the less able, disabled and those from socially excluded communities, access the countryside less frequently than the general population on average. Therefore, additional efforts are required to address these accessibility issues specifically to ensure equitable societal opportunities.

## Actions

- Seek to increase the length of multiuser and less restrictive paths potentially using redundant track beds and upgrade existing trails where opportunities present themselves and if sufficient resources are available to encourage and enable greater participation.
- Provide a series of facilitated events to encourage opportunities for all to enjoy and experience Eryri's Special Qualities.
- Seek additional resources, targeted by evidence and research, to provide proactive support and encouragement for people from disadvantaged areas to enjoy and experience Eryri's Special Qualities.
- Ensure recreation destinations provide appropriate, affordable, and fully accessible facilities and services for all users by encouraging, supporting, and advising potential providers in this sector.
- Regularly review and report upon the effectiveness of the SNP's current provision for disabled users.
- Encourage the organisers of elite events to provide 'taster' sessions to encourage new participants including those from within local communities.
- Identify sites at which access to inland waters can be improved for disabled and less able people through cooperation with key stakeholders. More especially if there are additional legislative changes that may help facilitate this.
- Work in Partnership to achieve the Park-wide strategic objectives outlined in Cynllun Eryri relevant to this aim. They will include the disabilities access groups and Local Access Forums. See Appendix 3.





## Health and Wellbeing

### Outcome B1 - The National Park is having a positive impact on well-being.

B1.1 – Expand work with partners, health services and Public Service Boards through social prescribing schemes.

B1.2 – Promote and enable a diverse range of activities that improve people's well-being.

B1.3 – Plan a community-based project exploring a range of long, reciprocal relationships between the people of Eryri and the land.

Eryri has an important role to play in promoting and delivering improvements to the nation's health and its wellbeing policies and objectives (and as outlined within the Well Being & Future Generations (Wales) Act 2015). Recreation, both active and passive, helps improve physical and mental wellbeing.

By promoting enjoyment of the National Park's Special Qualities, the Authority and its partners can achieve goals relating to fostering healthier and more active lifestyles for local communities and for visitors alike. Achieving these aims will also encourage more people to enjoy and understand Eryri's Special Qualities.





## Actions

The following actions are specific to all ability recreation within the NP.

- Develop and promote trails / organised walks and other projects which increase awareness among local communities and highlight the health and wellbeing benefits to be found within their local environment.
- Promote Eryri as a destination for healthy recreation activity both nationally and internationally by working with the tourism and health sectors.
- Build upon the successes of the Leisure Networks initiative and seek to increase their use and support promoted circular routes in communities throughout the National Park when opportunities arise, and resources are available.
- Continue to develop a high-quality multiuser network.
- Continue to seek new CRoW `access land` routes and work with landowners to provide access/egress points where such routes present themselves.





## Delivering Economic Benefit

### Outcome C2 – Jobs and Opportunities encourage people to remain in the area.

C2.2 – Support and promote training employment and business-related opportunities related to – or complimenting – the National Parks first purpose and Special Qualities including environmental related sectors.

C2.3 – support and promote training, employment, and business opportunities relating or complimenting the National Parks second purpose and Special Qualities, and the health and well-being theme.

Studies show that activity-based recreation provides at least £1.35b to the regional economy whilst employing some 4,000 people; mostly based on Eryri's mountainous terrain and coast. National studies have also proven the economic value of the historic environment within Eryri there is a high concentration of historic sites such as archaeological, World Heritage sites and a number of listed buildings and notable gardens. Their contribution to the area's economy is significant so their protection is vital to the region's economy, whilst enhancement could bring further sustainable economic development.

## Actions

1. Provide businesses with information on how to engage more fully with this sector with an emphasis on sustainable development.
2. Highlight the economic importance of recreation and improve and encourage consideration in spatial and economic planning.
3. Support programmes aimed at increasing training and skills levels for local young people and groups in this sector.
4. Work with existing partnerships to consider the merits of visitor payback schemes in Eryri to help protect and improve infrastructure and facilities.
5. Encourage and promote the circular walks around villages and smaller settlements. Smaller scale developments of this type can contribute significantly to local communities' health and well-being. The Covid pandemic has stimulated particular interest for locally available community routes within the NP.
6. Work within strategic plans to reduce the seasonality of outdoor recreation activity by promoting sustainable 'out of season' events and Eryri as a 'year-round' destination.
7. Focus future development to areas able to accommodate growth in terms of visitor capacity, access, and public transport and landscape considerations in line with the LDP.

## Actions

1. To encourage and increase community and farmer/landowner participation in managing recreation facilities and services by working within existing partnerships.
2. Maintain existing working partnerships and agreements, seeking to work with stakeholders to promote sustainable practices and approved standards in relation to recreation.
3. Develop and support trails which add value to existing / in- development routes, for example the All-Wales Coastal Path, Taith Ardudwy, the Slate Trail, the Cylchdaith Yr Wyddfa.
4. Increase opportunities and support for volunteers by providing logistical support and assisting in identifying priorities and developing work programmes.
5. Deliver appropriate actions in tandem with the Tourist Destination Management Plans for Gwynedd and Conwy.
6. Implement Rights of Ways Improvement Plans (ROWIP's) for Gwynedd and Conwy Councils, considering communities adjoining the National Park boundary.

Ensure partners recognise Eryri's Special Qualities in publicity material whilst acknowledging the areas fragility from potential over development and the need for promoting safe and responsible use.



## Integration and Quality

### Policy B3 - Our Special Qualities are recognised.

B3.1 - Develop a brand marketing strategy for Eryri based on Special Qualities that is consistently implemented across the public and private sectors.

B3.2 - Encourage visitors to come at different times of the year and to different areas in order to ease pressure during peak season and help businesses with seasonality issues.

B3.3 - Using the brand marketing strategy as a foundation, develop a shared plan with partners on the information we provide to visitors, with an emphasis on the Special Qualities and behavioural change.

Eryri provides a wide range of high-quality recreation opportunities with facilities catering for novices and experts alike. Maintaining this diversity and quality is vital in encouraging local users and visitors to enjoy the National Park's Special Qualities. Managing and integrating the range of activities is important in attracting new audiences, mixed interest groups such as families and those from socially excluded groups and to encourage repeat visits.

Delivering actions centred on this theme will require substantial cooperation between the public and private sectors.





## Actions

1. Develop interactive web-based maps of recreation opportunities and cultural sites across the National Park including Apps and Smartphone interfaces.
2. Improve trails to access land and routes historic and cultural sites when opportunities present themselves.
3. Support centres of excellence within and close to the National Park boundary to provide exemplars in the outdoor recreational sector.
4. Work in partnership to develop and implement destination management plans for key sites within Eryri to channel funding and resources as required by the Welsh Government.
5. Disseminate good practice and standards to ensure high quality facilities are provided at recreation centres.
6. Encourage recreation providers to offer complementary activities which broaden their appeal and encourage repeat visits particularly for disabled, less abled, and socially excluded users.
7. Encourage joint marketing between similar recreation activity providers.
8. Encourage the use and support codes of conduct/ practice for a range of potentially damaging recreational activities and work with others from the respective sector to promote and develop these.

## Outdoor Safety Statement

Public safety is an important issue for the Authority and its partners and many recreational activities in the outdoors carry a degree of risk. Whilst individuals and groups are responsible for their own safety whilst partaking in outdoor activities the NPA will continue to support and promote any initiatives and safety codes from within the relevant sector that help people make more informed decisions about their personal safety whilst partaking of their chosen activities. We will also work with those voluntary groups such as the Mountain Rescue Services and Adventure Smart UK to ensure consistency in our messaging.



## Section 2- Recreational Activities in the outdoors

### Activity Statements

Below are the main outdoor activities given consideration whilst developing the Strategy's actions. The Authority and its partners will strive to ensure that these are undertaken in a sustainable manner and that any given activity complies with national codes of conduct and standards expected for each sector.

- Regardless of the recreational activity we will continue to encourage all recreational users to consider adopting sustainable modes of transport and reducing their dependency on car/s and to consider alternative public transport services and shared car use when visiting the area. Future use of private transport in the local area will be heavily influenced by recommendations made in parking and transport reviews taking place under Cynllun Yr Wyddfa (the Snowdon Partnership Plan) and Cynllun Eryri and its subsequent objectives and actions.
- We will strive to provide as much information for the activities outlined below by means of our website, Apps and social media platforms and dissemination via third party linkages.
- Apart from general information this will also include information relating to safety and links to the relevant good practice guides, codes of conduct and advice from lead bodies where these are known.
- The role of the NP's Local Access Forums (northern and southern) is important to the work of the Authority in supporting sustainable recreational management and will work closely with its LAF's when considering new initiatives and will seek their guidance and advice when required. Their role is also crucial in responding to and advising the Authority on the various national Welsh Government and other consultations in relation to access and recreation.





## Walking

Undoubtedly low level, hill and mountain walking is the most popular recreation activity in Eryri. The draw of the landscape offers walking opportunities of varying degrees of difficulty across the National Park for hundreds of thousands of people – from the challenge of summiting Yr Wyddfa

- Mount Snowdon to the ease of the Mawddach Trail. In addition there are 2470km of Public Footpaths within the NP available to the public.

Although walking is popular throughout the National Park *and monitoring figures show clearly that numbers are increasing annually*, some areas are more heavily used than others most notably the Wyddfa Massif, Cader Idris and the Ogwen Valley (Glyderau and the Carneddau) and managing this pressure in a sustainable manner is vital in ensuring its environmental protection. In 2019 Snowdon was climbed by almost 550,000 people using its six principal paths, whilst over 115,000 were recorded in the Ogwen Valley including Cwm Idwal and 58,000 ascended Cader Idris.

The NPA and Highways Authorities will work constructively with landowners to improve route infrastructure and follow the `Miles without Stiles` philosophy wherever possible. *Although it must be appreciated that in some upland locations in particular this may not always be practicable, but all cases should be assessed on the least restrictive option criteria.* This will make the network and facilities more accessible to as many users as possible.

The NP also hosts a number of well-known sections of longer distance routes such as the Cambrian Way, Taith Mary Jones, the All-Wales Coastal Path, the North Wales Path, the Pilgrims Way, the Eryri Way, Taith Ardudwy Walk, the Carneddau Circular, the Slate Trail. Both the McMillan Cross Britain Way and the Dee Way also begin (or end) their trails in Eryri. All of which bring great opportunities to explore and enjoy the NP. The National Park will also continue to develop the Cylchdaith Eryri-Snowdon Circular Initiative- this is a variable route around the periphery of Yr Wyddfa (Snowdon) using some sections of public footpath, access land and existing bridleways (available to cycles). This initiative is supported by Welsh Government.

Additionally, over 60% of the NP is CRoW access land which is freely available on foot to members of the public. These areas provide great opportunities for recreation, health, and wellbeing and for those seeking quieter recreational opportunities allowable under the provisions of the CRoW Act.

Currently the number of CRoW access land `through routes` are limited and where opportunities and resources are identified then the NP will work with landowners and seek to increase the number of these routes and improve their connectivity.

Opportunities will also be explored for the creation of longer distance user routes using old redundant railway track beds. This will mean working closely with our local authority partners and other stakeholders to enable development of these routes when resources are available.





## Dog Walking

Dog Walking is one of the most important ways that many local people and visitors' access and exercise in the countryside and to engage with their local environment. It is good for people's mental health and physical well-being; However, this activity has the capacity to bring unwanted consequences and the NP is keen to ensure that dog owners take their responsibilities seriously whilst in the countryside. This includes `dog poo` issues, disturbance to stock, land management activities and wildlife - particularly ground nesting birds in the spring.

