

NOTICE OF MEETING



Snowdonia National Park Authority

Emyr Williams

Chief Executive

Snowdonia National Park Authority

Penrhyndeudraeth

Gwynedd LL48 6LF

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Meeting: Snowdonia National Park Authority

Date: Wednesday 13 September 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***

AGENDA

Page No's

1. **Apologies for absence and Chairman's Announcements**
2. **Corporate Update**
To receive an oral update from the Chief Executive.
3. **Public Question Time**
The Authority has allocated up to 20 minutes at the start of its meeting to allow members of the public the opportunity to ask specific questions that relate to the work of the Authority (apart from planning applications) that is relevant to the Park's duties and purposes.

Questions must be submitted in writing (by post or e-mail) to the Director of Corporate Services at least 7 days prior to the meeting.
4. **Declaration of Interest**
To receive any disclosure of interest by members or officers in respect of any item of business.

3 - 10
5. **Minutes**
The Chairman shall propose that the minutes of the meetings of this Authority held on the 14th June 2023 be signed as a true record. (Copies herewith)
6. **Matters for Information arising from the minutes**

11
7. **Action Log**
To submit the Action Log, for information. (Copy herewith)
8. **Annual Report 2022/23**
To submit a report by the Director of Corporate Services. (Copy herewith)

12 - 70
9. **Annual Report on Actual Treasury Management Activity 2022/23**
To submit a report by the Chief Finance Officer. (Copy herewith)

71 - 74
10. **2023/24 Budget Update**
To submit a report by the Chief Finance Officer. (Copy herewith)

75 - 84
11. **To submit the following minutes for information:-**
- Minutes of the Local Joint Working Group held on the 30th June 2023.

85 - 87
12. **Meetings of other Organisations**
To receive reports from Members on any recent meetings which they have attended as representatives of the Authority.

**SNOWDONIA NATIONAL PARK AUTHORITY
ANNUAL GENERAL MEETING
WEDNESDAY 14th JUNE 2023**

PRESENT:

Members appointed by Gwynedd Council

Councillors 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

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

Members appointed by the Welsh Government

Mr. Brian Angell, Ms. Tracey Evans, Mr. Tim Jones, Ms. Naomi Luhde-Thompson, Mr. Owain Wyn;

Officers

Emyr Williams, G. Iwan Jones, Jonathan Cawley, Dafydd Edwards, David Williams, Bethan Hughes, Naomi Jones, Angela Jones, Anwen Gaffey.

Apology

Mrs. Sarah Hattle.

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

1. Chair

The Director of Corporate Services outlined the procedure for electing a Chair and Vice-Chair for the Authority and advised that in accordance with Standing Orders 5.2 and 5.3, he had received nominations proposing two Members for the Chair, Councillor Annwen Hughes and Mr. Tim Jones, who were then invited to address the meeting.

Councillor Annwen Hughes and Mr. Tim Jones both took up the invitation to address the meeting and provided Members with a summary of their background and experience.

Councillor Annwen Hughes was elected Chair of the Authority.

The Chair thanked Members for their support.

2. Vice-Chair

The Director of Corporate Services advised that in accordance with Standing Orders 5.2 and 5.3, he had received nominations proposing two Members for Vice-Chair, Mr. Tim Jones and Councillor Edgar Owen, who were then invited to address the meeting.

Councillor Edgar Owen took up the invitation to address the meeting and provided Members with a summary of his background and experience. Mr. Tim Jones relied upon the address he gave for the election of the Chair.

Mr. Tim Jones was elected Vice-Chair of the Authority.

The Vice-Chair thanked Members for their support.

3. **Chair's Announcements**

- (1) The Chair took the opportunity to thank Councillor Edgar Owen for all his work and his support as Vice-Chair over the previous year.
- (2) **Sympathy**
The Chairman, on behalf of Members, conveyed the Authority's deepest sympathy to Mrs. Sharon Warnes, Chair of the Standards Committee, on the recent death of her husband.
- (3) The Chair reported on meetings attended since the Authority previously met:-
 - the Chair and Vice Chair had attended the Standards Committee meeting on 28th April 2023.
 - the Chair and Vice Chair had attended the recent Welsh Members' Seminar hosted by Bannau Brycheiniog National Park Authority. The Chair also thanked the Members from Eryri who had attended the Seminar.
 - on the 1st June 2023 the Chair had attended the UK National Parks Chairs' Forum.
 - the Chair and Vice Chair had recently attended interviews to appoint a Head of Development Management & Compliance for the Authority.

4. **Corporate Update**

- (1) The Chief Executive congratulated the Chair and the Vice Chair on their appointments.
- (2) The Chief Executive advised that the Minister had recently amended her schedule and would now be visiting Eryri at the end of the summer. He also advised that the 3 Welsh National Park Authorities will meet with the Minister at the Royal Welsh Show to discuss Climate Change.
- (3) The Chief Executive advised that the Member Development Day had been cancelled for the time being, to allow Members the opportunity to attend the Lost Words Exhibition being launched on the evening of Friday 23rd June at Yr Ysgwrn. Members were encouraged to respond to the invitation.
- (4) The Chief Executive confirmed that Hafod Eryri was going to re-open in the coming week. He advised that some maintenance work remained outstanding due to difficulties getting contractors to the summit over the last two years.
- (5) The Chief Executive advised that the Chair would shortly be carrying out Member Performance Assessments for the Welsh Government appointments which need to be completed by the beginning of July.

5. **Public Question Time**

Members were informed that no public questions had been received.

6. **Declarations of Interest**

Mr. Dafydd Edwards declared an interest in Item No. 22 on the Agenda.

7. **Membership of the Authority**

Submitted - The Chief Executive's report on current membership of the Authority, for information.

Reported – The Chief Executive presented the report and asked Members to confirm their details were correct and to consent to the information being published on the Authority's website.

RESOLVED to note the report.

8. **Minutes**

The minutes of the Authority meeting held on 26th April 2023 were accepted and the Chair signed them as a true record.

9. **Action Log**

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

Reported – The Director of Corporate Services presented the report and advised that the Action Log should remain as submitted.

RESOLVED to note the Action Log, as submitted.

10. **Appointment of Members to serve on Committees, Panels, Working Groups and External Representation**

Submitted - A report by the Chief Executive to appoint Members to serve on the following Committees, Panels, Working Groups and External Representation.

Arising thereon, Members were advised that all the Committees, Working Groups etc., were vacant and the names of previous memberships were included for information only.

RESOLVED to appoint Members as follows:-

(1) **COMMITTEES**

i) **Planning and Access Committee - All Authority Members**

ii) **Performance and Resources Committee - All Authority Members**

iii) **Standards Committee** (Term of Office established by the Standards Committee (Wales) Regulations 2001).

**Councillors Dilwyn Roberts, Elfed Roberts; Mrs. Sarah Hattle.
+ 3 Independent Members**

(2) **PANELS**

i) **Single Status Grading Appeals Panel**

3 Members + 2 substitute Members to be drawn from the Standards Committee membership by the Standards Committee

(3) **WORKING GROUPS**

i) **Members' Working Group - All Authority Members**

ii) **Local Joint Working Group**

Councillors Elwyn Edwards, Kim Jones, Ifor Glyn Lloyd; Mrs. Sarah Hattle.

iii) **Yr Ysgwrn Management Board**

Councillors Elwyn Edwards, Elfed Powell Roberts; Ms. Naomi Luhde-Thompson.

iv) **Plas Tan y Bwlch Management Board**

Councillor Meryl Roberts; Ms. Tracey Evans, Mr. Tim Jones.

(4) AUTHORITY ADVISORY COMMITTEES

- i) **Celyn, Tegid and Tryweryn Advisory Conference**
Councillors Elwyn Edwards, Ifor Glyn Lloyd, June Jones;
Mr. Brian Angell.
- ii) **Fforwm Eryri**
Councillor Annwen Hughes (Chair)
Mr. Tim Jones (Vice Chair)
Councillors Kim Jones, Jo Nuttall; Mr. Brian Angell.
- iii) **Local Access Forums**
South: Councillor John Pughe Roberts
North: Mr. Tim Jones
- iv) **Eryri Equality Forum**
Councillor Ifor Glyn Lloyd

(5) TASK AND FINISH GROUPS

- i) **Assets Sub-Group**
Councillors June Jones, Ifor Glyn Lloyd, Meryl Roberts;
Mr. Brian Angell, Ms. Tracey Evans, Mr. Tim Jones.
- (ii) **Europarc Youth Manifesto Group**
Councillors Kim Jones, John Pughe Roberts; Ms. Tracey Evans.
- (iii) **Carbon Account Steering Group**
Councillor John Pughe Roberts; Mr. Brian Angell, Mr. Tim Jones.
- (iv) **Place Names Steering Group**
Councillors Elwyn Edwards, June Jones, Dilwyn Roberts.

(6) OTHER BODIES

- i) **Trawsfynydd Stakeholder Group**
Councillor Elfed Powell Roberts
- ii) **Joint Council for Wales**
Councillor Louise Hughes
- iii) **National Trust, Beddgelert Local Liaison Committee**
Councillor June Jones.
Arising thereon, the Chief Executive agreed to write to the National Trust to ascertain whether this body was still active.
- iv) **Campaign for National Parks**
(The 3 Welsh National Park Authorities are represented by a Member of the Authority which holds the National Parks Wales Secretariat, currently held by Bannau Brycheiniog National Park Authority)
- v) **The Alliance for Welsh Designated Landscapes**
Mr. Tim Jones

- vi) **Welsh Local Government Association Council**
Councillor Dilwyn Roberts
- vii) **Pen Llyn a'r Sarnau (SAC)**
Councillor Louise Hughes
- viii) **Snowdonia Green Key Initiative Executive Group**
Councillor June Jones
- ix) **Energy Island Programme Strategic Forum**
Councillor Elfed Roberts
- x) **Dyfi Biosphere Partnership**
Councillor Louise Hughes
- xi) **Cambrian Coast Railway Liaison Conference**
Councillor Meryl Roberts
(In Reserve – Ms. Delyth Lloyd)

11. **Annual Report to the Authority**

Submitted – A report by the Chair of the Standards Committee.