To further this the NP will work to positively engage with stakeholders and the public at every opportunity over these issues to promote and encourage good practice and by providing relevant public information on our social media platforms and on our managed sites.

We will also support and promote the NRW's suite of Countryside Codes including the dog walking code and any other useful public information relating to the responsible exercising of dogs in the countryside. \*The NP will always encourage dog owners to have their dog on a lead in the vicinity of livestock regardless of whether they are within access land or on a Public Right of Way.





## Rock-Climbing, Scrambling & Bouldering

Eryri is one of the worlds centres for rock-climbing, bouldering, and scrambling. The natural features and rocky nature of the terrain attracts climbers from all over the UK and indeed the world to test themselves on the rock faces found within the National Park. There are rock-climbs and scrambles of all standards, from easier novice routes to some of the most technically challenging rock-climbs in the world.

The ease of access to some of the finest climbing venues, puts Eryri among one of the top locations in the UK for these activities. The opportunity for climbing in Eryri has resulted in the area being closely linked to the sports' history and has been at the forefront of its development globally.

There are several areas that are popular climbing destinations, with the focus primarily being on the Snowdon Massif, the Llanberis Pass, the Glyderau and Ogwen, and the more remote Carneddau peaks. In the south of the park, rock faces on Cader Idris and Craig Yr Aderyn are also popular, while the low-lying cliffs at Tremadog are also very popular when the weather is less favorable in the higher mountains. In general, climbing is a well organised and documented activity, frequently carried out by climbing clubs or through designated providers such as outdoor centres and private individuals, although the area is also popular with individual climbers. Bouldering (which is un-roped climbing on low boulders, using large mats or pads to protect from falls) as a sport has also seen a significant increase in recent years.

Most climbing activities co-exist with the natural environment and there are agreed voluntary agreements in place between the conservation bodies, land managers and owners and the British Mountaineering Council (the national body for mountaineering, rock climbing and hill walking) to protect the unique and special flora or fauna of the Park. The SNPA will continue to support those initiatives where they apply. The specific agreements for individual sites can found by searching the BMC's Regional Access Data base <https://www.thebmc.co.uk/modules/RAD/>

The NP will continue to liaise closely with the BMC and other stakeholders over issues of mutual concern and in the promotion of good practice.





## Cycling

Eryri is popular for all types of cycling experiences including excellent on-road cycling opportunities and the area is used throughout the year for road cycling and cycle touring by local cycling clubs as well as those from further afield.

Given the Welsh Government's emphasis on health and wellbeing combined with the need to reduce our use of cars the NP will support cycling initiatives particularly those family orientated routes and linkages between local communities.

The impact of lockdown restrictions during the Coronavirus pandemic (2020) has led to a considerable uptake in cycling as a useful means of healthy exercise and to access the countryside. Therefore, the opportunity to encourage this trend after the pandemic must not be lost and the NP should be ready to play a vital role in future strategic recreational planning and provision for cycling initiatives.

Eryri is served by 6 National Cycle Network routes and has the popular Brailsford circuit within it<sup>2</sup>

It also offers low-grade off-road trail cycling such as the Mawddach Trail, Lon Gwyrfai. The SNP will also seek to encourage and develop other routes particularly those linking local communities when and where opportunities present themselves and if adequate resources are available.

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<sup>2</sup> <https://www.visitEryri.info/ffordd-brailsford-way-cycle-routes-Eryri>





## Mountain biking

During the past two decades, mountain biking has grown rapidly in popularity and Eryri has become one of Britain's premier destinations. This growth has been accommodated in dedicated sites owned and managed by the Natural Resources Wales (NRW) the most well-known being Coed y Brenin near Dolgellau, Penmachno (Dolen Machno and Dolen Eryri) and Betws y Coed – Gwydir Mawr/ Fach and the Marin Trail, with other routes around Beddgelert and the Dyfi Valley forest blocks also being popular and now complimented by more recent privately sponsored trails coming into play such as Antur Stiniog's dedicated downhill mountain routes based in Blaenau Ffestiniog and the Dyfi Bike Park.

The development of purpose-built facilities has reduced the potential for conflict between mountain bikers and other user groups in the countryside particularly on Public Rights of Way (bridleways) providing opportunities for novices and experts alike and whilst at the same time creating local business opportunities. Although some mountain biking away from these centres has the potential to cause footpath erosion and conflict with other path users there are many routes (using existing bridleways or byways) that are popular so it is imperative that any future route improvements or development that the NP considers must be built to sustainable standards and ready to reduce their maintenance burden in the long term particularly given the extreme patterns of weather we are experiencing due to our changing climate.

There is active collaboration with the sector specifically in the formulation of the Snowdon Mountain Biking (voluntary) Agreement. The SNP has well established links to the sector and national cycling organisations representing the sector which have proven successful.

Where issues arise then the SNPA will act with stakeholders to agree sustainable management solutions if necessary and encourage the use of the sectors code of conduct.

\*Under currently legislation cycles (regardless of their type) are allowed on bridleways under the Countryside Act 1968. However, if legislative changes occur, for example, for the joint use of some additional Public Rights of Way or within CRoW access land within the coming years then this will undoubtedly change the type and degree and use in some areas - therefore the NP will need to be prepared and adapt to such changes given that undoubtedly user expectations will be raised.





## E Bikes

E Bikes are growing rapidly in popularity and are simply cycles which are motor assisted and most must be pedalled to activate the motor assistance. \* *The use of such cycles requires additional rules such as a minimum age of 14 and that they cannot be electro/mechanically assisted for a speed more than 15mph.*

They are also allowed on any routes in the same manner as normal cycles such as bridleways, cycleway, byways, restricted byways, unclassified roads, and roads.

Even in a rural environment such as the NP E-bikes present unique opportunities for us to reduce our carbon emissions. They can also be beneficial to other users such as the less able to enable access into the countryside. Where appropriate the NP will support their responsible use particularly when the use of cars between communities can be reduced.

The SNPA will offer to provide users with relevant information and advice on the legal use of e Bikes (based on the criteria required under the Road Traffic and Highways Act). Certainly, as Ebikes become more affordable – particularly Emountain cycles there may be a need to be proactive to discourage any `off piste` mountain cycling activities. The NP will monitor this activity in coming years to ensure that only those legally available routes are used and promoted. And to actively discourage inappropriate activities.





## Accessible Eryri.

An `accessible Eryri` plays an important role in people`s health and well-being and the NP and its partners will always seek to be inclusive irrespective of people`s race, age and abilities including the disabled, the less abled and socially excluded groups.

There are already several fully developed all ability or multi user`s routes available such as Lon Gwyrfai, the Mawddach trail, Dol Idris, Foel Ispri and others. which are popular. However, the NP and its partners will work steadily to further developed this network and upgrade others (particularly those that link communities) when new opportunities and adequate resources present themselves. All will be based on the `least restrictive option` philosophy. Rather than a prescriptive approach The NP will work to make information relating to those sites and their qualities readily available to enable users to make route choices which are relevant to their needs.

We will continue to work closely with the disabilities sector, the Local Access Forums, the Authority, and other stakeholders to seek their advice and guidance on projects.

Future developments will also include more sensory adaptations in some areas to appeal to a wider spectrum of users such as the blind or hard of hearing. We will also actively seek and engage with those socially excluded groups and work with various public and relevant agencies to further this.

Relevant information for any all ability or other accessible routes will be regularly updated on partner website and Apps. Those pages will also include up to date information on special needs accommodation, location of toilets, disabled car parking and the nearest `changing rooms` facilities.

The NP also currently provides on request two electric Tramper type vehicles and an electric four-wheel off-road buggy type of vehicle. These have proved very popular with a wide variety of users with varying degrees of disabilities and this service will be maintained and enhanced when and where resources allow.

The NP will review and audit its provision biannually. Any changes in relation to new or upgraded developments will be put in the public domain as soon as available.



## Water sports

Eryri has a long coastline and is peppered with lakes, estuaries, rivers, and streams and are a popular attraction for recreation as well as bringing huge health & well-being benefits. Whilst coastal activities are well established the opportunities for activities on inland water are confined to a limited number of locations. This is compounded by the lack of formal legislation and clarity relating to this recreational sector resulting in access to water occurring in a *de facto* manner which is unsatisfactory. However, water sports such as canoeing, sailing, paddle boarding, wind surfing, kayaking and wild swimming are becoming increasingly popular with more people taking part in these activities on a regular basis. The NP and Local Access Forums are fully supportive of any proposed changes to legislation which would enable additional access to inland waters in a responsible and controlled manner and which is not detrimental to land management, infrastructure, or biodiversity.

Whilst there are some exemplars for access to inland water within the NP such as Llyn Tegid, Canolfan Tryweryn – National White-Water Centre in Fron Goch Y Bala and the arrangements on the upper Conwy, Llyn Gwynant and the middle Glaslyn river (courtesy of the National Trust) these are few and although the NP has been proactive in this area it is eager to work with all stakeholders, including users and landowners, to see if such arrangements can be developed more widely where opportunities arise. However, such arrangements will only be supported using best practice such as agreed water levels, agreed access and egress points, appropriate signage (to include information guidance on any specific sites use or limitations), advice relating to bio security and conservation and to have limited parking provision wherever possible.





***If legislative changes occur in the future which expands access to inland water then the NP will need to be both prepared and proactive in this sector.***

Gorge walking, coasteering and canyoning are self-regulating activities and take place on well-known sites. The NP has been fully supportive of the Environmental Charter Groups Codes of Practice for these activities to ensure that the NP's special qualities are not compromised. However, in the case of any local difficulties then the NP will work with other stakeholders and statutory bodies to help resolve any issues where they may occur. The National Park will not support these activities if they are proven to be detrimental to our special qualities. The placing of permanent fixings in rivers and falls in what may be designated areas will not be supported.

The SNPA will not support any motorised water sports activities other than activities that are directly related to the use of rescue craft or those where prior arrangements exist.



## Angling

Angling - Angling is an important recreation activity in Eryri, with considerable activity on the coast and where many lakes and rivers are managed and stocked to cater for anglers, whilst the backdrop combines to provide a world leading venue.

Similar to other activities, angling is popular among residents and visitors alike with local fishing clubs, associations and societies heavily involved in managing the sector. Due to its high-quality environment, the fishing sector is active in improving local habitats and relevant publications highlight the importance of conserving and enhancing the environment for the future of the sport. There are also some opportunities for angling for the disabled in various locations around the NP and we will work with this sector to increase this capacity where opportunities present themselves. The NP will continue to support such initiatives and promote this information on our website.

The SNP will work with the various associations when and where required to ensure equitable and balanced representation of their views and to mediate and resolve local issues if there are any conflicting interests in relation to access to water that may arise.

If legislative changes occur in the future in relation to access to inland waters, then the NP will be ready to assist and offer advice to users and landowners alike on how to take initiatives forward and encourage best practice for access and shared use where necessary based on our existing access to water pilot schemes.





## Mountain running

Eryri hosts a number of fell and mountain races and the benefits of well managed events can far outweigh any negative impacts. Many of these activities take place along Public Rights of Way and open access land. Although there are far fewer numbers who take part compared to the total daily average of mountain walkers, there are potential impacts similar to those associated with mountain walking – particularly in terms of erosion, the requirement for additional car parking spaces and localised disturbance to local communities.

The NP will support these activities as long as we are confident that they are planned well in advance, do not damage the environment, and do not cause disruption to land management or local communities and are clearly sustainable. Organisers of larger events should demonstrate that they have undertaken adequate landowner and other stakeholder discussion and that they adhere to the requirements and advice contained within the NP's Events Guidance and adhere to the relevant national [governing](#) codes of conduct. In addition, the NP would expect that activity organisers are mindful of any environmental constraints *e.g., specifically designated sites should be avoided if advised to do so*. The NP and its partners will only support and work with organisers that consistently demonstrate organisational competence within this activity sector, and to ensure that good practice is predominant. Those failing to do so will not be supported by the NP.

The NP will work closely with their counterparts both in Gwynedd and Conwy Councils, National Resources Wales (where required) and other land managers such as the National Trust, the Woodland Trust, and private landowners to ensure best practice and consistency in this sector.



## Orienteering

Orienteering is an endurance running activity based on using a map and compass to navigate a series of fixed points. These events have a number of courses spread over a greater area. In general, the sport is well organised and uses nationally recognised guidelines and codes of conduct. The NP would expect that all organisers plan well in advance and consult with stakeholders, including landowners and statutory bodies, to avoid issues or difficulties, especially any activities that take place within designated areas.

## Triathlons

Triathlons (and Quadrathlons and Duathlons) combine outdoor endurance activities - swimming, running, and cycling (and kayaking for Quadrathlon) in both formalised race distances for competition as well as ad hoc distances for participation. These are increasingly popular with locally based competitors and those from farther afield (especially now as an Olympic event) and they attract high numbers of competitors of all ages and most events of this type have junior competitions. The NP will support those events when organisers can demonstrate good practice and have undertaken sufficiently (and lengthy) preparation. Due to frequent use of public roads, and spread out start times, when required the NP works closely with both Gwynedd and Conwy Councils events teams to ensure that the various requirements are met and that issues such as road or path closures are not disruptive to local communities or the general public.





## Organised Events

Due to its reputation, landscape and high-quality environment, Eryri hosts a number of recreation events and races, and figures show that the number of events taking place in Eryri has increased in recent years.

These fall into two categories; **charitable events** which benefit both local and national charities and which form the majority of such activities and secondly the **commercial events** of which there are fewer but with higher numbers of participants for any given activity and also by default they are more visual to the casual observer. We recognise that most events are well organised and can provide positive experiences for all particular health & well-being, whilst also benefiting the local economy.

Most organisers are by now very familiar with the NP and Local Authorities requirements and guidance for successful and sustainable event management. If they are: planned well in advance, are in suitable locations, have ensured stakeholder engagement, promote the use sustainable modes of transport, have adequate control of litter/waste (including organic waste), encourage the use of identifiable and bi-lingual signage, have considered their responsibilities for safety generally and that they are at suitable times of year which avoid clashes with other users. If these criteria can be met, then events can be highly successful.

The NP is also actively encouraging organisers to consider spreading these activities over a longer season to relieve the pressure over the `peak months` and over weekends in particular.

Other smaller group-based events may be less obvious such as the UK Three Peaks Challenge or the Welsh Three Peaks Challenge - *many of which are also charitable events*. Regardless of their size again the NP would always seek assurances from these event organisers that they have considered the recommendations contained within the NP Events Guidelines for successful and sustainable event management. The NP will continue to work with the Three Peaks Partnership (comprised of the Lake District National Park, the Nevis Partnership and Eryri NP) and the organisations to ensure best practice at all times based on our guidelines and the Codes of Conduct recommended by the Institute of Fundraising and its specific guidelines on Three Peaks Challenges to ensure that any potential negative effects of their activities can be avoided. This will include safety, sustainable transport and litter control.



However, in the case of proven, continual poor practice, the NP will not support those organisations that fail or cannot meet those requirements.

Given the challenges we face particularly on Yr Wyddfa in terms of the numbers of events, any **new** larger events of over 250 participants – charitable or commercial - proposed during peak times on Yr Wyddfa i.e., June – September will have to clearly demonstrate that they can fulfil our requirements for good event management and that they do not clash with established events. From January 2021 all events organisers of over 50 persons will be asked to participate in our new joint application scheme – a joint initiative between Gwynedd Council and the NP to allow us to have more information on planned events in any given year.

The SNPA will also continue to work closely with both Gwynedd and Conwy Events teams their respective Safety Advisory Groups (SAG), local communities and stakeholders to ensure good communication and best (and sustainable) practice.





## Educational and Outdoor Centres

Organised group activities are invaluable in furthering knowledge and understanding of the NP whilst offering opportunities for personal and group development. This is important for younger people by enabling them to engage with their natural environment (a fundamental purpose of the NP) whilst meeting the needs of many parts of the National Curriculum.

The area affords a wide array of opportunities not only for young people but also for adults wanting to acquire proficiency in outdoor skills as part of their personal development, and there are many high-quality centres of excellence in outdoor sector training located in Eryri. The NP strives to maintain a close relationship with these centres and is also fully supportive of the Outdoor Partnership initiative.

There are opportunities for centres to extend their appeal to new markets and encourage wider participation particularly those from those harder to reach or socially excluded groups and the NP would encourage and support such initiatives.

## Equestrian

Although Eryri has 268km (171) routes classed as bridleways, they do not form a park-wide network. Individual riders make up the greater user group with some small numbers of organised groups making use of the existing linkages where possible. There is only one commercial trekking operator within the NP at this time.

Currently the network is of low quality and is badly fragmented and the NP will seek to work with the national user groups such as the British Horse Society (BHS), the Byways and Bridleways Trust and local user groups to identify and improve existing networks and create new safer linkages using the existing bridleway network where resources allow. This could spur a growth in equestrian activity for individuals or groups across the NP. In the case of any future legislative changes proposed by WG for more multiuser routes within the Public Rights of Way network or CRoW access land then the NP must be ready to take this forward if adequate resources are provided. The National Park will also ensure that the relevant standards are met wherever practicable.



## **Air Sports (non-motorised)**

Several locations within Eryri are used as launch sites for paragliding and hand gliding with most users being members of organised associations or clubs. These sports are self-regulating with clubs being well organised and have existing private arrangements with landowners. Currently there is no legislation that allows para or hang gliding on CRoW access land. If legislative changes may occur in the future, then the SNP will be ready to work with those groups to promote best practice, help facilitate and advise on this activity and in a way which does not impinge on land management or agricultural activities by recognising and formalising their current locations.

## **Motorised Off-Road Activities**

Areas of Eryri are used for both off-road 4x4 and motorbike recreation. Both pastimes have potential impacts upon tranquillity, habitat destruction and erosion. Importantly the SNP is not the highways authority and as such has no duties to maintain these routes - this duty lays with the respective highways departments within both Conwy and Gwynedd Councils. However, the NP works closely with those authorities and other stakeholders to resolve issues and conflict where they arise and to ensure that such routes are sustainable.

It is important to consider that there are two primary issues associated with the activity.

Firstly, where users are allowed to exercise their legal rights using the `Unclassified County Roads (UCR's) network within the NP and where it is important to the NP that these routes remain sustainable.

In recent times the NP has been working closely with those formal user's groups - Green Lane Association (GLASS), Land Access & Recreation Association (LARA), the Parc Eryri Green Lane Volunteer Group (PEGLVG) and the Trail Riders federation (TRF) in supporting best practice guidance as recommended by the groups themselves. The NP is also supportive and appreciative of the self-help efforts of the formal groups in terms raising funds for maintenance and in the promotion of the one-way systems they have recommended. The SNP will continue to work with these groups to ensure responsible and sustainable use of these routes.

Secondly there are areas where there is considerable 'illegal off roading' where users do not use any recognised legally accessible routes. This activity is restricted to those using motorcycles and can be highly damaging to landscapes and the special qualities of the NP. This is a recurrent problem for the NP and local authorities, and we continue to work with landowners, the Police, local authorities, and other stakeholders such as Natural Resources Wales (NRW) and seek to curtail this activity wherever it may occur in particular where the Special Qualities of the NP are threatened.





## Drones

The use of drones is expanding rapidly both for commercial purposes and those used by private individuals. However, their use now requires a Civil Aviation Authority (CAA) registration and licence and their requirements for this activity are set within strict guidelines. The NPA will always strive to ensure that these activities do not become problematic or antisocial in nature and that the CAA rules will apply.

The NP will continue to give relevant up to date advice to users via our social media platforms based on the CAA requirements and refer to the current Drone Safe link and Drone Code<sup>3</sup>.

Consent is also required from NRW for flying over any designated reserve or conservation area such as Sites of Special Scientific Interest (SSSI`s), Special Areas of Conservation (SAC`s) or Local and National Nature Reserves (LNR/NNR).

The use of balloons and lanterns for any activity will be actively discouraged due to the inherent dangers they pose to the environment, forestry, crops, livestock and to properties.

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<sup>3</sup> <https://www.caa.co.uk/Consumers/Unmanned-aircraft-and-drones/>  
<https://dronesafe.uk/drone-code/>



## Wild Camping

The NP owns little land within its boundary and wild camping is an activity that can only be undertaken by landowner consent anywhere within the NP (including any areas of `access land`). Subsequently the NP cannot give consent for this activity on other people's land *and under the General Data Protection (GDPR) regulations we cannot pass on landowner's details without their specific consent.*

Following the various difficulties encountered by `fly campers` in particular following the lifting of Covid lockdown which unfortunately resulting in a great deal of poor practice such a littering and waste, poor roadside parking, open fires, and damage to designated areas. Subsequently the NP has received high numbers of complaints from landowners and the general public.

Therefore, the NP would encourage people to use formal campsites in their area of their choice for this purpose. There are many of these across the NP and all have an online presence. People should also book early to avoid disappointment.

## Other activities

In preparing this document, the Authority has given due consideration to several other, less popular geo-caching and caving which all occur within Eryri.

Although distinct, many of these activities are highly localised and have less impact. However, the NP will monitor these activities and in the case where local issues occur will bring together the stakeholders and seek to resolve issues. It is expected that all such activities are carried out in a responsible and sustainable way, and which adhere to their recommended codes of conduct for their given activity.

Zip wires and other high intensity activities.

Most centres of this type is either outside of the NP boundary or on its periphery and all use redundant quarry locations. There is no doubt that these are popular but may be considered to be inappropriate within our boundaries for those seeking quieter enjoyment and recreation in the more traditional sense. However, it must be recognised that they are playing a pivotal role in providing additional visitor experiences and activities across the NP and relieve pressure in other core areas and are also important economic drivers.



## Cultural & Environmental Recreation

The following headings have been identified as key cultural and environmental recreation activities have been given consideration during the preparation of the Strategy's Aims and Actions. All are based on the National Park's Special Qualities and their interdependence. In general, their impacts upon the Special Qualities are not greater or less direct than those attributed to activity recreation.

### Driving & coach tours

Eryri's landscape and cultural heritage is a draw for driving and coach tours. These journeys usually follow similar routes, taking in the most iconic views and attractions of Eryri and provide economic opportunities for local businesses.

Although the impact upon Eryri's Special Qualities are not as direct as other activities, congestion, and illegal car parking impact heavily upon local communities and landscape. The NPA will strive to promote the use of park and ride public transport and to reduce the overall number of cars in the area, as well as implement the recommendations of a Park-wide parking and transport review undertaken by the Eryri Partnership.



### Wildlife watching

Eryri is a popular year-round destination for wildlife watchers, particularly bird watchers, given the ecological diversity which flourishes in its varied habitats including its coastal margins. Except for the larger reserves such activity remains unmanaged as there are few sites which have been specifically developed for this purpose. However, some areas are more sensitive than others specifically particularly in the bird nesting season and the NP will work with other stakeholders to manage any disturbance to areas of high importance. Information of the most interesting areas such as NNR's and SSSI's can be obtained from the relevant SNP Officers, the NRW, the North Wales Wildlife Trust, Coed Cadw (the Woodland Trust Wales) and the RSPB.

There are several specific bird watching sites on the periphery of the NP namely the RSPB reserve at Llyn Vyrnwy, the RSPB at Conwy and the RSPB Ynys Hir site near Machynlleth.