Reported – The Director of Corporate Services presented the annual report on behalf of the Chair of the Standards Committee. Members were provided with the background and were advised upon the additional statutory duty placed on the Standards Committee to prepare an annual report to the Authority.

RESOLVED to note the contents of the report.

12. **Annual Governance Statement 2022/23**

Submitted – A report by the Head of Administration and Customer Care to approve the Annual Governance Statement for signature by the Chair and the Chief Executive.

Reported – The Head of Administration and Customer Care presented the report and the Annual Governance Statement 2022/23. Arising thereon, and in response to questions:-

- **Staff Performance Appraisals and Training**
the Chief Executive reassured Members that the staff appraisal process had already started for 2023.
- **Health and Safety**
the Director of Corporate Services advised that following a recent external assessment, steps were being taken to address current failings and that a service agreement was being sought with either Gwynedd Council or Conwy County Borough Council.
- **Audit Wales Sustainable Tourism Proposals for Improvement** – the Head of Administration and Customer Care agreed to include more detail under this heading.
- in response to a question, the Director of Corporate Services confirmed that Authority meetings and Planning and Access Committee meetings were live-streamed and are made available on YouTube. Also, Members of the public were able to attend in person at Plas Tan y Bwlch.

Subject to including additional detail as outlined above, it was RESOLVED to approve the Annual Governance Statement for the 2022/23 financial year.

13. **(Draft) Corporate Work Programme 2023/24**

Submitted – A report by the Director of Corporate Services for Members to discuss and adopt the (Draft) Corporate Work Programme as a working document for 2023/24.

Reported - The Director of Corporate Services presented the (Draft) Corporate Work Programme. Members welcomed the document which they felt was well written and easy to understand.

RESOLVED to note the report and to formally adopt the (Draft) Corporate Work Programme as a working document for 2023-24.

14. **Members' Attendance**

Submitted – An information report by the Director of Corporate Services detailing Member attendance at Authority and Committee meetings from 1st April 2022 to 31st March 2023.

Reported – The Director of Corporate Services presented the report. Arising thereon, officers agreed to correct the Welsh report to read Cllr. *June Jones*.

RESOLVED to note the report, for information.

15. **Welsh Language Standards**

Submitted – A report by the Head of Administration and Customer Care together with the Authority's Welsh Language Standards 2022/23 Monitoring Report.

Reported – The Head of Administration and Customer Care presented the report and background and took the opportunity to thank the three members of the Steering Group for their input and support when developing a new Welsh Language Promotion Strategy for the Authority.

Arising from a question, the Chief Executive confirmed that the Authority had agreed at its meeting in November 2022 to use *Yr Wyddfa* and *Eryri*, with the English names in brackets, for a period of 2 years.

RESOLVED

- 1. to approve the report and to thank the Head of Administration and Customer Care for her work.**
- 2. to authorise the Head of Administration and Customer Care to publish the Welsh Language Standards 2022/23 Monitoring Report on the Authority's website.**

16. **Cynllun Eryri Annual Monitoring Report 2021/2**

Submitted – A report by the Partnerships Manager on the second year of implementation of the National Park Management Plan from 2021/22.

Reported – The Partnerships Manager presented the report which provided an outline of the key points to note, and the Annual Monitoring Report which reflected the work carried out in 2022. The Partnership Manager was pleased to report there were no outcomes assessed as being '*Not progressed and/or at risk*' which meant each objective was on track to be delivered within the timeline of the overall plan. Members also noted the intention to add to the Cynllun Eryri microsite following adoption of the Monitoring Report today. Finally, the Partnerships Manager took the opportunity to thank each of the partners for their valued contribution and support.

Members considered the Annual Monitoring Report and made the following observations:-

- Members welcomed the detailed report and format.
- in response to a request by a Member for information on Invasive Non-Native Species (INNS) like Japanese Knotweed, the Partnerships Manager agreed to make enquiries and provide all Members with links to further information on the invasive species and how the public can report their existence.
- a Member noted that as the Authority was working in partnership with Grwp Cynefin on reducing carbon emissions and on a skills and employment strategy, officers were asked to consider inviting other housing associations such as 'Adra' to join the partnership.
- with regard to reducing carbon emissions, the Chief Executive advised that as well as working with the other two Welsh National Park Authorities, he had written to the two local Public Service Boards and will be meeting with the Chief Executives of Conwy County Borough Council and Gwynedd Council to continue this work on a regional basis.
- the Director of Planning and Land Management confirmed that the Authority continues to support the work to identify empty premises which can be developed for business or housing use.

RESOLVED to note the report and progress made to date regarding the delivery of Cynllun Eryri.

17. Yr Ysgwrn Annual Report 2022-23

Submitted – The Annual Report to update Members on activity at Yr Ysgwrn.

Reported – The Head of Cultural Heritage presented the Annual Report and advised that 2022/23 was the first year that Yr Ysgwrn had operated without any additional grant. Arising thereon, the Chief Executive confirmed that a realistic baseline would be set for Yr Ysgwrn in future.

Members welcomed the report and made the following observations:-

- Members thanked the Head of Cultural Heritage for the annual report and thanked all the staff and volunteers at Yr Ysgwrn for their work, and for working closely with the local community and Trawsfynydd Community Council.
- Members noted that a new education resource would be available from September. This will provide Yr Ysgwrn with further opportunity to work with local schools, as well as schools from further afield, to provide experiences for children and contribute to the new curriculum.

RESOLVED to note the contents of the Annual Report, for information.

18. Members' Working Group Report

Submitted – Report of the Members' Working Group held on 19th April 2023.

RESOLVED to note the report.

19. Meetings of other Organisations

Members had not attended external meetings as representatives of the Authority.

20. Minutes

The following minutes were submitted for information:-

- (1) Minutes of National Parks Wales Executive Meeting held on 4th October 2022.

- (2) Minutes of the Performance and Resources Committee held on 22nd March 2023.
- (3) Minutes of the Standards Committee held on the 28th April 2023.

21. **Section 151 Officer**

Schedule 12A Local Government Act 1972: Exemption from disclosure of documents

Submitted – A report by the Director of Corporate Services requesting Authority approval for the exemption of the subsequent report.

RESOLVED that the subsequent “Section 151 Officer” report be exempt from disclosure for the reasons outlined in the report.

22. **Section 151 Officer**

Submitted - A report by the Chief Executive on the appointment of a Chief Financial Officer (Section 151 Officer) for the Authority, together with a copy of Mr. Dewi Morgan’s Curriculum Vitae.

Reported – The Chief Executive presented his report and reminded Members that the Authority, at its meeting on the 26th April 2023, had resolved to approve in principle the appointing of Gwynedd Council’s Head of Finance (s151 Officer) as the Authority’s Section 151 Officer. Mr. Dewi Morgan introduced himself to Members and received questions from the floor.

In response to a question from a Member, the Director of Corporate Services confirmed that the appointment did not create a conflict of interest.

The Chair and the Chief Executive thanked Mr. Dafydd Edwards for his long service and his commitment during his time with the Authority over the past 20 years.

RESOLVED to offer the post of Chief Financial Officer (Section 151 Officer) to Mr. Dewi Aeron Morgan, Head of Finance (s151 Officer) Gwynedd Council, as outlined.

The meeting ended at 12.05



TAFLEN WEITHREDU – ACTION SHEET

AUTHORITY MEETING – 08.02.2023

ITEM NO. AND TITLE	DECISIONS / OBSERVATIONS	ACTIONS	RESPONSIBLE OFFICER	UPDATE or COMPLETION DATE	REMOVE FROM ACTION LOG
16. Terms and Conditions of Service – SNPA Senior Management Team: Directors	- that the Panel, together with the Monitoring Officer and the Head of Human Resources, further consider the terms and conditions of the Chief Executive, and to present a report to the next meeting of the Authority if required to do so.	Need to arrange a meeting to consider the issues, date is yet to be agreed	Chair / NM/GIJ	Currently collating required information in order to enable full discussion at a future meeting. UPDATE - Panel to meet on the 20 th September 2023 @ 10.00 a.m.	NO
	- that the Panel, together with the Head of Human Resources and the new Section 151 Officer, are tasked and authorised to address potential matters resulting from turnover of personnel in the Senior Management Team.	Need to arrange a meeting to consider the issues, date is yet to be agreed	NM	Noted and issue is being monitored.	NO

MEETING	Snowdonia National Park Authority
DATE	13 September 2023
TITLE	ANNUAL REPORT 2022-23
REPORT BY	Director of Corporate Services
PURPOSE	To recommend the adoption of the Annual Report and approve its publication

1. BACKGROUND

- 1.1 I have appended with this report a draft of the Annual Report. The purpose of the Annual Report is to formally report on the progress made by the Authority in realising its Well-being Objectives. The Authority's Well-being Objectives were adopted by the Authority in its Well-being Statement 2021-26. The majority of the work set out in the Annual Report will of course be familiar territory as the Performance and Resources Committee has been monitoring progress on the same on a quarterly basis. This Report does however try and give an overview of the situation as at the end of 2022-23 so as to better understand the progress made to date as well as the challenges that remain.
- 1.2 The Annual Report and Improvement Plan appended to this report contains the following information:
- 1.2.1 Chairman's Report for the period 2022/23 which sets out how the Authority has performed during the previous year (April to March), what was achieved, what was not achieved and problems encountered;
 - 1.2.2 Details as to the area covered by the Park as well as the statutory basis for the Snowdonia National Park Authority;
 - 1.2.3 Details of the Authority's Corporate Vision which sets out what we strive to attain and leave for future generations;
 - 1.2.4 Details of the Authority's Well-being Statement and the Sustainable Development Principle;
 - 1.2.5 How the Authority's Well-being Objectives were set;
 - 1.2.6 Summary Evaluation of progress made in attaining the Authority's Well-being Objectives;
 - 1.2.7 Performance Management;
 - 1.2.8 The Improvement Framework; and
 - 1.2.9 Contact Details

2. RESOURCE IMPLICATIONS

2.1 The Plan sets out how the Authority performed in attaining its priorities during 2022/23 and will not therefore have an impact upon how the Authority's budget is expended.