## Heritage sites & attraction visits

Throughout the National Park there are many sites of cultural, historical, and archaeological significance; some of which provide visitor facilities, whilst others are more minimal. These sites provide a focus for visitors and are largely well managed therefore reducing impacts upon their Special Qualities. However, over development can lead to landscape impacts and local traffic problems. The NP will continue to monitor and work in partnership with stakeholders on all such sites within and adjoining the NP boundary and provide information for the most popular and interesting sites on our website where required.

## Events and festivals

A number of events and festivals held in Eryri relate directly to its cultural heritage and environment, for example arts festivals, Eisteddfodau, walking festivals and several county/agricultural shows. Although these are well managed by organisers, localised impacts can include traffic congestion. The NP will continue to support such activities if they can clearly demonstrate that they are well organised and sustainable and will continue to work closely with both Gwynedd and Conwy Council events teams to ensure their success.

## Study

Eryri's prominence in furthering our knowledge of the natural world continues to the present day. The area is popular with wide spectrum of educational groups from school children to post graduate education. In the main, these groups study the effects of glaciations upon the landscape and its flora and fauna and increasing attention is being paid to transport, agriculture and social economic issues including the effects of outdoor recreation. The majority of non-resident groups stay in one of the many study centres located around the NP. Heavily used sites, such as Cwm Idwal, and will always require additional management measures to cater for the higher footfall from this sector and the National Park will work in partnership with other stakeholders to ensure that this site is managed sustainably.

Any such negatives are usually outweighed by the wide variety of benefits they bring in terms of fulfilling requirements for the National Curriculum and specific outdoor sector training elements whilst providing further understanding and enjoyment of the NP and is one of the NP's key purposes.





## Art & photography

Eryri's landscapes, communities and wildlife continues to provide inspiration for artists and photographers as it has done for generations. Good access into the countryside fosters this reputation and strengthens the understanding of the NP Special Qualities.

Those areas of high use such as those particularly interested in low flying aircraft (for example the Mach Loop) will be monitored to ensure that their activities are not damaging or detrimental to the NP special qualities.



## Dark Skies

Eryri National Park is the second area in Wales to be designated as an International Dark Sky Reserve. There are just twelve of these reserves in the world, and on a clear night in Eryri you can see the Milky Way, all the major constellations, nebulas (bright clouds of gas and dust), shooting stars and comets.

The NP collaborates with local communities and the relevant Local Authorities in maintaining the quality of dark skies we have in Eryri, as well as improving the quality of the night sky experience by better managing lighting and encouraging businesses and private residencies to use appropriate external lighting around their properties. In addition, we hope to provide opportunities for local business owners to benefit from this designation.

A number of sites are being developed to enable people to get out and see the night sky within the NP, with additional information provided on the NP website through the Dark Skies Partnership initiative.





## Section 3 – Implementation, Monitoring & Review

### Stakeholder involvement

As a lead partner, the Authority will coordinate and oversee progress. It will do so by monitoring progress against the Actions whilst offering solutions where progress is defective; the monitoring will be reported in the annual NP Man Plan updates. Key actions will also be included in the annual Corporate Work Program which sets out the Authority's corporate well-being objectives.

Implementation of this strategy cannot be done in isolation; many organisations will be required to cooperate and help deliver the Strategic Aims and Actions included in the document.

To achieve the actions established in this Strategy, the Authority must collaborate with partners from the public, private and voluntary sectors and working with established partnerships relating to countryside access, sustainable transport initiatives, tourism and economic development will be crucial.

Other key partnerships include landowners, local community councils, our respective local authorities - Gwynedd County Council and Conwy Borough Council, primarily in their respective roles as highway authorities with overall responsibility for producing their respective Rights of Ways Improvement Plans ROWIP's). The SNPA is the responsible authority for CRoW access land and will continue to work with our Local Access Forums on access issues and policies across the park.





By doing so, Eryri and the wider region will benefit from a cohesive and strategic approach to recreation development and management, allowing for appropriate and sustainable growth within the sector. Partnership working will also improve service delivery and give greater value for money.

The recreation sector in Eryri benefits from several effective partnerships, such as the Northern and Southern Eryri Local Access Forums, the North Wales Outdoor Partnership, and the Yr Wyddfa Partnership. The outdoor recreation industry is also well represented by organisations such as Eryri Active. Cultural interests are represented through several local history and cultural organisations, Cadw, and tourism trade associations. Accordingly, it is not considered necessary at present to establish a new forum or partnership to implement the actions established in this strategy. In addition, Eryri is serviced by two Tourism Partnerships and other tourism groups which have direct connections to many of the aims and may assist in their delivery.

## Review

The Recreation Strategy will be reviewed every five years; this review will follow revisions made to the National Park Management Plan and State of the Park Report. This cyclical review process is designed to ensure future revisions of the Strategy and other relevant documents. By reviewing the content every five years the Authority ensures that the Strategy can be flexible and can respond to new and emerging trends in addition to national changes to legislation and policy relating to access.

Given that this Strategy marks a starting point, future revisions will benefit from improved evidence and data gathering which will in turn influence future policies.

<b>MEETING</b>	Performance and Resources Committee
<b>DATE</b>	12th July 2023
<b>TITLE</b>	<b>VOLUNTEER AND WELLBEING ANNUAL REPORT 2022</b>
<b>REPORT BY</b>	Volunteer and Wellbeing Officer
<b>PURPOSE</b>	Present the report to update the Authority on the progress of the Volunteer Strategy 2021-2026

## 1. BACKGROUND

In January 2020 the National Park Authority approved the Strategy for Volunteer Development 2021-2026 and adopted the new volunteer strategy for the National Park with a renewed focus on well being. This is aligned to the Welsh Government's desire for people to embrace and benefit from positive health and wellbeing aspects that National Parks can provide. As such, officers have produced an annual report to update Authority members on the progress that has been made with regards to the objectives outlined within the strategy (Appendix 1).

The Strategy is aligned with outcomes A5 and B1 of Cynllun Eryri, reporting back to the Partnerships Manager through the Action Plan quarterly, which relates to the National Park Authority's statutory purposes and duty.

## 2. PROGRESS REPORT

Work on the attached report commenced in January 2023. The annual report is divided into 5 sections, covering an overview of developments in volunteering opportunities including;

- The Caru Eryri volunteering scheme
- Voluntary Wardens and the Young Rangers
- Wellbeing events
- Trammer hire and promotional work around the Access for All routes
- Detailed updates on KPIs from the Volunteering Strategy
- Developing on the opportunities and events established in 2022 with examples of the work to be undertaken throughout the following year.

### **3. NEXT STEPS**

The report is now at a stage where members views are sought and is welcomed for discussion in the committee. Any further recommendation from the group will be implemented in the report as necessary.

### **RECOMMENDATIONS**

**To examine and discuss the annual report.**

For members to:

1. Approve the content of the 2022 annual report and advise of any renewed aims and objectives from the Strategy for volunteer development 2021-2026

### **Appendix 1: The Volunteer and Wellbeing Annual Report 2022**



# VOLUNTEER AND WELLBEING ANNUAL REPORT 2022

ITEM NO. 16 - APPENDIX 1







# Volunteer and Wellbeing Annual Report 2022

<b>1 Volunteering</b>	
1.1	Caru Eryri
1.2	Volunteer Wardens
1.3	Young Rangers
1.4	Dark Skies Volunteers
1.5	Corporate Events
1.6	Duke Of Edinburgh / College Groups
1.7	Yr Ysgwrn
1.8	Staff Volunteering
<b>2 Wellbeing</b>	
2.1	Guided Mindful Walks
2.2	Outdoor Yoga
2.3	Forest School
2.4	Supporting Ukrainian Guests
2.5	Staff Wellness Events
<b>3 Tramper</b>	
3.1	Bookings and Locations
3.2	Promotional Work
4	KPI Updates
5	What's to come in 2023





# 1- Volunteering

## 1.1 - Caru Eryri

### Key Statistics for 2022:

**105** days spent caring for Eryri

**2640** hours volunteered

**87** volunteers

Total bags of litter: **438**

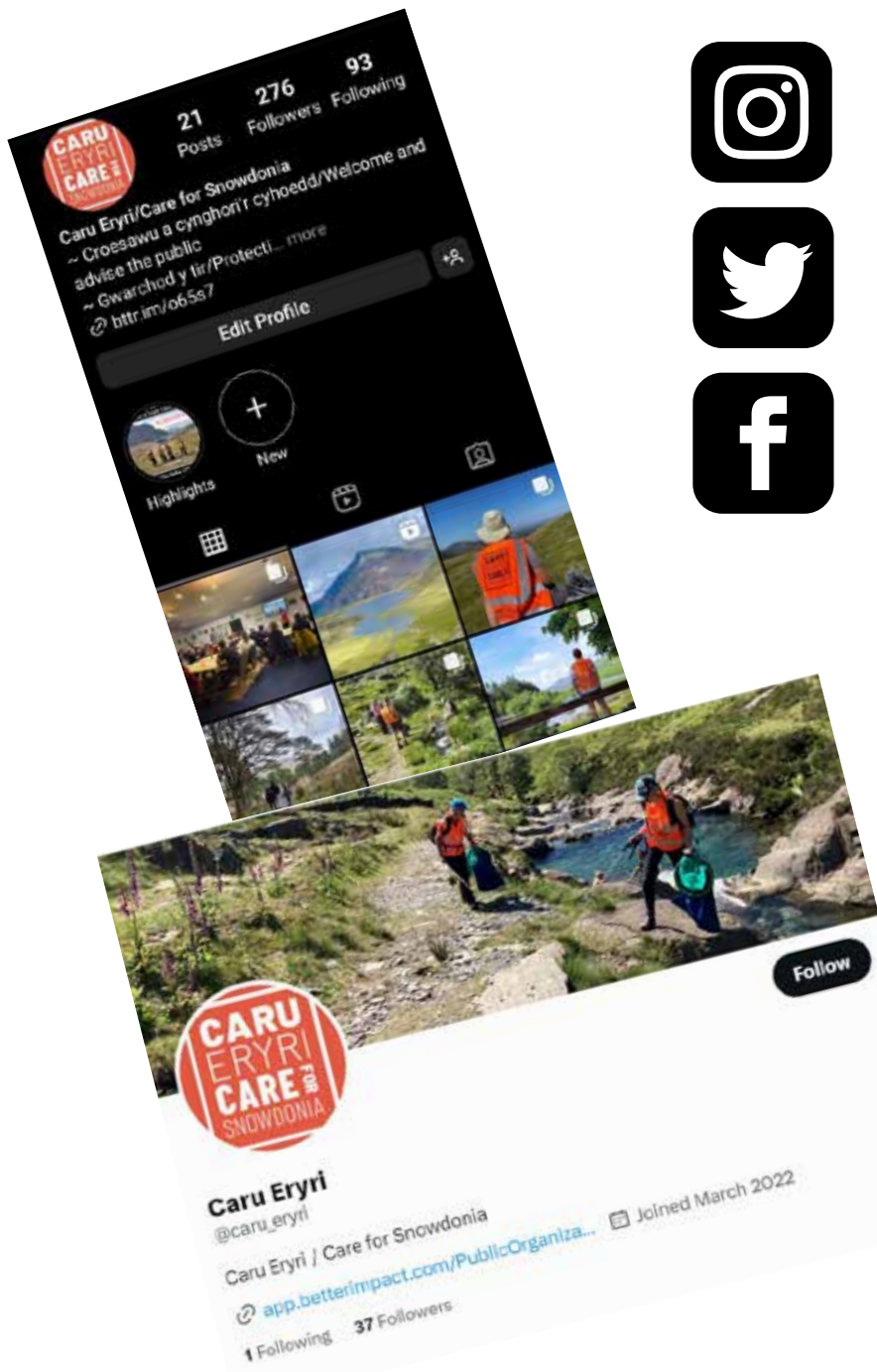
Total weight: **970kg**

The Caru Eryri team carried out important visitor management work along the busiest routes in Eryri giving on the ground support to the Wardens service by advising the public and keeping footpaths and car parks clear of litter. Patrol routes included the Llanberis path, the Watkin path, Rhyd Ddu and Snowdon Ranger, Llyn Dinas and Aberglaslyn, Capel Curig, Ogwen and Llyn Tegid. Regular shifts were scheduled every Friday, Saturday, Sunday, with footpath maintenance on Wednesdays.