3. RECOMMENDATION

That the Authority adopts the Annual Report and approves its publication.

BACKGROUND PAPERS

SNOWDONIA NATIONAL PARK AUTHORITY

ANNUAL REPORT
FOR 2022/23

The National Park Authority is responsible for the preparation of the Annual Report, for the assessments set out within it, and the assumptions and estimates on which they are based. The Authority is also responsible for setting in place appropriate performance management and internal control systems from which the information and assessments in the Plan have been derived. The Authority is satisfied that the information and assessments included in the plan are in all material respects accurate and complete and that the plan is realistic

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SNOWDONIA NATIONAL PARK AUTHORITY ANNUAL REPORT FOR 2022/23

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1. CHAIR'S REPORT

It is with great pleasure and a sense of accomplishment that I present to you the Chair Report for the National Park Authority, detailing our activities, achievements, and challenges throughout the financial year 2022/23. As the custodian of one of the most magnificent and ecologically diverse landscapes in the world, we continue to embrace our responsibility to preserve, enhance, and share the unique beauty and cultural heritage of Eryri.

Over the past year, our collective efforts have been marked by both triumphs and significant strides in addressing the multifaceted demands of conservation, community engagement, and sustainable development. This report provides a comprehensive overview of the initiatives we have undertaken, the partnerships we have fostered, and the positive impacts we have generated within the park and its surrounding regions.

In the face of evolving environmental and social challenges, our commitment to adaptive management strategies remains resolute. We have worked tirelessly to strike a balance between safeguarding the park's delicate ecosystems and accommodating the aspirations of the communities that call this enchanting landscape their home. This is a testament to the collaborative spirit of our dedicated staff, trustees, volunteers, and the invaluable input from local residents and businesses.

I must emphasise the significance of partnerships that have been forged and strengthened over the past year. Our relationships with governmental bodies, non-profit organisations, educational institutions, and the private sector have been instrumental in amplifying the impact of our initiatives. The amalgamation of expertise and resources has enabled us to tackle complex challenges with renewed vigour and innovative solutions.

In conclusion, this Chairman's Report serves as a testament to the dedication and passion that pulse through the heart of Eryri. As we reflect on the accomplishments of the 2022/23 financial year, let us also look forward with optimism and resolve. Our commitment to preserving the ecological integrity, cultural heritage, and socio-economic vitality of Eryri remains unwavering, as we continue to write the next chapter of this remarkable journey.

I extend my heartfelt gratitude to all who have contributed to the success of the National Park Authority in the past year, and I eagerly anticipate the exciting opportunities that lie ahead.

Annwen Hughes

Chair, the National Park Authority

Improving recreation management

For our 2022 Summer Season Communications Campaign, we implemented a collaborative effort with the two other Welsh National Park Authorities, aimed at enhancing awareness of Eryri's unique attributes while promoting responsible visitor behaviour. This campaign not only succeeded in celebrating our National Park's special qualities but also in imparting the importance of adhering to the countryside code. Through innovative digital outreach, engaging content, and strategic communication, we reached a wide spectrum of audiences, effectively influencing positive visiting behaviour. Moreover, our united front allowed us to address the pressing issue of unlawful fly-camping, conveying a strong stance against such practices. Over the course of the campaign we received over 20 million engagements between our press work and digital media accounts.

An upgrade to the Betws y Coed information centre has been met with enthusiasm. The introduction of a state-of-the-art interactive sandbox marks a step forward in our efforts to educate and engage the public about the geological wonders of our landscapes. This innovative feature allows visitors to physically mould sand, witnessing firsthand the transformative processes that have shaped Eryri's breathtaking terrain. Through real-time projections and informative displays and interpretation, the interactive sandbox provides an immersive and captivating experience, making geology accessible and engaging for all ages.

The success of our monthly guided walks led by our dedicated wardens, continues to offer a diverse range of recreational opportunities for individuals of all ages and abilities. These promoted routes not only showcase the unparalleled beauty of Eryri but also ensure accessibility and inclusivity for everyone. From leisurely strolls to more challenging hikes, our wardens adeptly cater to varying preferences and fitness levels, fostering a deeper connection between our communities and the natural wonders of the National Park. These endeavours exemplify our ongoing commitment to promoting outdoor engagement and fostering a lifelong appreciation for Eryri.

In the year under review, we made significant strides in the Plastic Free Yr Wyddfa initiative. The project's scope was defined, encompassing the designated zone of operation. Clear criteria, guiding principles, and a comprehensive 2023 campaign schedule were established, paving the way for upcoming trials. We engaged with key stakeholders, introducing the project's ambitions to Fforwm Eryri and Partneriaeth Yr Wyddfa. Valuable insights were gathered through consultations with local landowners and farmers, shedding light on the challenges and opportunities of replacing single-use plastics. Collaborative efforts with local businesses resulted in adjustments to the Plastic Free Yr Wyddfa Business Scheme framework, a crucial step in the project's evolution. We also collaborated with Ysgol Dolbadarn to craft compelling branding assets for the project.

Work has been completed successfully on the Bwlch Maesgwm path, a pivotal segment of the Cylchdaith Yr Wyddfa circuit. This achievement is monumental as the path, connecting Rhyd Ddu with Llanberis, now stands as an all-access route on the mountain. This accomplishment not only enhances connectivity within our National Park but also underscores our commitment to providing inclusive and accessible experiences for all visitors. The path's completion marks a significant step forward in promoting responsible outdoor engagement while preserving the natural beauty of Eryri.

I'm pleased to highlight the remarkable success of our website, which garnered nearly 3 million page views. This substantial online engagement underscores the growing interest and appreciation for Eryri National Park. Our website has become a gateway to the park's diverse offerings, providing valuable information to a wide audience. This digital platform has not only fostered greater public awareness but has also served as an educational resource, promoting responsible visitation, environmental stewardship, and cultural enrichment.

Responding to the challenges of climate change

Energy efficiency and the reduction of our carbon footprint within Authority owned buildings have taken centre stage in our new Asset Management Plan. This strategic shift aligns seamlessly with Wales Prosperity for All – A Low Carbon Public Estate targets. By making sustainability a core focus, we are not only reducing our environmental impact but also setting an example for responsible management.

Electric Vehicle charging units have been installed in select Authority car parks. This initiative reflects our commitment to sustainable transport and reducing emissions within the Eryri National Park. Looking ahead, we have ambitious plans to further expand this provision in the coming year. By facilitating EV charging infrastructure, we not only encourage environmentally conscious travel but also position Eryri as a welcoming destination for a new era of green mobility.

Improving the management and understanding of cultural heritage

Yr Ysgwrn successfully secured financial support for a dynamic program of activities and events from both the Welsh Federation of Museums and Galleries and the Welsh Government through the Summer of Fun program. This funding has allowed the centre to offer engaging experiences to our visitors of all ages adding significant value and experiences to their time at Yr Ysgwrn. The income data reinforces the positive impact of these events, demonstrating higher revenue on days when activities take place. The quality of our program remains paramount in maintaining this level of activity and ensuring that Eryri's heritage and culture continue to thrive. Looking ahead, Yr Ysgwrn eagerly anticipate welcoming the unique Lost Words exhibition in partnership with Amgueddfa Cymru next year.

Addressing the challenges and opportunities of post Brexit land management

Our commitment to maintaining a close working relationship with land managers, farmers and farming unions has proven essential in navigating the implications of Brexit on land management within the National Park. This collaborative approach ensures that the Authority remains informed about the evolving landscape of regulations and policies post-Brexit. By fostering open communication and knowledge exchange, we strive to adapt and align our strategies to the changing needs and challenges faced by those who steward our lands. This ongoing partnership underscores our dedication to proactive and informed decision-making, safeguarding Eryri's agricultural integrity in a post-Brexit era.

Addressing the decline in nature

Addressing the decline in nature remains a paramount concern. Through peatland restoration work, our team is rehabilitating vital ecosystems, bolstering biodiversity, and sequestering carbon. Concurrently, our trees team's tree planting initiatives are rejuvenating landscapes, enhancing habitats, and combating climate change. Additionally, our leading work in the Celtic Rainforests LIFE Project underscores our commitment to preserving unique habitats. These collective efforts affirm our dedication to halting the decline in nature within Eryri, ensuring a healthier, more resilient environment for all its inhabitants.

Maintaining and increasing the quality of our communities

The implementation of the Authority's Volunteer Strategy has been instrumental in our efforts to enrich the Eryri National Park experience. Collaborating closely with our partners such as Cymdeithas Eryri, The National Trust and The Outdoor Partnership on the Caru Eryri scheme, we successfully broadened the spectrum of volunteer opportunities throughout the area. The Caru Eryri team carried out important visitor management work along the busiest routes in Eryri providing on the ground support to the Warden service by advising the public and keeping footpaths and car parks clear of litter. Patrol routes included the Llanberis, Watkin, Rhyd Ddu and Ranger paths, Llyn Dinas and Aberglaslyn, Capel Curig, Ogwen and Llyn Tegid. Regular shifts were scheduled every Friday, Saturday, Sunday, with footpath maintenance on Wednesdays.

Yr Wyddfa Volunteer Wardens have made an extremely positive difference once again in terms of patrolling the paths. This year 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 also 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.