National Campaigns: During Spring Clean Cymru, organised in partnership with Keep Wales Tidy, 18 volunteers patrolled four main routes on Yr Wyddfa to the summit to deep clean the mountain ahead of the busy season. 106kg of litter was collected on this day. This was the first litter pick of the season. The final litter pick of the season was the Real 3 Peaks Challenge where 16 volunteers took part in collecting 45kg off the mountain.

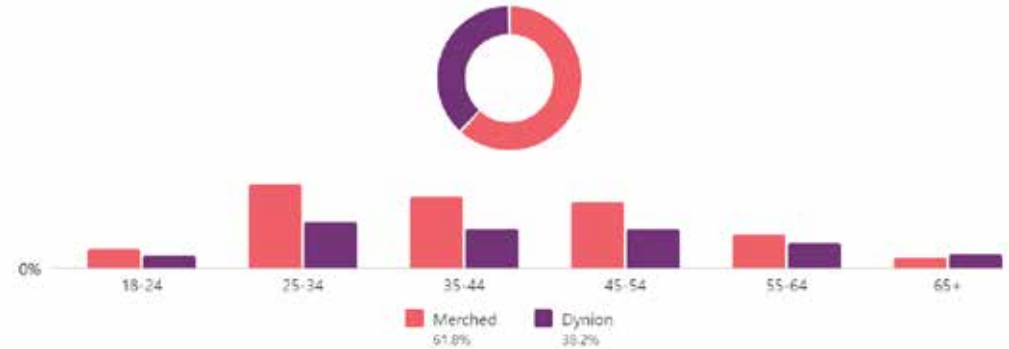
Social Media accounts were set up for the Caru Eryri project at the beginning of 2022 to draw more publicity to the scheme to increase recruitment opportunities, as well as utilising these methods to share important public messaging. These messages highlighted the importance of taking your litter home, the countryside code, and pre booking parking and a place to stay. The maximum reach on these advertisements were 215k. On the Facebook page the total number of Likes was 267, with a maximum reach on posts at 5.6k. The Instagram page has a total of 276 followers. The Twitter page is the least popular with a total of 37 followers.





Age & gender

\*Graph from Facebook



The project increased its involvement with local mountain leaders by using the project funding to employ five experienced guides to lead the groups of volunteers. Mountain Leaders were prioritised to lead groups over project staff from the Partnership this year in order to increase staff capacity on other volunteering projects. Ultimately allowing for more volunteering opportunities to happen.

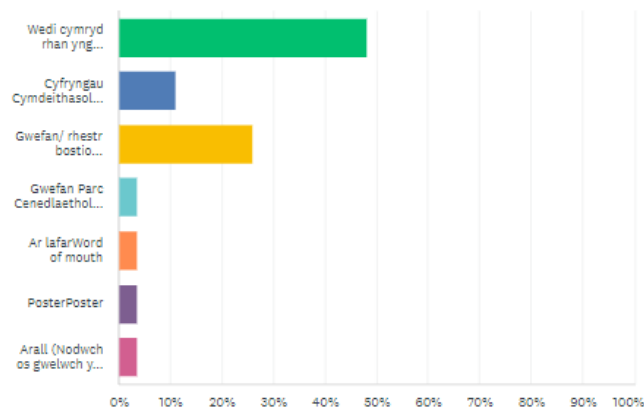
Volunteers were offered the opportunity to take part in the REC First Aid course. One course was held in Bala in May, and one in Betws y Coed in July. 17 volunteers completed the course and are now qualified first aiders.

At the beginning of the season three Outdoor Training sessions were held on the 2<sup>nd</sup> of April, 4<sup>th</sup> of May and 9<sup>th</sup> of June. Two in Ogwen and one in Betws y Coed. These training sessions were offered to new volunteers and to experienced volunteers as a refresher on what the Caru Eryri scheme entails, what to expect when coming out to volunteer with us, top tips for engaging with the public, and how the National Park is managed and the issues it faces. The sessions were run by Mike Raine where he shared his wide knowledge of special species and habitats with the volunteers. This training was optional, and 23 volunteers participated. Other training resources such as site-specific information are available for volunteers to view online on Better Impact before they attend a Caru Eryri shift.

# Caru Eryri Volunteer Feedback

Sut glywsoch chi am gynllun gwirfoddoli Caru Eryri? How did you hear about the Caru Eryri / Care for Snowdonia volunteer scheme?

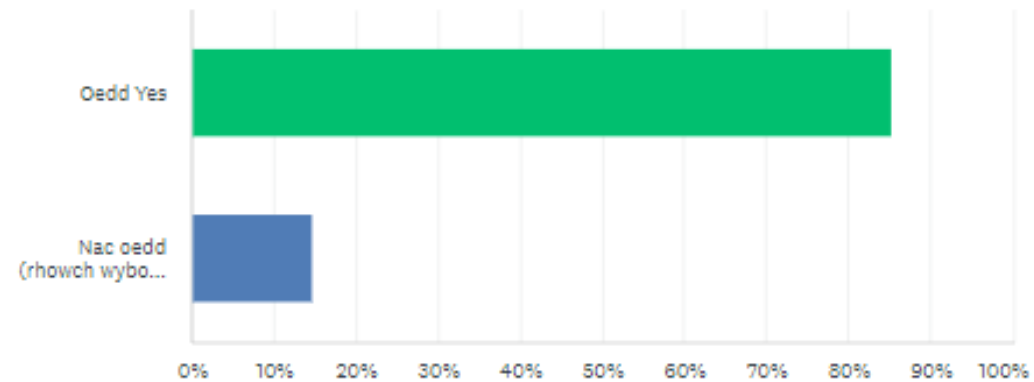
Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES
Wedi cymryd rhan yng nghynllun gwirfoddoli yn 2020/2021. Involved in the volunteer scheme in <a href="#">2020/2021</a> .	48.15% 13
Cyfryngau Cymdeithasol/Social media	11.11% 3
Gwefan/ rhestr bostio Cymdeithas Eryri Snowdonia Society website/ mailing list	25.93% 7
Gwefan Parc Cenedlaethol Eryri/National Park Authority website	3.70% 1
Ar lafar/Word of mouth	3.70% 1
Poster/Poster	3.70% 1
Arall (Nodwch os gwelwch yn dda)/Other (please specify)	3.70% 1
<b>TOTAL</b>	<b>27</b>

Oedd y broses cofrestru'n hawdd? Was the sign-up process straightforward?

Answered: 27 Skipped: 0

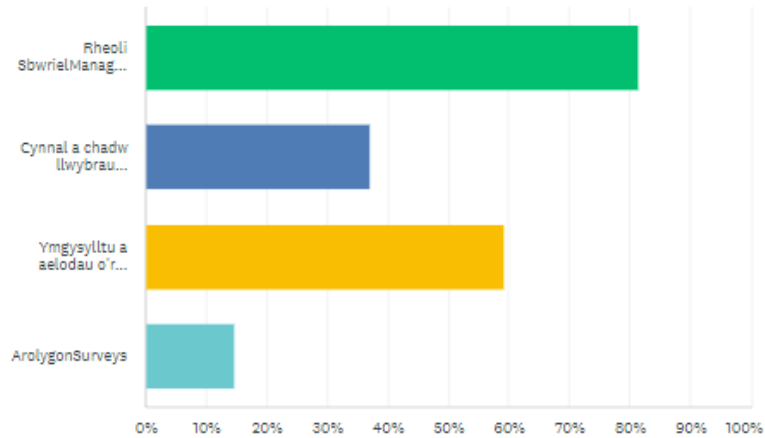


ANSWER CHOICES	RESPONSES
Oedd Yes	85.19% 23
Nac oedd (rhowch wybod i ni pa rhan roedd yn anodd i chi)/No (please let us know what you found difficult)	14.81% 4
<b>Total Respondents: 27</b>	

# Caru Eryri Volunteer Feedback

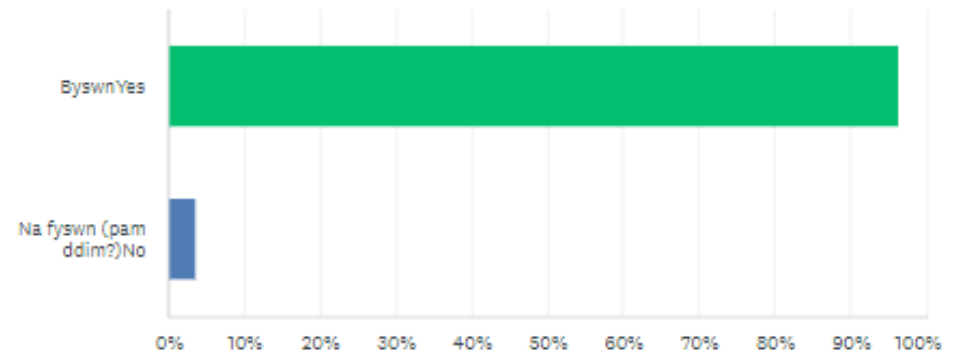
Pa agwedd ar nodau Caru Eryri oedd bwysicaf i chi? Which aspect of Caru Eryri's aims were most important to you?

Answered: 27 Skipped: 0



A fydddech chi'n ystyried gwirfoddoli i Caru Eryri eto'r flwyddyn nesaf? Would you consider volunteering for Caru Eryri again next year?

Answered: 27 Skipped: 0



ANSWER CHOICES	RESPONSES
Byswn/Yes	96.30% 26
Na fyswn (pam ddim?)/No	3.70% 1
<b>Total Respondents: 27</b>	





To show our appreciation to the volunteers, many different events were organised especially for them, free of charge. These included:

<b>5<sup>th</sup> October</b>	Navigation beyond the footpath with Mike Raine (5 people attended)
<b>6<sup>th</sup> October</b>	Tour of Mountain Rescue base (6 people attended)
<b>11<sup>th</sup> October</b>	Fungi Walk and Talk with Cynan Jones (8 people attended)
<b>17<sup>th</sup> October</b>	Waterfalls, Native woodland, and aircraft wreckage in the Northern Carneddau (4 people attended)
<b>20<sup>th</sup> October</b>	Snowdon's Industrial Past walk with Keith Hulse (5 people attended)
<b>22<sup>nd</sup> October</b>	Tour of Yr Ysgwrn (3 people attended)
<b>23<sup>rd</sup> October</b>	Nature of Snowdonia Walk with Mike Raine - Rhinog Fawr (8 people attended)
<b>28<sup>th</sup> October</b>	Care for Snowdonia Celebration and Thanks evening (21 people attended)

On the final thank you event, the evening celebration at Bethesda Rugby Club, the volunteers were awarded with bespoke handmade Caru Eryri mugs and a deck of nature themed playing cards.





## 1.2 – Volunteer Wardens

Yr Wyddfa Volunteer Wardens have made an extremely positive difference once again in terms of patrolling the paths. This season there has been a warden presence on Yr Wyddfa on 77 days. 36 voluntary wardens have volunteered and put in a total of 272 shifts. This amounts to 1600+ volunteer hours, filling around 300 bags of litter, and being of assistance to over 3000 people.

In 2022 for the first time, Volunteer Wardens were recruited to assist the Wardens on Cader Idris. 11 new volunteers were recruited especially for this role. They completed a total of 35 shifts, which amounts to 220 volunteer hours.







## 1.3 – Young Rangers

With the recruitment of the new Young People's Officer came the return of the Young Rangers Scheme. The scheme successfully ran 6 sessions in 2022 which followed the traditional structure of a group conservation task during the morning followed by adventure activities in the afternoon. 13 Young Rangers took part in the scheme by learning new skills and knowledge about the National Park and growing confidence in accessing the outdoors. The conservation tasks included litter picking, woodland management, and tree planting, with the variety of activities being climbing, kayaking, gorge walking and so on.

## 1.4 – Dark Skies Volunteers

Following the previous year of recruiting volunteers to help with dark sky monitoring, all volunteers were invited to take part once again during the dark sky season. Many found it difficult to participate this year due to unfavourable weather conditions, but also the inconvenience of having to travel to the head office during office hours to pick up the SQM (Sky Quality Meter). We did however receive two sets of readings from a young volunteer who applied to study aerospace engineering, and this volunteering opportunity was proven to be beneficial to their application.

## 1.5 – Corporate Events

We often get enquiries from businesses or organisations asking about volunteering opportunities for their team. Especially after the new structure of working and people working from home, this gives organisations a chance to get everyone together to boost morale and team building as well as doing something good for the environment. The table below illustrates the work that the corporate groups have got involved with during 2022.

Date	Company	Number of Volunteers	Activity	Location
22-Mar	Costain Consulting	17	Gorse Cutting	Anafon, Abergwyngregyn
23-Mar	Costain Consulting	18	Tree Planting (740 trees)	Garnedd Wen, Conwy
30-Mar	Sykes	12	Tree Planting	Llechwedd Hen, Frongoch
23-Jun	Sykes	6	Rhododendron	Bryn Gwynant
29-Sep	Sykes	4	Cutting Conifers	Parc Mine
17-Nov	Finastra	11	Tree Planting	Gwern Gof Isaf
01-Dec	Finastra	8	Tree Planting	Gwern Gof Isaf





## 1.6 – DofE / college groups

We maintain a good relationship with Rhyd y Creuau, Field Studies Council is our main contact for offering volunteering opportunities to the groups of Duke of Edinburgh students. As well as the Sports and Outdoor Education group that are part of Llandrillo college which has up to 14 students on the course each year, Myddleton College, Denbigh also attend volunteering days with us regularly as part of their curriculum. The students have been working at the Parc Mine site in Gwydir Forest, helping to remove the conifer trees for native trees to grow and to protect the rare lichen that grows there. Much progress has been made on the site and it has been really useful to have a site where groups can return to and see the progress in the contribution of their work.







## 1.7 – Yr Ysgwrn

A volunteering fair was held at Yr Ysgwrn on the 9th of April. This was an open day to encourage people to drop in if they were interested in finding out more about the volunteering opportunities here. However, it was also a good opportunity for the experienced volunteers to return for a catch up after the site was closed for the winter months. 10 volunteers contributed to the running of Yr Ysgwrn this year by welcoming groups, helping in the café, and giving tours of the farmhouse.

## 1.8- Staff Volunteering

With the allowance of two volunteer days for staff, all colleagues were invited to participate in at least two volunteering days especially for staff in 2022. These events were a tree planting day in Trawsfynydd on the 27th of April (7 members of staff), and a neolithic axe dig on the Carneddau on the 3rd of October (13 members of staff). Some staff members also took part in monitoring visitor numbers on Yr Wyddfá, and conducting visitor surveys in Betws y Coed, Llyn Tegid, Aberdyfi and Pen y Pass for the Winchester University study on tranquillity.



## 1.9- Wellbeing

The Wellness Wednesdays programme expanded in 2022 to hold more events in many areas across the National Park, with the addition of Forest School sessions in National Park owned woodlands so that children could be included in the programme. Events were all free and bookable through the website. They were advertised in the newsletter, social media platforms and through Let's Get Moving North Wales. The tables below show how the popularity of these events has been maintained.





## 2.1 – Guided Mindful Walks

Cost of mindfulness practitioner £700

May	Cwm Idwal	6 attendees
June	Craig y Ddinas	5 attendees
July	Precipice Walk	10 attendees
August	Cwm Idwal	10 attendees
September	Jubilee Walk	9 attendees
October	Bron Aber	8 bookings (cancelled due to bad weather)
November	Betws y Coed	9 attendees
December	Beddgelert	12 attendees

## 2.2 – Outdoor Yoga

Cost of yoga instructor £340

June	Llyn Mair	7 attendees
July	Harlech Beach	15 attendees
August	Llyn Mair	10 attendees
September	Harlech Beach	12 attendees

## 2.3 – Forest School

Cost of sessions to employ forest school teachers £625

May	Coed Bryn Berthynau, Capel Curig	6 attendees
June	Coed Hafod, Llanrwst	11 attendees
July	Coed Farchynys, Bontddu	15 attendees
September	Coed Llyn Mair, Maentwrog	9 attendees





## 2.4 – Supporting Ukrainian guests

At the end of the year we worked with two organisations who support Ukrainian guests in North Wales. These were Pobl i Bobl who are based in Bangor and the Resettlement coordinator for Conwy County Council. We've since hosted a special welcome event at Plas Tan y Bwlch and monthly guided walks in the National Park especially for this group.



## 2.5 – Staff Wellness events

A special guided mindful walk was organised for the Engagement team to come together in May 2022. It would be a pleasure to organise such events for other departments in the Authority.



### 3- Tramper

With the new website came the online booking system for the tramper hire which made the whole process much more streamlined for the customer and easier to manage. Users can book tramper hire for any access for all route labelled as tramper friendly on the website.

#### 3.1 – Bookings and Locations

As well as the bookings included in the table, 1085 Adventures in Beddgelert also received over 50 bookings for the tramper, with around 10 of those being return users.



Date of Tramper Hire	Location
14 <sup>th</sup> February	Mawddach Trail
11 <sup>th</sup> April	Aber Falls
13 <sup>th</sup> April	Mawddach Trail
14 <sup>th</sup> April	Miners Path
15 <sup>th</sup> April	Miners Path
21 <sup>st</sup> April	Mawddach Trail
3 <sup>rd</sup> May	Moelyci
6 <sup>th</sup> May	Llyn Mair
19 <sup>th</sup> May	Miners Path
21 <sup>st</sup> May	Aber Falls
24 <sup>th</sup> May	Lôn Gwyrfai
26 <sup>th</sup> May	Aber Falls
31 <sup>st</sup> May	Miners Path
1 <sup>st</sup> June	Miners Path
6 <sup>th</sup> June	Aber Falls
18 <sup>th</sup> June	Mawddach Trail
24 <sup>th</sup> June	Miners Path
4 <sup>th</sup> July	Aber Falls
8 <sup>th</sup> July	Lôn Gwyrfai
11 <sup>th</sup> July	Mawddach Trail
14 <sup>th</sup> July	Miners Path
20 <sup>th</sup> July	Aber Falls
29 <sup>th</sup> July	Lôn Gwyrfai
8 <sup>th</sup> August	Lôn Gwyrfai
18 <sup>th</sup> August	Lôn Gwyrfai
20 <sup>th</sup> August	Lôn Gwyrfai
22 <sup>nd</sup> August	Mawddach Trail
24 <sup>th</sup> August	Aber Falls
31 <sup>st</sup> August	Lôn Gwyrfai
31 <sup>st</sup> August	Mawddach Trail
2 <sup>nd</sup> September	Lôn Gwyrfai
13 <sup>th</sup> September	Lôn Gwyrfai
23 <sup>rd</sup> September	Mawddach Trail
25 <sup>th</sup> September	Mawddach Trail
17 <sup>th</sup> October	Lôn Gwyrfai





## 3.2 – Tramper Promotional work

The Ice Trike Rally held at Bala was the perfect opportunity to showcase what Eryri has to offer for people who have additional access requirements.

The Authority provided their mobility vehicles for the event which included our Trampers and a new 4 wheeler Terrain Rider whilst also promoting the benefits and opportunities available across numerous access for all routes across the National Park.

We will continue to work closely with the organisers in future to raise awareness and show the support that is available for people with disabilities to access and enjoy the outdoors.

During the Autumn we commissioned a local filmmaker, Film Up High we worked on a creating a series of promotional videos to increase awareness on the access for all routes. The videos can be viewed on the following links, the password for each one is SNPA:

<https://vimeo.com/772061551>

<https://vimeo.com/772062731>

<https://vimeo.com/772064287>

<https://vimeo.com/772065899>

<https://vimeo.com/772067318>

<https://vimeo.com/772069303>

<https://vimeo.com/772071369>

<https://vimeo.com/772073295>

## 4 – KPI Updates

Table from the Volunteering Strategy

Action	Metric	How will we measure	Who will collect the data and how will it be reported?	2022 Target	2022 Result	2023 Target & Recommendations
Create opportunities and support initiatives that enable young, disabled, socially excluded and underrepresented people to volunteer.	Number of volunteers (including specific figures for target groups)	Better Impacts system and report from projects	Volunteer and Wellbeing Officer	Adjust volunteer application form to include questionnaire on these categories.  <u>Number of volunteers</u>  Young people :10  Disabled people: 10  Socially excluded and underrepresented people :10	<u>Number of volunteers</u>  Volunteer Age Demographic:  Children (school groups) : 132  Young people (14-24): 87  25-50 :74  50+ : 115  No data available for other protected characteristics	<u>Number of volunteers</u>  Young people : 10  Disabled people: 10  Socially excluded and underrepresented people : 10
Appoint volunteers with specific roles and provide with training as well as volunteering events for people unable to commit to regular activities.	Number of one-off and repeat volunteers	Report on Caru Eryri volunteering shifts from Better Impact	Volunteer and Wellbeing Officer	Number of Caru Eryri Volunteers: 80  Number of Yr Wyddfa Volunteer Wardens: 35	Number of Caru Eryri Volunteers: 84  Number of Yr Wyddfa Volunteer Wardens: 35  Number of Cader Idris Volunteer Wardens: 11	Number of Caru Eryri Volunteers: 50  Number of Yr Wyddfa Volunteer Wardens: 50
Establish new volunteering roles in other areas within the NP apart from the Wyddfa area e.g. Southern area Volunteer Wardens. Recruitment will start in 2021.	Number of volunteer days and volunteers by broad geographic location	Volunteer Wardens recruited and given training before the 2022 season commences	Volunteer and Wellbeing Officer & Head Wardens	Number of volunteer days:  Cader Idris – every weekend and bank holiday from April to Sept  Number of applications for South Volunteer Warden 2022: 10	Completed.  Cader Idris Volunteer Wardens  Number of Volunteer days: 35 (220 volunteer hours)	Retain number of Cader Idris Volunteer Wardens