The creation of a series of 8 videos highlighting our most popular all-access trails has proven significant in enhancing public understanding and utilisation of these valuable resources. These videos serve as informative guides, offering insights into the unique features and natural wonders along these trails. By providing engaging visual content, we've not only promoted accessibility but also encouraged individuals to explore and appreciate Eryri's diverse landscapes. These videos exemplify our commitment to education and inclusivity, ensuring that the advantages of these trails are readily accessible to all.

Supporting young people

Over the year we successfully relaunched the Young Rangers scheme. This initiative not only offers young individuals the opportunity to actively engage with their surroundings but also equips them with a deeper understanding of the National Park's diverse qualities. Through hands-on activities, educational experiences, and immersive learning, participants gain a firsthand appreciation of our natural, cultural, and recreational assets. The scheme's revival marks a significant investment in the future, empowering our youth with the knowledge and enthusiasm needed to become dedicated stewards of Eryri's unique landscape and heritage.

Promoting sustainable tourism

The pursuit of implementing recommendations derived from the transport and parking review in the Yr Wyddfa and Ogwen areas reflects our commitment to proactive sustainable management. Through collaborative efforts with partners, significant headway is being made. The success of the Pen y Pass pre-book system during peak seasons, eliminating cars from clearways, is commendable. Moreover, the added support from Transport for Wales, Cyngor Gwynedd, and the Authority is propelling the Sherpa'r Wyddfa service to new heights, ensuring an exceptional experience for the 2023 peak visitor season. These accomplishments showcase our dedication to sustainable solutions and enhanced visitor experiences, positioning Eryri as a model for responsible parking and transport management.

Promoting the Welsh language

A pivotal decision was made by the Authority to exclusively employ the Welsh terms "Eryri" and "Yr Wyddfa" when referring to the English names Snowdonia and the iconic peak, Snowdon. This choice is pivotal in our commitment to safeguarding the Welsh language and preserving the vibrant local culture. By embracing these authentic traditions, we amplify the region's linguistic and historical heritage, whilst showcasing our unique identity on an international scale. Our dedication to only using Eryri and Yr Wyddfa underscores our role as custodians of the region's cultural legacy, ensuring that these treasured elements remain integral to the fabric of our past, present, and future.

Our ongoing efforts to safeguard and promote the use of Welsh place names within the National Park are taking shape through the development of a comprehensive place names guide. This guide will serve as a valuable resource, ensuring consistency and authenticity in the use of place names and reinforce our commitment to maintaining the cultural tapestry of Eryri.

Developing the local economy

Collaboration with the Eryri Mynyddoedd & Mor team from Cyngor Gwynedd has been instrumental in our ongoing efforts to boost the local economy. Initiatives like the Plastic Free Business Scheme and the Eryri Ambassador Scheme exemplify our commitment to sustainable tourism. These programs not only enhance the visitor experience but also bolster local businesses and promote responsible practices.

Effective partnership working

Recommencing face-to-face Local Access Forums, both in the north and south of the park, marks a significant step toward enhancing collaboration and understanding between landowners and recreational users within Eryri. In the wake of the pandemic, these forums have rekindled essential dialogue, fostering a sense of shared responsibility for the Park's stewardship. They have proven to be invaluable platforms for addressing concerns, sharing insights, and forging productive partnerships. This reinstatement reaffirms our commitment to inclusive and cooperative management practices that benefit all stakeholders in Eryri.

The Eryri Ambassador Programme has achieved a remarkable milestone, with over 700 participants actively engaging in this initiative. The program's success is indicative of our commitment to empowering individuals with knowledge about the area's unique special qualities. As ambassadors, these individuals become invaluable advocates, spreading our messages to a wider audience, and playing a pivotal role in nurturing a deeper understanding and appreciation of the National Park.

The Carneddau Landscape Partnership has provided significant results. Archaeological work and the preservation of cultural heritage through place name research have been integral components of our endeavours. We've made substantial progress in uncovering the historical richness of this region, bringing ancient stories to life. These initiatives not only enrich our understanding of the Carneddau Mountains but also reinforce our dedication to safeguarding their natural and cultural significance of the area.

Understanding our local communities

Collaboration has been the cornerstone of our efforts in addressing the post-COVID visitor pressures in areas such as Nant Gwynant. Working hand in hand with the National Trust, Natural Resources Wales, Cyngor Gwynedd, and local councillors, we have crafted a comprehensive place plan. This plan outlines a sustainable and balanced approach to managing visitor influx, preserving the natural beauty of Nant Gwynant, and ensuring the well-being of both residents and visitors.

CONCLUSION

In conclusion, the 2022-23 report reflects the Authority's unwavering commitment to preserving, enhancing, and responsibly sharing this remarkable natural treasure. Despite unprecedented challenges, our collaborative efforts have seen impressive results, seen in the successful joint campaigns and substantial visitor engagement.

As we look ahead, we are poised to build upon these achievements, continuing to foster sustainable tourism, protect the park's ecological integrity, and create an enduring legacy for generations to come.

Our gratitude extends to our dedicated team of staff, members, partners, and the public for their ongoing support and shared dedication to Eryri's enduring beauty and significance. Together, we shape a future where conservation and enjoyment harmoniously coexist within the National Park.

2. SNOWDONIA NATIONAL PARK AUTHORITY

2.1. Snowdonia National Park

Snowdonia National Park was designated in 1951 under the National Park and Access to the Countryside Act 1949.

The National Park covers 213,200 hectares of varied countryside including mountain, moorland, woodland and coast. About 25,000 people live in the National Park which receives an estimated 10.5 million visitor nights each year.

Approximately 59% of the residents of the National Park are Welsh speaking.

2.2. Snowdonia National Park Authority

Snowdonia National Park Authority was established by the Environment Act 1995 as a single purpose local authority. It has the following purposes as defined by the Act:

- To conserve and enhance the natural beauty, wildlife and cultural heritage; and
- To promote opportunities for the understanding and enjoyment of the special qualities of the National Park by the public.

The Authority has responsibilities for planning, conservation, land management, access and recreation but not for elderly care, schools, highways, emptying bins and other Local Authority duties.

The Act goes on to say that in pursuing National Park Purposes the National Park Authority shall seek to foster the economic and social well-being of local communities within the National Park and shall for that purpose co-operate with local authorities and public bodies whose functions include the promotion of economic and social development within the area of the National Park.

Additionally, under the Environment Act 1995 the Authority is the local planning authority for the whole of the National Park. The Authority is therefore responsible for the production of the Park Management Plan, Local Development Plan and for the determination of planning applications.

3. VISION

The vision for the Park was adopted by the Authority in December 2009 following extensive external consultation with the public and our key stakeholders. The vision for the Park during the period reported on here (in the Park Management Plan) is set out below:

By 2035 Snowdonia will continue to be a protected and evolving landscape, safeguarded and enhanced to provide a rich and varied natural environment; providing social, economic and well-being benefits 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 Snowdonia's reputation as an internationally renowned National Park and one of the nation's breathing spaces.

4. WELL-BEING STATEMENT AND THE SUSTAINABLE DEVELOPMENT PRINCIPLE

The Well-being of Future Generation (Wales) Act 2015 (“the Act”) gives a legally binding common purpose namely the seven well-being goals. The seven well-being goals are as follows:

A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and thriving Welsh Language	A Globally responsible Wales
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For the Authority the core duty in the Act (the well-being duty) is that we must set well-being objectives that maximise our contribution to achieving the well-being goals set out above. In doing so, we must take all reasonable steps to meet those well-being objectives in accordance with the sustainable development principle.

The Authority's well-being objectives should be objectives for change over the long term. We will meet our well-being objectives by a series of steps and these can themselves be short, medium or long term actions for change or a combination of the same.

The Authority's well-being objectives are set out in Authority's Well-being Statement 2021-26 and have also been set out in Section 6 of this document. They are set out in such a way as to clearly show how each and every one of them applies to each of the seven well-being goals. Beneath the individual well-being objectives are the series of steps needed to achieve the same and these have, once again, been assessed individually as to how they apply to each of the seven well-being goals. The steps to be undertaken as set out above and in Section 5 is supported by a detailed Work Programme that is reported to and audited by the Authority on a regular basis throughout the year. The progress can then be measured by the Local Performance Indicators adopted for that specific purpose.

Supporting the Well-being goals is a parallel duty that each public body must carry out sustainable development. Further details as to what constitutes sustainable development is set out below.

Any actions that we take in achieving our well-being objectives will need to be made in a sustainable way. Sustainable development involves five key requirements namely:

1. **Long Term** – the importance of balancing short term needs with the need to safeguard the ability to meet long term needs, especially where things done to meet short term needs may have detrimental long term effects.
2. **Integration** – how our well-being objectives may impact upon each of the well-being goals, how the well-being objectives may impact upon each other or upon other public bodies' well-being objectives, in particular where steps taken by us may contribute to meeting one objective but may be detrimental to meeting another.
3. **Involvement** – the importance of involving other persons with an interest in achieving the well-being goals and of ensuring those persons reflect the diversity of the population of Wales or the geographical area of the Authority.
4. **Collaboration** – acting in collaboration with any person (or how different parts of the Authority acting together) could assist the Authority to meet its well-being objectives, or assist another body to meet its objectives.
5. **Prevention** – to take account of how deploying resources to prevent problems occurring, or getting worse may contribute to meeting the Authority's well-being objectives, or another body's objectives.

Having assessed the requirements of sustainable development with the Authority's well-being objectives it appears that sustainable development is an integral part of our well-being objectives, further details of which are set out below:

Long Term: Each of the Authority's well-being objectives encompasses the long term aspirations of the Authority, in particular how we as an Authority will go about our business in the future and the ethos of our thinking. These involve greater collaboration with our stakeholders, increased awareness of the health benefits of the National Park to people in general, the challenges of climate change, empowering our communities whilst recognising that the Authority must continue to operate within the financial resources available to it.