To develop more in-house volunteer groups for: Biodiversity, Dark Skies, Conservation Projects (LIFE, Carneddau) and other future projects	Number of volunteer days by department/ project	Better Impacts system and report from projects	Volunteering and Wellbeing Officer & project staff	New target : Monthly gardening sessions at Plas Tan y Bwlch with regular team of 6-10 volunteers.  Number of Dark Skies Volunteers: 40  Number of Biodiversity and Woodland Volunteering days:  Number of Carneddau Project Volunteering Days:  Number of Project LIFE Volunteering Days:	Number of Dark Skies Volunteers: 2  Number of Woodland Management volunteer days: 8  Number of Footpath Maintenance Days: 7  Number of Carneddau Project Volunteer days: 48  Number of Project LIFE Volunteer days: 2  Number of Peatland volunteer days:	Target for gardening sessions at Plas Tan y Bwlch is an ongoing challenge.  Continue to support officers in coordinating an interesting variety of volunteer opportunities.
Projects such as Yr Ysgwrn will double the number of volunteers from 15 to 30 by hosting volunteer fairs and coffee mornings at the site to spread the word, and by advertising roles on Volunteering Wales website and in local papers	Number of volunteer days by department/ project	Report from Yr Ysgwrn staff	Volunteer and Wellbeing Officer & Cultural Heritage Manager	Number of Yr Ysgwrn Volunteers: 10-12  <i>Hosting a volunteering fair at Yr Ysgwrn on the 9<sup>th</sup> April before the season commences to aid recruitment.</i>	Number of Yr Ysgwrn Volunteers: 10	Continue further recruitment for Yr Ysgwrn volunteers by hosting regular coffee mornings at the site and advertising role more widely.
Continue to offer the Young Ranger Scheme to young people ages 14-16 and provide support and advice across the organisation to enable officers to organise and manage volunteering opportunities.	Number of volunteers and volunteer days for specific target groups	Report from Young People's Officer	Volunteer and Wellbeing Officer, Area Warden, Young People's Officer	Youth Officer will be in place. 12 Young Rangers will be offered the opportunity to take part in the scheme.	Number of Young Rangers: 13  Number of Young Ranger days: 6	Continue to support Young People's Officer to provide an interesting variety of volunteering opportunities for the Young Rangers.
To promote volunteering by staff and members we will schedule two volunteering days for staff and members each year. Each staff will have the right to volunteer up to 15 hours per year for other departments within the Authority.	Number of staff volunteer days	Report from number of staff volunteer days	Volunteer and Wellbeing Officer	Arrange two volunteering events especially for National Park staff and members to partake in.  Offer the opportunity for staff to volunteer on the Caru Eryri scheme.	Number of staff volunteer days: 2  Number of staff participating: 20	As well as organizing two volunteers days a year, encourage staff and members to participate in volunteering schemes such as Caru Eryri.



Develop and encourage working with corporate sponsored groups on mutually beneficial projects. Corporate volunteering is an area with potential for considerable growth for volunteering and for income generation. The funds will allow us to reinvest into volunteering as we'll be in a better position to supply PPE and uniform for volunteers.	No. of volunteers participating in corporate volunteer days	Report from number of corporate volunteer days	Volunteer and Wellbeing Officer	Number of corporate volunteers: 80	Number of corporate volunteer days: 7  Number of corporate volunteers: 76  <i>Corporate groups can directly enquire about a volunteer day through the website and make donations to support volunteer initiatives</i>	Number of corporate volunteers: 80  Encourage large groups to come volunteer with us for a day to tackle conservation work that requires many people.
Continue to work with the Snowdonia Society, the Outdoor Partnership, and others to encourage more volunteering in support of National Park purposes (and other partners as appropriate).	Narrative report on achieving this as part of annual report.		Volunteer and Wellbeing Officer	<i>Continue to work closely with our partners to provide volunteering opportunities across the whole of the National Park.</i>	Partnership working on the Caru Eryri project positively encourages good relationship with other organisations who are working towards similar outcomes.	Continue this work, with a target to expand volunteering opportunities in the Southern area of the Parc by working with the area Wardens and local groups e.g. Coleg Meirion, Cwmni Nod Glas and Mantell Gwynedd
Ensure at least two volunteer workdays with Snowdonia Society each month.	Number of volunteer days	Report from Snowdonia Society	Volunteer and Wellbeing Officer	<i>Aim for at least 6 volunteering days with Snowdonia Society each month.</i>	Number of Volunteer Days: 15  Number of Caru Eryri Days: 105	<i>In 2022 an average of 10 volunteer workdays a month was hosted in partnership with the Snowdonia Society.</i>  <i>For 2023, work continues on this target with the aim of maintaining an average of 10 workdays a month.</i>
We will collaborate strategically with other organisations who use conservation volunteers in Eryri in order to share good practice, training etc.	Number of volunteer days	Report from Snowdonia Society staff	Volunteer and Wellbeing Officer	Number of volunteering days with the Snowdonia Society:	Number of Volunteer Days: 15  Number of Caru Eryri Days: 105	As above, with the addition of more focus on training in particular to the volunteer leaders for Caru Eryri.
Seek opportunities with partners for accredited training days to upskill volunteers.	Number of training events and number trained	Report from Better Impact	Volunteer and Wellbeing Officer	Number of training events: 12  Number of volunteers trained: 60	Number of training events: 6  Number of volunteers trained: 40  Includes REC First Aid and the Caru Eryri Training by Mike Raine.	Continue to offer REC First Aid training to volunteers and seek out other opportunities for further development when budget allows.

Offer a variety of volunteering opportunities across the National Park area – some for one day only, others requiring commitment over several hours each month from volunteers.	Number of volunteers and volunteer days for specific target groups	Report from Better Impact	Volunteer and Wellbeing Officer	Number of Volunteers: 150 Number of Volunteer days (shifts): 500	Number of Volunteer: 206 Number of Volunteer Days: 485	Number of Volunteer: 250 Number of Volunteer Days: 500
Support the Warden service in their use of volunteers.	Number of volunteer days by department/ project and geographic location	Report on hours from SignUp	Volunteer and Wellbeing Officer	Number of Volunteer days: Snowdon : 285 Cader Idris : 110  <i>Collaborating with the Warden service to host footpath maintenance days as part of the Caru Eryri scheme this season. Will include 1 path maintenance day each month.</i>	Number of Volunteer days: Yr Wyddfa : 272 (1600+ volunteer hours) Cader Idris: 35 (220 volunteer hours)	Continue to support the Warden service in their use of volunteers by scheduling regular footpath maintenance days as well as assisting with other projects as needed.  Wardens given training on Better Impact and Volunteer Wardens shifts advertised on the software.
Voluntary Wardens undertaking more than one role, possibly assisting with engagement activities such as leading or back marking NP guided walks when new programmes are in place	Number of volunteers by department	Report from SignUp	Volunteer and Wellbeing Officer	Number of Yr Wyddfa Volunteer Wardens: 45  Number of Cader Idris Volunteer Wardens: 10  Volunteer Wardens are becoming group leaders for the Caru Eryri volunteers.	Number of Volunteer Wardens leading Caru Eryri volunteer groups: 3  Number of Yr Wyddfa Volunteer Wardens: 35  Number of Cader Idris Volunteer Wardens: 11	By merging Volunteer Wardens to Better Impact it will encourage them to participate in all other opportunities.
Assist long service volunteers in their personal development such as to achieve elements for National Standards Qualifications.	Number of training events and number trained	Report from Better Impact	Volunteer and Wellbeing Officer	Number of volunteers completing the Caru Eryri Training: 80  Number of volunteers completing REC First Aid: ALL Volunteers  There is not enough budget left to offer ML Training to volunteers this season.	Number of volunteers completed Caru Eryri Training: 24  Number of volunteers completed REC First Aid: 20  ML Training not offered in 2022	Keep in regular contact with long service volunteers to see how we can support personal development.  Number of volunteers completing REC First Aid: 30

Use effective recruitment methods to ensure that we reach a wide range of people. We will continue to work closely with Mantell Gwynedd, Conwy Voluntary Action Council and other special interest groups.	Number of volunteers	Report from Better Impact	Volunteer and Wellbeing Officer	Number of Volunteers Signed up on Better Impact: 450 Number of direct Volunteers: 50	Number of Volunteers registered on Better Impact: 599 All new volunteers now directly register through Better Impact.	Encourage all registered volunteers actively participate in the volunteering opportunities available.
Develop a robust recruitment and induction process. This will cover an introduction pack covering all aspects of volunteering as well as enrolment in the Ambassador Scheme.	Induction pack has been developed.  All new and existing volunteers have received induction pack.	Report from Better Impact	Volunteer and Wellbeing Officer	<i>On the National Park's new website, new volunteers will be signposted straight away to Better Impact. There will also be a direct enquiry box for individuals, schools and colleges, corporate groups.</i>	<i>Straightforward volunteer enquiry box available on the website.  New volunteers are signposted to sign up to volunteer workdays on Better Impact.  Information packs are sent to volunteers with specific roles.</i>	<i>Encourage all volunteers to work towards Gold level Eryri Ambassador.</i>
Market our volunteering opportunities by using the following methods; listing available opportunities on the Volunteering Cymru website and in local Volunteering Centres; taking advantage of public events in order to draw public attention to the volunteering opportunities; establishing a 'contact us' page on the Authority's new website, giving information on volunteering with the Authority; sharing images of volunteering activities through social media together with information on how to take part.	Number of volunteers and volunteer days.  Volunteer pages have been established on new website.		Volunteer and Wellbeing Officer	Continue to use the same recruitment methods.	Staff presence at career fairs to recruit more young volunteers.  Regularly attended Mantell Gwynedd volunteering fairs to promote the opportunities to volunteer in the National Park.  The achievements of our volunteer's work commended on our social media platforms.	Continue to use the same recruitment methods.
Continue to include regular updates and information on volunteering in supplements / articles in publications and reports, press releases, articles celebrating and thanking volunteers, adverts, and printed matter in the Visitor Centres etc.	Number of volunteers and volunteer days for specific target groups		Volunteer and Wellbeing Officer	Continue to celebrate our amazing volunteers.	Appreciation of volunteers shown by hosting thank you events at the end of the season, and in publications.	Nominate 7 volunteers to take part in National Volunteers Week in June.

<p>We currently use Sign Up to coordinate volunteering opportunities for the Yr Wyddfa Volunteer Wardens. We have introduced a new online volunteer management system called Better Impact to our Caru Eryri volunteers. If this works successfully throughout the season we'll look at using this software to coordinate volunteering opportunities for all National Park volunteering projects.</p>	<p>New volunteer management system has been established.</p> <p>Volunteer management system is utilised for measuring and reporting on KPI's.</p>	<p>Report from Better Impact software and Sign Up system</p>	<p>Volunteer and Wellbeing Officer</p>	<p>Continue to use current Volunteer Management Software</p>	<p>Volunteer Wardens continued to use SignUp in 2022.</p> <p>All other volunteering events are coordinated through Better Impact.</p>	<p>Volunteer Wardens merging to Better Impact in 2023.</p>
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## 5 – What's to come in 2023

- Volunteer Wardens merge to Better Impact
- Caru Eryri kicking off with Spring Clean Cymru and ending with the Real 3 Peaks challenge
- Conservation work across the National Park with the Snowdonia Society
- Supporting Cwmni Nod Glas to set up volunteer group in Dinas Mawddwy
- Guided Mindful Walks on the 1st Saturday of every month
- Outdoor yoga twice a month in summer
- Forest School outside of term time
- Active Woods sessions with Coed Lleol in National Park woodlands
- Walking and Weaving
- Wardens Walk of the Month
- Gwynedd Youth groups monthly volunteering sessions
- Monthly guided walks with Pobl i Bobl



# Teithiau Cerdded Meddwlgarwch Guided Mindful Walks

Ymunwch gyda ni ar ein teithiau cerdded meddwlgarwch o gwmpas Parc Cenedlaethol Eryri gyda'r arweinydd Davy Greenough. Wrth fwynhau taith gerdded gymhedrol, byddwn yn cerdded fel grŵp gan fwynhau'r amgylchedd naturiol a bydd amser am seibiant rheolaidd gyda chyfnodau myfyrdod byr.

Join our guided mindful walk around Snowdonia National Park with qualified guide Davy Greenough. Enjoying a moderate walk, we walk as a group enjoying the natural environment and there will be regular stops with short, guided meditations along the way.