Integration: Some of our well-being objectives have a greater impact on individual well-being goals than others. As part of the process of adopting our well-being objectives the Authority considered how they meet the well-being goals and these are set out not only in respect for each of the well-being objectives but also for the actions associated with our well-being objectives.

Involvement: Most of our well-being objectives involve other people. By communicating effectively and broadening the understanding of the public on such diverse subjects as to the challenges faced by Eryri in responding to climate change, addressing any negative effects of recreation whilst improving understanding of our cultural heritage it is expected that such communications will reflect the population of Wales. Likewise ensuring that our communities are resilient in the face of the challenges that they face will of course involve not only the population of the geographical area of the Authority but also the population of Wales as a whole, as it is only by involving all that we can ultimately hope to be successful. Our Resilient ways of working objective, whilst not directly involving other people is the objective that ensures that the long term ambitions of the Authority continue to be attainable.

Collaboration: As a relatively small Authority, Snowdonia National Park Authority has always recognised the significant advantages that can be gained through collaborating with others and through sustained partnership working. This form of thinking is by now ingrained into the fabric of the Authority and its staff and it comes as no surprise that all our well-being objectives involve collaboration. All our well-being objectives will involve a mixture of internal and external collaboration.

Prevention: It should come as no surprise that prevention is a central plank to the Authority's well-being objectives when one considers our statutory purposes. By involving our communities and others in the work of the Authority; by communicating effectively as to the very real opportunities that the National Park offers; by ensuring that we offer favourable conditions for habitat recovery; by taking these and other actions now, we can begin the process of adapting to the challenges of climate change. If resources are not deployed now on these issues there is a real risk that the challenges facing future generations will prove insurmountable.

The Authority's well-being objectives are set out in Section 6. Progress on the implementation of its well-being objectives is reviewed on a regular basis by the Authority's Performance and Resources Committee. This document, the Authority's Annual Report is considered by the Authority after the financial year has ended and provides an overview of progress during the past year.

5. SETTING THE AUTHORITY'S WELL-BEING OBJECTIVES

In 2018-19 Snowdonia National Park Authority combined its improvement objectives into its Corporate Plan (well-being statement) and produced one document. This approach was consistent across the three National Park Authorities and supported and audited by the Wales Audit Office.

Through the "Valued and Resilient" report in July 2018, which at the time identified Welsh Government's priorities for the Designated Landscapes of Wales, the Authority's well-being objectives were required to meet the 10 cross-cutting themes.

This has since been replaced by the Welsh Government Remit Letter, and progress in attaining the targets set out therein are assessed regularly as part of the reports on progress of the Corporate Work Programme to the Performance and Resources Committee as well as to the Authority on an annual basis.

The disapplication of the Local Government Measure 2009 allowed the Authority to adopt longer term objectives which facilitated better alignment of the Authority's work with the Park Management Plan, Local Development Plan, reporting mechanisms and establishment of realistic and SMART¹er objectives for annual work programmes.

The Wellbeing and Future Generation (Wales) Act 2015 stipulates that the Authority must carry out sustainable development and in doing so must set and publish objectives ("well-being objectives") that are designed to maximise its contribution to achieving each of the well-being goals, and take all reasonable steps (in exercising its functions) to meet those objectives.

The Authority is required to reflect purposes and duties under the Environment (Wales) Act 1995.

In 2019 Members agreed on the need to review the Authority's objectives to ensure that they better reflected and aligned with the priorities identified in the documents set out above and accommodate Welsh Government's priorities for the designated landscapes of Wales.

A timeline was adopted by the Authority to adopt new wellbeing and strategic objectives for the period 2021-26.

A series of Member and/or staff facilitated engagement sessions were held throughout 2020 during which key areas were identified. Three main themes emerged, two outward and one inward facing. Aligned with the three main themes further five sub themes were developed to provide focus:

RESILIENT ENVIRONMENTS:

1. Improve recreation management and any negative effects of recreation,
2. Responding to the challenges of climate change,
3. Improving the management and understanding of our cultural heritage,
4. Addressing the challenges and opportunities of post Brexit land management scenarios, and
5. Addressing the decline in nature.

RESILIENT COMMUNITIES:

1. Maintaining and increasing the quality of life of residents,
2. Supporting young people,
3. Promote sustainable tourism to add value to local communities,
4. Promote and actively support the Welsh language, and
5. Develop a local economy which supports both the designation and the management of Snowdonia as a National Park.

RESILIENT WAYS OF WORKING:

1. Developing a skilled workforce,
2. Developing and promoting best practice,
3. Effective partnership working,
4. Modernising governance arrangements, and
5. Maintain and improve the understanding and support of local communities to the work of the National Park.

During the summer of 2020, the Authority held an initial informal consultation with stakeholders to gauge whether the initial themes reflected the aims and vision of the National Park Authority whilst utilising the resources available in the most sustainable way. Feedback confirmed the themes and provided suggestions for changes and further improvement.

A formal consultation took place late 2020 prior to further Member/Staff sessions to discuss, consider and develop final draft well-being objectives and a Corporate Work Programme.

The position of the Authority like all other sectors changed dramatically due to the need to protect public health against the Covid-19 pandemic and the requirements of dealing with the threat to society. Accordingly, this necessitated changes to both the Authority's Service Priorities and to some elements of the well-being objectives themselves so as to enable the Authority to concentrate efforts and resources on where it is needed.

Comments on this or for future versions of the Annual Report may be made by e-mail to iwan.jones@eryri.llyw.cymru or in writing to Snowdonia National Park Authority, National Park Offices, Penrhyndeudraeth, Gwynedd LL48 6LF.

The Well-Being Objectives adopted by the Authority are set out fully in Section 6 of this document together with a summary of evaluation of progress for the financial year 2022/23.

6. THE AUTHORITY'S WELL-BEING OBJECTIVES WITH SUMMARY EVALUATION OF PROGRESS MADE TO DATE

RESILIENT ENVIRONMENTS	Prosperous	Resilient	Healthier	More equal	Cohesive Communities	Vibrant Culture	Global responsible
This outcome will be achieved by:							
AC1 Improving recreation management and any negative effects of recreation	✓	✓	✓		✓		✓
AC2 Responding to the challenges of Climate Change	✓	✓	✓	✓	✓		✓
AC3 Improving the management and understanding of Cultural Heritage	✓			✓	✓	✓	✓
AC4 Addressing the challenges and opportunities of post Brexit land management scenarios	✓	✓	✓	✓	✓	✓	✓
AC5 Addressing the decline in nature		✓	✓				✓

AC1 – Improving recreation management and any negative effects of recreation

We will know we are succeeding in delivering the improvement objective when:

Monitor visitor numbers through people counters to establish the impact of users across the National Park.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A1.2</i>)</p> <p>AC1, 2: We have reduced the impacts of parking and transport on the environment and landscape (<i>as per Cynllun Eryri Outcome A1.4</i>)</p> <p>AC1: We have reduced any negative impacts of recreational activities (<i>as per Cynllun Eryri Outcome A1.5</i>)</p>	<p>Work started on gathering data for 2022 from counters across the Park.</p> <p>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.</p>	<p>Data to be closely monitored for any trends.</p>

2022 Season Messaging Campaign to raise awareness of the National Park and its Special Qualities, influence positive behaviour and to tackle unlawful fly-camping – implemented and results/reach reported on.		
Performance Indicator	Result	Action Required
<p>AC1, 2: We have reduced the impacts of parking and transport on the environment and landscape (<i>as per Cynllun Eryri Outcome A1.4</i>)</p> <p>AC1: We have reduced any negative impacts of recreational activities (<i>as per Cynllun Eryri Outcome A1.5</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome B3.3</i>)</p>	<p>2022 campaign completed – very good initial feedback and figures looking very promising. Regular meetings with Gwynedd Council re motorhome challenges. Work continues in 2023 to tackle the issue and has been integrated into the 2023 Season Plan. Continue to keep updated on measures taken by Gwynedd and Conwy County Borough Council re aires and whether capacity outside the Park boundaries can help ease pressure.</p> <p>Yr Wyddfa di-blastic scheme launched and the work to raise awareness is progressing well.</p>	<p>Monitor effectiveness of Gwynedd pilot project and continue discussions as to what can be done to meet future challenges.</p>

Improved provision for public engagement at Betws y Coed Information Centre via an upgrade of visitor facilities.		
Performance Indicator	Result	Action Required
<p>AC1: We have reduced any negative impacts of recreational activities <i>(as per Cynllun Eryri Outcome A1.5)</i></p> <p>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 <i>(as per Cynllun Eryri Outcome B3.3)</i></p>	<p>Virtually Reality Yr Wyddfa Experience is now open. 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.</p>	<p>Project slightly delayed but nearing completion</p>

Identify and quantify access work to mitigate the effects of people pressure.		
Performance Indicator	Result	Action Required
<p>AC1: We will have developed and implemented guiding principles and thresholds in relation to visitor impacts on the environment and landscape <i>(as per Cynllun Eryri Outcome A1.1)</i></p> <p>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 <i>(as per Cynllun Eryri Outcome A1.2)</i></p> <p>AC1: We have reduced any negative impacts of recreational activities <i>(as per Cynllun Eryri Outcome A1.5)</i></p>	<p>Small scale access works are identified and managed by the Area Wardens. Small to medium works are led by Area Wardens with the support of 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.</p>	<p>Work will continue for the foreseeable future.</p>

Produce an Engagement Strategy for footpaths work in Eryri.		
Performance Indicator	Result	Action Required
<p>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)</p> <p>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)</p> <p>AC1: We have reduced any negative impacts of recreational activities (as per Cynllun Eryri Outcome A1.5)</p>	<p>Research completed. An information request has been made to UK National Parks.</p>	<p>Work to be progressed over the next few months.</p>

Produce guidelines for undertaking access route works in Eryri.		
Performance Indicator	Result	Action Required
<p>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)</p> <p>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)</p> <p>AC1: We have reduced any negative impacts of recreational activities (as per Cynllun Eryri Outcome A1.5)</p>	<p>Draft produced – need to review and submit draft to management team for initial comments beginning of 2023.</p>	<p>Work not completed in 2022-23 but will progress in 2023-24.</p>

Ensure that promoted routes are regularly surveyed, maintained and improved when necessary.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A1.2</i>)</p> <p>AC1: We have reduced any negative impacts of recreational activities (<i>as per Cynllun Eryri Outcome A1.5</i>)</p>	<p>Work continues. Extra assets in the form of Seasonal Wardens has improved capacity. Process of upgrading computer programme for managing and reviewing routes underway.</p>	<p>Continuing action.</p>

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.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A1.2</i>)</p> <p>AC1: We have reduced any negative impacts of recreational activities (<i>as per Cynllun Eryri Outcome A1.5</i>)</p>	<p>Work continues. Sustainable Landscapes Sustainable Places (SLSP) WG funding has supported more footpath work being included in the area plans of wardens.</p>	<p>Continuing action.</p>

Work across the Authority to integrate work programmes and progress implementation of Area Plans.

Performance Indicator	Result	Action Required
<p>AC1, 2: We have reduced the impacts of parking and transport on the environment and landscape (<i>as per Cynllun Eryri Outcome A1.4</i>)</p> <p>AC1: We have reduced any negative impacts of recreational activities (<i>as per Cynllun Eryri Outcome A1.5</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome B3.3</i>)</p>	<p>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.</p>	<p>To be progressed in 2023-24.</p>

Secure funding and recruit an officer to develop the Wyddfa Di-blastig project.		
Performance Indicator	Result	Action Required
<p>AC1, 2: We have reduced the impacts of parking and transport on the environment and landscape (<i>as per Cynllun Eryri Outcome A1.4</i>)</p> <p>AC1: We have reduced any negative impacts of recreational activities (<i>as per Cynllun Eryri Outcome A1.5</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome B3.3</i>)</p>	Funding secured and officer recruited.	Completed.

AC2 – Responding to the challenges of Climate Change

We will know we are succeeding in delivering the improvement objective when:

Ensuring the implementation of the current LDP policies that contribute to mitigating climate change.		
Performance Indicator	Result	Action Required
<p>AC1, 2: We have reduced the impacts of parking and transport on the environment and landscape (<i>as per Cynllun Eryri Outcome A1.4</i>)</p> <p>AC2, 4: The carbon emissions of Eryri National Park are reduced (<i>as per Cynllun Eryri Outcome A3.1</i>)</p> <p>AC2, 4: We have safeguarded and increased the amount of carbon stored in Eryri (<i>as per Cynllun Eryri Outcome A3.2</i>)</p>	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	To be further progressed in 2023-24.

	<p>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.</p>	
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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.

Performance Indicator	Result	Action Required
<p>AC2, 4: The carbon emissions of Eryri National Park are reduced (<i>as per Cynllun Eryri Outcome A3.1</i>)</p>	<p>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. Work ongoing to prepare maintenance plan for future Sub-group discussion.</p>	<p>Continue with work in next financial year.</p>

Develop an Action Plan for SNPA to be carbon neutral by 2030.

Performance Indicator	Result	Action Required
<p>AC2, 4: The carbon emissions of Eryri National Park are reduced (<i>as per Cynllun Eryri Outcome A3.1</i>)</p> <p>AC2, 4: We have safeguarded and increased the amount of carbon stored in Eryri (<i>as per Cynllun Eryri Outcome A3.2</i>)</p>	<p>Final report received by Aquetera. The Carbon Account 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&F Group in May. The work is progressing well.</p>	<p>Develop a Corporate Carbon Strategy.</p>

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.

Performance Indicator	Result	Action Required
<p>AC2, 4: The carbon emissions of Eryri National Park are reduced (<i>as per Cynllun Eryri Outcome A3.1</i>)</p> <p>AC2, 4: We have safeguarded and increased the amount of carbon stored in Eryri (<i>as per Cynllun Eryri Outcome A3.2</i>)</p>	<p>Final report received by Small World Consultancy. The Carbon Account 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&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.</p>	<p>Completed.</p>

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.

Performance Indicator	Result	Action Required
<p>AC2, 4: The carbon emissions of Eryri National Park are reduced (<i>as per Cynllun Eryri Outcome A3.1</i>)</p> <p>AC2, 4: We have safeguarded and increased the amount of carbon stored in Eryri (<i>as per Cynllun Eryri Outcome A3.2</i>)</p>	<p>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.</p>	<p>Work to be progressed in 2023-24.</p>

AC3 – Improving the management and understanding of Cultural Heritage

We will know we are succeeding in delivering the improvement objective when:

Development and adoption of the SNPA Cultural Heritage Strategy.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>)</p>	<p>First draft completed. Report to be presented to the Management Team in Summer 2023 and Members Working Group in Autumn 2023.</p>	<p>Work to be completed by Winter 2023.</p>

Ensure that the Carneddau Landscape Partnership Scheme Work Programme for 2022/23 is completed on time to ensure that the Project remains on track for completion by 2025.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<p>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.</p>	<p>Continue to monitor progress in attaining completion by 2025.</p>

Review progress delivery of the Dolgellau Townscape Heritage Scheme in readiness for completion of the scheme by December 2023.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<p>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. 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.</p>	<p>Project continues satisfactorily. Continue to liaise with Heritage Fund to resolve any outstanding issues.</p>

Develop the Harlech and Ardudwy Cultural Heritage project that will enable the Authority to apply for external funding in due course.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<p>Gaps have been identified in community engagement, which is essential prior to submitting funding applications. School heritage arts project with Ysgol Dyffryn Ardudwy developed and successfully delivered in collaboration with poets, visual, film and performance artists, 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.</p>	<p>Continue to implement project.</p>

To actively contribute to the work programme of the North West Wales Slate Landscape World Heritage Site Action Plan.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<p>Officers continue to work with partners on various parts of the Action Plan, including interpretation, conservation, planning and the steering group. Interpretation is being drafted and will be installed in Spring 2023.</p>	<p>Work progressing.</p>

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.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<p>Officers continue to work with partners on all elements of HEG.</p>	<p>Monitor progress.</p>

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.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<p>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. 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.</p>	<p>Ongoing monitoring of Yr Ysgwrn will be undertaken during 2023-24.</p>

Progress Conservation Area appraisals and Management Plan/Delivery Plan as a baseline of information for developing potential capital projects in subsequent years.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri A6.1. A6.2. A6.3</i>).</p>	<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 drop-in events across the National Park with</p>	<p>To progress to the next stage as soon as possible.</p>

	<p>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>	
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AC4 – Addressing the challenges and opportunities of post Brexit land management scenarios

We will know we are succeeding in delivering the improvement objective when:

<p>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.</p>		
Performance Indicator	Result	Action Required
<p>AC2, 4: We have safeguarded and increased the amount of carbon stored in Snowdonia <i>(as per Cynllun Eryri Outcome A3.2)</i></p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species <i>(as per Cynllun Eryri A4.2)</i></p>	<p>Engagement underway as much as WG permits, a rather restricted process on co-design progresss from Welsh Government on development of programme. 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.</p>	<p>Await progress on the matter from Welsh Government.</p>

Maintain close working relationship with the land based sector to ensure that the Authority has an understanding of the ongoing implications of Brexit on land management.		
Performance Indicator	Result	Action Required
<p>AC2, 4: The carbon emissions of Snowdonia National Park are reduced (<i>as per Cynllun Eryri Outcome A3.1</i>)</p> <p>AC2, 4: We have safeguarded and increased the amount of carbon stored in Snowdonia (<i>as per Cynllun Eryri Outcome A3.2</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species (<i>as per Cynllun Eryri A4.2</i>)</p>	<p>The focus has now moved on from Brexit to the new agricultural support packages. Ongoing work.</p>	<p>Ongoing.</p>

AC5 – Addressing the decline in nature

We will know we are succeeding in delivering the improvement objective when:

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.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>AC5: Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity</p>	<p>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.</p>	<p>Action Plan needs to be progressed so that we have a greater understanding of this very significant challenge.</p>

<p>activities (<i>as per Cynllun Eryri Outcome A2.2</i>)</p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species (<i>as per Cynllun Eryri A4.2</i>)</p>		
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Continuing to deliver biodiversity enhancement through the development management process and to ensure adherence with any forthcoming Welsh Government published guidance.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>AC5: Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity activities (<i>as per Cynllun Eryri Outcome A2.2</i>)</p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species (<i>as per Cynllun Eryri A4.2</i>)</p>	<p>Biodiversity enhancement through the development management process continues to be delivered. Still awaiting 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.</p>	<p>Whilst work continues at an Authority level, Welsh Government guidance is awaited which can limit progress.</p>

Ensuring an SPG on biodiversity is produced to support the Development Management process by 2023.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>AC5: Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity</p>	<p>This will be progressed once the Welsh Government guidance on biodiversity enhancements has been published.</p>	<p>Awaiting Welsh Government guidance.</p>

<p>activities (<i>as per Cynllun Eryri Outcome A2.2</i>)</p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species (<i>as per Cynllun Eryri A4.2</i>)</p>		
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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.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>AC5: Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity activities (<i>as per Cynllun Eryri Outcome A2.2</i>)</p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species (<i>as per Cynllun Eryri A4.2</i>)</p>	<p>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. National Grid projects have finally been released to start. The National Park Partnership project 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.</p>	<p>These projects require careful monitoring. Staff turnover can be a risk to such projects and the Authority needs to be aware of the same.</p>

To progress a National Park wide survey of Trees and Ancient Woodland sites (PAWS).