Archebwch i  
drwy sganio'r QR  
To book your  
place scan the QR

Dydd Sadwrn  
cyntaf pob mis  
First Saturday of  
every month



AWDURDDO PARC CENEDLAETHOL ERYRI  
ERYRI NATIONAL PARK AUTHORITY

[eryri.llyw.cymru](http://eryri.llyw.cymru)

Ymunwch â ni y tymor hwn i  
**BLANNU COED**  
ym Mharc Cenedlaethol Eryri


Join us this season to  
**PLANT TREES**  
in Eryri National Park



**COFRESTRWCH HEDDIW / SIGN UP TODAY**










Mae Awdurdod Parc Cenedlaethol yn eich gwahodd i

# Gerdded a Gwehyddu

The Eryri National Park Authority invites you to

# Walking and Weaving

 AWDURDOD PARC CENEDLAETHOL ERYRI  
ERYRI NATIONAL PARK AUTHORITY

[eryri.llyw.cymru](http://eryri.llyw.cymru)

## Taith Gerdded y Mis gyda Warden Warden's Walk of the Month



**Ionawr 28 / January 28**  
De / South

**Chwefror 11 / February 11**  
Gogledd / North

**Mawrth 18 / March 18**  
De / South

**Ebrill 14 / April 14**  
Gogledd / North

**Mai 20 / May 20**  
De / South

**Mehefin 7 / June 7**  
Gogledd / North

**Gorffennaf 21 / July 21**  
De / South

**Awst 9 / August 9**  
Gogledd / North

**Medi 16 / September 16**  
De / South

**Hydref 21 / October 21**  
Gogledd / North

**Tachwedd / November 16**  
De / South

**Rhagfyr 2 / December 2**  
Gogledd / North



Archebwch eich lle ar ein wefan  
Reserve your place on our website

 AWDURDOD PARC CENEDLAETHOL ERYRI  
ERYRI NATIONAL PARK AUTHORITY

[eryri.llyw.cymru](http://eryri.llyw.cymru)





# YMUNWCH Â'R TÎM

i helpu warchod  
Eryri haf yma

# JOIN THE TEAM

to help care for  
Snowdonia this summer

- Diwrnodau hel sbwriel cyson pob Dydd Gwener, Sadwrn a Sul
- Gwaith cynnal a chadw llwybro
- Arolygon sbwriel
- Hyfforddiant awyr agored gyda Mike Raine
- Teithiau cerdded gyda arweinydd mynydd
- Regular litter picks every Friday, Saturday and Sunday
- Footpath maintenance days
- Litter surveys
- Outdoor training with Mike Raine
- Mountain walks with mountain leaders

**COFRESTRWCH HEDDIW / SIGN UP TODAY**



# YMUNWCH A'R TÎM

I HELPŪ I OFALU AM LWYBRAU  
CERDDED DINAS MAWDDWY

# JOIN THE TEAM

TO HELP CARE FOR FOOTPATHS  
AT DINAS MAWDDWY



- Diwrnodau gwirfoddoli Cadwraeth a chynnal a chadw llwybrau
- Cyfarfod ffrindiau newydd, ymarfer corff a boddhad o wybod eich bod yn gwneud rhywbeth i helpu.
- Footpath Maintenance and Conservation volunteer days
- Meeting new friends, exercise and the satisfaction of knowing that you're doing something to help.

**COFRESTRWCH HEDDIW / SIGN UP TODAY**






# Ioga Awyr Agored Outdoor Yoga



Ymunwch â ni ar draeth Harlech a Llyn Mair, am sesiwn 2 awr yoga gyda Tracey Jocelyn. Bydd y sesiwn yma'n addas ar gyfer dechreuwyr a rhai mwy profiadol. Os yw'r tywydd yn braf, beth am orffen y sesiwn wrth nofio?

Join us on the beautifully scenic Harlech Beach and Llyn Mair, for a 2 hour yoga session with Tracey Jocelyn. This session is suitable for beginners and experienced yogis alike. If the weather is fine, why not follow it with a swim?

Mawrth / Tuesday - 06/06/23 - Llyn Mair	 <p>Am ragor o wybodaeth sgwârwyd y côd QR gyda chamera eich ffôn clyfar. For more information scan the QR code with your smartphone camera.</p>
Dydd Sul / Sunday - 25/06/23 - Traeth Harlech Beach	
Dydd Mawrth / Tuesday - 04/07/23 - Traeth Harlech Beach	
Dydd Sul / Sunday - 30/07/23 - Llyn Mair	
Dydd Mawrth / Tuesday - 08/08/23 - Llyn Mair	
Dydd Sul / Sunday - 27/08/23 - Traeth Harlech Beach	

Bydd y sesiynau yn dechrau am 10:00 ac yn gorffen am 12:00  
The sessions will start at 10:00 and finish at 12:00



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**UN BAG  
GWAHANIAETH  
MAWR**

**ONE BAG  
BIG  
DIFFERENCE**

#GwanwynGlânCymru  
#SpringCleanCymru



caru  
cymru

Ymunwch â Gwanwyn Glân Cymru  
17 Mawrth - 2 Ebrill 2023  
Join Spring Clean Cymru  
17 March - 2 April 2023

## Gwanwyn Glân Cymru Spring Clean Cymru

Ymunwch ag ymgyrch Gwanwyn Glân Cymru wrth i ni reoli sbwriel a darparu gwybodaeth ac arweiniad i ymwelwyr.

Join the Spring Clean Cymru campaign as we manage litter levels and provide information and guidance to visitors.

Y bwriad yw casglu sbwriel oddi ar Yr Wyddfa cyn i'r tymor prysur ddechrau. Gan gerdded 4 o'r llwybrau byddwn yn anelu i gyrraedd y copa ar y diwrnod hwn!

The aim is to collect litter off Yr Wyddfa before the busy season starts. Patrolling 4 of the main routes we will be aiming to reach the summit on this day!



Dyddiad / Date:  
**02/04/2023**  
Hyd / Duration:  
**9:00 - 16:00**

Lefel ffitrwydd: **Heriol**  
Fitness level: **Demanding**



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**PLAS TAN Y BWLCH MANAGEMENT BOARD  
WEDNESDAY 22<sup>nd</sup> MARCH 2023**

	<p><b><u>Present:</u></b></p> <p><b>Members:</b> Ms. Tracey Evans Mr. Tim Jones (Chair) Cllr. Meryl Roberts Mr. Emyr Williams Mr. Iwan Jones</p> <p><b>In attendance:</b> Cllr. Annwen Hughes (ex-officio) Cllr. Edgar Owen (ex-officio)</p> <p><b>Officers:</b> Mr. Dafydd Edwards, Ms. Nia Murray, Mr. David Williams, Mr. Edward Jones, Mrs. Anwen Gaffey.</p> <p>The Director of Corporate Services advised that the meeting was being recorded to assist in verifying the minutes.</p>
1.	<p><b>Apologies</b> Ms. Zara Roberts</p>
2.	<p><b>Declaration of Interest</b> No declarations of Personal Interests were made in respect of any item.</p>
3.	<p><b>Minutes</b> The Minutes of the Plas Tan y Bwlch Management Board meeting held on the 8<sup>th</sup> February 2023 were accepted, and the Chairman signed them as a true record.</p> <p>In response to a question, officers confirmed that Red Bull had now settled with the Authority. Arising thereon, Members were provided with details of the misconduct and the Chief Executive advised that he had notified Red Bull that the press had picked up on the incident.</p>
4.	<p><b>To consider latest developments on Hochtief's interest in using some of Plas Tan y Bwlch's facilities</b> Submitted - The Director of Corporate Services presented the report to be considered as part of the overall recommendation to the Authority on the future of Plas Tan y Bwlch.</p> <p>Reported - The Director of Corporate Services advised that Hochtief had confirmed they would not be proceeding with renovations to the Annex but were still interested in</p>



	<p>reserving 11 rooms on a bed and breakfast basis at a rate of £65-00 per person (from Monday to Friday). This would be in the form of a block-booking in the main house between June and October. The Director of Corporate Services advised that Plas Tan y Bwlch was already busy for three of the weeks during June, for one week in July and one week in September, and in order to meet Hochtief's requirements, Plas Tan y Bwlch would have to cancel other business during this period.</p> <p><b>RESOLVED</b></p> <ol style="list-style-type: none"> <li><b>1. to ask the Director of Corporate Services to thank Hochtief for their interest and advise that the Authority was unable to improve on its current offer.</b></li> <li><b>2. to advise that Plas Tan y Bwlch would be happy to work with Hochtief during such times that rooms were available.</b></li> </ol>
<b>5.</b>	<b>Site / Building Future Options</b>
	<p>Submitted – The Head of Property Service presented his report which outlined the main options with regard to the future of the building and the surrounding site.</p> <p>Reported – The Head of Property Service provided Members with the background and options for maintenance of the building in the short term and considerations for its long-term future.</p> <p>Arising thereon, Members and officers discussed the following in detail:-</p> <ul style="list-style-type: none"> <li>- the estimated net cost of maintaining and protecting the building (as outlined in para. 2.5 of the report).</li> <li>- the current business rates and future options. Members noted that the cost of maintaining the building could rise in year two without the benefit of business rates relief.</li> <li>- the current cost of maintaining Plas Tan y Bwlch will increase further in 2023/24 due to the increase in the cost of utilities, the rise in food/produce, pay settlement etc.</li> <li>- two tenders for rebuilding the buttress and parapet were now under consideration with a marked difference between the prices. The Property Manager was currently awaiting confirmation that contingencies were included in the lowest quote. Members were advised that the remedial building safety work would need to be carried out irrespective of how the Authority decides to proceed, and as Plas Tan y Bwlch was a Grade II* Listed Building, listed building consent will be necessary to replace the stonework on top of the parapet. The Property Manager confirmed that car park income surplus would be available to replenish the Asset Management Reserve.</li> <li>- in response to a question, the Property Manager advised that the condition report had estimated the cost of maintaining the house and the property encompassing the building over the next 10 years. The estimate was based on figures which were now nearly two years old and did not include the cost of installing a new lift, upgrading the heating system, and resurfacing the boundary and access roads (para. 4.3 of the report). The Property Manager confirmed that the chalet owners have very long leases, and the Authority remains responsible for the drives and the grounds around the chalets. There was also the additional cost to install a syphon at Llyn Mair, which was regarded as a high-risk reservoir due to the infrastructure risk to the A487 (para. 4.4 of the report).</li> <li>- the Chief Executive advised that following today's clear guidance and in light of the current inflationary challenge faced by the Authority, the long-term future of Plas Tan y Bwlch would be included as part of the many difficult decisions the Authority will have to make.</li> </ul>

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|  | <ul style="list-style-type: none"><li>- Members agreed that more information was necessary, in the form of an options report with costings, before the Management Board could present any recommendations on the long-term future of Plas Tan y Bwlch to the Authority. Options for maintaining the internal condition of the house and reduce further deterioration, such as continuing to convene the Authority's meetings at Plas Tan y Bwlch, should also be included.</li><li>- Members agreed that as part of the assessment there was a need to answer why the Authority should continue to manage the asset, and also to evaluate whether current activities at Plas Tan y Bwlch were delivering National Park purposes.</li><li>- the Chief Finance Officer recommended that a paper-trail be kept of the process to record how the Board reaches its conclusion.</li></ul> |
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**RESOLVED**

- 1. to convene a further meeting of the Plas Tan y Bwlch Management Board when officers were ready to present their report on options for the future.**
- 2. to arrange a special meeting of the Authority in May 2023 to consider the Plas Tan y Bwlch Management Board recommendations on the long-term future of Plas Tan y Bwlch.**

**The meeting ended at 12.55**