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A2.1</i>)</p> <p>AC5: Biodiversity decline is being addressed through maintenance, restoration, expansion and connectivity</p>	<p>Work is underway. Year 1 finance is fully committed.</p>	<p>Funding secured for a further 3 years survey and restoration.</p>

<p>activities <i>(as per Cynllun Eryri Outcome A2.2)</i></p> <p>AC2, 4, 5: We have continued to expand current Partnership actions to control and reduce the extent of invasive species <i>(as per Cynllun Eryri A4.2)</i></p>		
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RESILIENT COMMUNITIES	Prosperous	Resilient	Healthier	More equal	Cohesive Communities	Vibrant Culture	Global responsible
This outcome will be achieved by:							
CC1							
Maintaining and increasing the quality of life of residents	✓	✓	✓	✓	✓	✓	✓
CC2							
Supporting young people	✓	✓	✓	✓	✓	✓	✓
CC3							
Promoting sustainable tourism to add value to local communities	✓	✓	✓	✓	✓	✓	✓
CC4							
Promoting and actively supporting the Welsh language	✓	✓	✓	✓	✓	✓	✓
CC5							
Developing a local economy which supports both the designation and the management of Snowdonia as a National Park	✓	✓	✓	✓	✓	✓	✓

CC1 – Maintaining and increasing the quality of life of residents

We will know we are succeeding in delivering the improvement objective when:

Develop an online resource as part of the new website relating to activities and routes within the National Park targeted and tailored appropriately.		
Performance Indicator	Result	Action Required
<p>CC1, 2, 4: We have promoted and enabled a diverse range of activities that improve people's wellbeing (<i>as per Cynllun Eryri B1.2</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p>	<p>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.</p> <p>Additional resources and videos being developed for disabled users.</p>	Work completed and can be explored on website.

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.		
Performance Indicator	Result	Action Required
<p>CC1, 2, 4: We have promoted and enabled a diverse range of activities that improve people's wellbeing (<i>as per Cynllun Eryri B1.2</i>)</p>	<p>Significant amount of new and ongoing opportunities being developed/supported by Volunteer and Well-being officer.</p> <p>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).</p> <p>Annual report due to be presented to Members shortly which will outline progress over the last year.</p>	Completed.

Develop volunteering opportunities for under-represented, vulnerable and disadvantaged groups.		
Performance Indicator	Result	Action Required
<p>CC1, 2, 4: We have promoted and enabled a diverse range of activities that improve people's wellbeing (<i>as per Cynllun Eryri B1.2</i>)</p>	<p>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.</p>	Ongoing.

	2022 volunteering stats results: (Provided opportunities to volunteer) Children (school groups): 132 Young people (14-24): 87 25 - 50 :74 50+ : 115	
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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.

Performance Indicator	Result	Action Required
CC1, 2, 4: We have worked with partners to address underlying issues and develop innovative solutions to delivering affordable housing that meets local needs <i>(as per Cynllun Eryri Outcome C3.1)</i>	Regular discussions with the two Housing Authorities and RSL's to ensure affordable housing is provided where it is needed. Discussions continue with partners to fund a new Community led Housing Officer post. 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. 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. 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.	Ongoing.

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.		
Performance Indicator	Result	Action Required
CC1, 2, 4: We have promoted and enabled a diverse range of activities that improve people's wellbeing (<i>as per Cynllun Eryri B1.2</i>)	Funding secured through the Sustainable Landscapes Sustainable Places, Welsh Government fund. Community Engagement Officer starts 27th March 2023 and will begin to implement this work accordingly.	Work ongoing.

CC2 – Supporting young people

We will know we are succeeding in delivering the improvement objective when:

Prepare a draft Youth Manifesto for discussion and approval by Members.		
Performance Indicator	Result	Action Required
CC2, 3, 4: We have created opportunities for young people to be ambassadors for the language and culture of the area (<i>as per Cynllun Eryri Outcome C1.1</i>)	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.

Restart Young Rangers scheme and adopt a scheme for the South of the National Park		
Performance Indicator	Result	Action Required
CC2, 3, 4: We have created opportunities for young people to be ambassadors for the language and culture of the area (<i>as per Cynllun Eryri Outcome C1.1</i>)	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 have taken place with potential partners for the development of the scheme to the South of the Park, and work has progressed to restart scheme. Applications will be invited shortly.	Work will continue in 2023-24.

CC3 – Promoting sustainable tourism to add value to local communities

We will know we are succeeding in delivering the improvement objective when:

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 Eryri.		
Performance Indicator	Result	Action Required
<p>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 <i>(as per Cynllun Eryri Outcome B3.2)</i></p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport <i>(as per Cynllun Eryri Outcome B4.2)</i></p>	Working with Cyngor Gwynedd to develop this as part of the joint strategy.	Work continuing.

Opportunities to encourage greener transport are being developed by: Progressing the recommendations from the review of transport and parking in the Yr Wyddfa and Ogwen areas.		
Performance Indicator	Result	Action Required
<p>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 <i>(as per Cynllun Eryri Outcome B3.2)</i></p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport <i>(as per Cynllun Eryri Outcome B4.2)</i></p>	<p>With support from Transport for Wales in 2022-3 the following projects from the Martin Higgitt Review are being progressed: SHERPA'R WYDDFA - improved bus service offering more services and better integration launched on Friday, 8th of July. SIGNAGE STRATEGY –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.</p> <p>ACTIVE TRAVEL WELTAG 1&2 - 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>SMART PARKING - The final stage of this project is to integrate the information gathered by the sensors to the</p>	Continue to implement and to monitor progress/problems.

	<p>Authority's website in an user-friendly way.</p> <p>GOVERNANCE - A delivery group has been established for strategic guidance on the overall strategy between SNPA, Tŷ, Gwynedd and Conwy Councils, with the CEO and Head of Engagement representing the Authority on the group.</p>	
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Implementing a Sustainable Tourism model across the region.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p>	<p>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.</p>	<p>Continue to develop subject to funding.</p>

Actively seek opportunities to input to the North Wales Transport Commission that will help support the sustainable transport vision for Eryri.		
Performance Indicator	Result	Action Required
<p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p>	<p>SNPA were invited to speak to the NW Transport Commission in November.</p>	<p>Completed.</p>

Encourage 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.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p>	<p>Discussions have taken place with NP group on NP experiences and results so far have been fairly limited. 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>	<p>Review work for next season.</p>

Continue to develop the Eryri Ambassadors scheme and utilise to help spread messaging.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p> <p>CC2, 3, 4: We have created opportunities for young people to be ambassadors for the language and culture of the area (<i>as per Cynllun Eryri Outcome C1.1</i>)</p>	<p>The scheme continues to go from strength to strength. Eryri Ambassadors are to be included in the 2023 Visitor Season Communications Campaign – Eryri Ni.</p>	<p>Continue to develop Eryri Ambassadors.</p>

Ensuring the current LDP positively implements its policies to contribute to sustainable tourism, that add value to local communities.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p>	<p>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.</p>	<p>Work progressing well.</p>

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.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p>	<p>Group has been established and terms of reference agreed.</p>	<p>Completed.</p>

Develop the National Park's strategic position on a tourism levy and actively engage in the Welsh Government consultation in the autumn of 2022.		
Performance Indicator	Result	Action Required
<p>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)</p> <p>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)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (as per Cynllun Eryri Outcome B4.2)</p>	Response submitted to Welsh Government.	Completed.

CC4 – Promoting and actively supporting the Welsh language

We will know we are succeeding in delivering the improvement objective when:

Produce a new 5 year Welsh Language Promotion Strategy for the period 2022-26.		
Performance Indicator	Result	Action Required
<p>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)</p> <p>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)</p>	<p>Following an internal consultation, the Steering Group met during the year 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 7th of December. Following this, the draft Strategy went out to public consultation, which ran from the 8th of December until the 3rd of February.</p> <p>The Steering Group met on the 8th of February to discuss the public consultation responses and agree on changes required</p>	Completed.

	to the draft. The final version of the Strategy was presented to the Performance and Resources Committee on the 22nd of March for approval and adoption.	
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Continuing to develop Yr Ysgwrn as a cultural centre promoting Welsh language culture and actively providing opportunities to socialise through the medium of Welsh.

Performance Indicator	Result	Action Required
<p>CC1, 2, 4: We have promoted and enabled a diverse range of activities that improve people's wellbeing (<i>as per Cynllun Eryri B1.2</i>)</p> <p>CC2, 3, 4: We have created opportunities for young people to be ambassadors for the language and culture of the area (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>CC4: We have provided opportunities for Welsh learners in the area (<i>as per Cynllun Eryri Outcome C1.2</i>)</p>	<p>Summer of Fun provided funding for a full programme of family activities for the Summer and Autumn. Additional activities included folk gigs and guided walks. Several activities have been targeted at Welsh learners (including archaeological walk, gigs and forest school). Site 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.</p>	<p>Ongoing.</p>

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.		
Performance Indicator	Result	Action Required
<p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>CC4: We have provided opportunities for Welsh learners in the area (<i>as per Cynllun Eryri Outcome C1.2</i>)</p> <p>CC4: We have protected Welsh place names (<i>as per Cynllun Eryri Outcome C1.3</i>)</p>	<p>Artfund 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.</p>	<p>Project to be delivered in 2023.</p>

Safeguarding and promoting use of Welsh place names by developing guidance for the use of place names by the SNPA.		
Performance Indicator	Result	Action Required
<p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>CC4: We have protected Welsh place names (<i>as per Cynllun Eryri Outcome C1.3</i>)</p>	<p>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.</p>	<p>Awaiting further report.</p>

Providing opportunities for volunteers to learn and use the Welsh language through the volunteering strategy.		
Performance Indicator	Result	Action Required
<p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>CC4: We have provided opportunities for Welsh learners in the area (<i>as per Cynllun Eryri Outcome C1.2</i>)</p>	<p>Opportunity provided to 35 volunteer wardens on Yr Wyddfa and 11 on Cader Idris as part of the buddy scheme in 2022.</p>	<p>Ongoing.</p>

The Carneddau Voices and Place Names project and Harlech and Arduwy Cultural Heritage Scheme will record, safeguard and celebrate Welsh place names through community mapping events, oral history interviews, outreach projects and interpretation.

Performance Indicator	Result	Action Required
<p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>CC4: We have protected Welsh place names (<i>as per Cynllun Eryri Outcome C1.3</i>)</p>	<p>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.</p>	<p>Work continues.</p>

Ensuring Development Policy 18: The Welsh Language and the Social and Cultural fabric of Communities is effectively utilised within the development management process.

Performance Indicator	Result	Action Required
<p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome C1.1</i>)</p>	<p>Mechanisms have been put in place within the registration process, to ensure this policy is effectively utilised within the development management process.</p>	<p>Ongoing.</p>

Produce a Supplementary Planning Guidance on the World Heritage Site, the Slate Landscape of North West Wales, to support the Development Management process.

Performance Indicator	Result	Action Required
<p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome C1.1</i>)</p>	<p>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.</p>	<p>Completed.</p>

CC5 – Developing a local economy which supports both the designation and the management of Snowdonia as a National Park

We will know we are succeeding in delivering the improvement objective when:

Ensuring the positive implementation of current LDP policies to develop a local economy which support the designation of the NP.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p>	<p>Eryri LDP policies are being monitored annually and implemented as intended to develop a local economy which supports the designation of the National Park.</p>	<p>Ongoing.</p>

Present an annual monitoring report to members for discussion and consideration of the timetable for commencing a review of the current LDP.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome B2.1</i>)</p> <p>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 (<i>as per Cynllun Eryri Outcome B3.2</i>)</p> <p>CC1,3,5: We have explored and implemented opportunities to encourage greener transport (<i>as per Cynllun Eryri Outcome B4.2</i>)</p> <p>CC4, 5: We lead by example in ensuring that the Welsh language, culture and heritage is promoted and used in events, activities and information (<i>as per Cynllun Eryri Outcome C1.1</i>)</p>	<p>The Annual Monitoring Report (AMR) was finalised in October 2022 and work is ongoing for the submission of this year's AMR which will be presented to Members later in the year.</p>	<p>Ongoing.</p>

RESILIENT WAYS OF WORKING	Prosperous	Resilient	Healthier	More equal	Cohesive Communities	Vibrant Culture	Global responsible
	This outcome will be achieved by:						
CW1 Developing a skilled workforce	✓	✓	✓				
CW2 Developing and promoting best practice	✓	✓	✓	✓			
CW3 Effective partnership working	✓	✓	✓	✓	✓		
CW4 Modernising governance arrangements	✓	✓		✓			✓
CW5 Maintaining and improve the understanding and support of local communities to the work of the National Park		✓	✓	✓	✓	✓	✓

CW1 – Developing a skilled workforce

We will know we are succeeding in delivering the improvement objective when:

Engaging with our staff at all levels to assist performance management: All Authority staff members will be appraised within the 12 months Training needs assessments of all staff will have been undertaken within the 12 months.		
Performance Indicator	Result	Action Required
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.	Managers schedule annual performance reviews via an appraisal system. Assessing training needs form part of the appraisal process.	Action ongoing.

Support staff to attend National Park peer groups to keep them informed of development and to assist performance management and understanding within their respective disciplines.		
Performance Indicator	Result	Action Required
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.	Virtual and some face to face peer group meetings are continually being held which SNPA staff attend as appropriate.	Ongoing.

To further develop our workforce and provide staff with every opportunity to develop to meet future challenges;		
Performance Indicator	Result	Action Required
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.	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.

CW2 – Developing and promoting best practice

We will know we are succeeding in delivering the improvement objective when:

Share achievements of Decarbonisation projects through SLSP funding with other bodies within designated landscapes and wider public estate.		
Performance Indicator	Result	Action Required
CW2, 3: Cynllun Eryri is being implemented successfully.	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.	Ongoing.

When appointed new Head of Human Resources to collate information re. best practice in other National Parks, gain staff feedback and draft paper for discussion/consideration by Members Working Group.		
Performance Indicator	Result	Action Required
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.	Work will progress in 2023-24.	Work delayed due to other pressures but will be undertaken in 2023-24.

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.		
Performance Indicator	Result	Action Required
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.	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.	Work delayed due to other pressures but will be undertaken in 2023-24.

CW3 – Effective partnership working

We will know we are succeeding in delivering the improvement objective when:

Cynllun Eryri is being implemented successfully and the first annual progress report has been presented to the Authority.		
Performance Indicator	Result	Action Required
CW2, 3: Cynllun Eryri is being implemented successfully.	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.	Ongoing monitoring during life of Cynllun Eryri.

Support the work of the National Designated Landscapes Partnership (NDLP) in Wales.		
Performance Indicator	Result	Action Required
CW2, 3: Cynllun Eryri is being implemented successfully.	Seminar took place on the Gower 8/9 March with over 60 participants. Regular meetings of the Partnership take place which is chaired by the Authority's Chief Executive.	Ongoing.

Continue to support the work of UK wide National Park Authorities, the National Park Partnership, National Parks Foundation and other associated collaborative initiatives.		
Performance Indicator	Result	Action Required
CW2, 3: Cynllun Eryri is being implemented successfully.	The adopted business plan for the coming 3 years is now being implemented by National Park Partnership with further commercial sponsors to be announced. 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.	Review arrangements in due course.

Contribute to the formation and development of the planning function of the North Wales Corporate Joint Committee (CJC).

Performance Indicator	Result	Action Required
CW2, 3: Cynllun Eryri is being implemented successfully.	The CJC's budget has been set. The main progress over the coming months will be confirmation of the CJC staffing structure. 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).	Ongoing.

CW4 – Modernising governance arrangements

We will know we are succeeding in delivering the improvement objective when:

Implement the results of the Governance Task & Finish Group as approved by the Authority.		
Performance Indicator	Result	Action Required
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.	Report presented to Authority meeting, work is now complete.	Completed.

Establish a mentoring programme for Authority members.		
Performance Indicator	Result	Action Required
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.	A new Members' Induction session held during which members indicated they were settling in well. A questionnaire was circulated to ascertain which new members require a mentor to further assist in settling in. Outcome of responses to be progresses in 2023-24.	Proceed with agreed actions.

Support and develop Authority members by establishing a training and development programme.		
Performance Indicator	Result	Action Required
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.	Welsh Government 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.	Proceed in due course.

Install new Information System Servers		
Performance Indicator	Result	Action Required
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.	Information systems servers installed and live.	Completed.

CW5 – Maintaining and improve the understanding and support of local communities to the work of the National Park

We will know we are succeeding in delivering the improvement objective when:

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.		
Performance Indicator	Result	Action Required
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 (<i>as per Cynllun Eryri Outcome A5.1</i>)	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. A volunteer, staff and local community art session organised for March.	Ongoing.

<p>CW5: We have supported, promoted and delivered volunteering opportunities that help protect and enhance the environment and cultural heritage (<i>as per Cynllun Eryri Outcome A5.2</i>)</p> <p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>		
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Continue to implement measures of Engagement Strategy to ensure local communities understand and are aware of the work of the Authority.

Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A5.1</i>)</p> <p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>	<p>Work ongoing to communicate messages via social media and through traditional medium and local and national press. Annual Communication and Engagement Strategy KPI's report will be presented to Members shortly.</p>	<p>Ongoing.</p>

Continue to engage with local communities on aspects of the Snowdon Area Traffic Management Study.

Performance Indicator	Result	Action Required
<p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>	<p>In addition to community engagement projects the 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.</p>	<p>Continuing.</p>

Engage with and keep communities informed through meetings with Community Councils.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A5.1</i>)</p> <p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>	<p>Two online evening meetings via Zoom were held on the 25th and 27th of October. The agenda included presentations and updates on the work of the Carneddau Partnership, Dinas Mawddwy SMS, the Harlech and Dyffryn Ardudwy Project, as well as a question and answer session to give participants the opportunity to ask questions and comment on any other matters of interest.</p>	<p>Continuing.</p>

Liaise with landowners and interested parties through meetings of the Eryri National Park Access Forums.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A5.1</i>)</p> <p>CW5: We have supported, promoted and delivered volunteering opportunities that help protect and enhance the environment and cultural heritage (<i>as per Cynllun Eryri Outcome A5.2</i>)</p> <p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>	<p>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).</p>	<p>Continuing.</p>

Liaise with the farming community and farming unions and through meetings of the Agricultural Liaison Group.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A5.1</i>)</p> <p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>	<p>Annual Agricultural Liaison Group meeting was held in November 2022.</p>	<p>Continuing.</p>

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.		
Performance Indicator	Result	Action Required
<p>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 (<i>as per Cynllun Eryri Outcome A5.1</i>)</p> <p>CW5: We have supported, promoted and delivered volunteering opportunities that help protect and enhance the environment and cultural heritage (<i>as per Cynllun Eryri Outcome A5.2</i>)</p> <p>CW5: We will have increased opportunities for dialogue between the National Park Authority and community based organisations (<i>as per Cynllun Eryri Outcome C4.1</i>)</p>	<p>Job description for a Community Engagement Officer has been drafted, we hope to be recruiting during Autumn 2022.</p> <p>Officer appointed and will commence in post end of March. Work will progress once officer in post.</p>	<p>Ongoing.</p>

Evaluation on progress to date:

It can be seen that good progress has been made in achieving the Authority's Well-being Objectives during the year. Given the wide range of work it is perhaps not surprising that there are some aspects that have not completed to plan particularly when one considers the amount of work involved given the finite resources available to the Authority. It is however heartening to note that the majority of projects have either been completed or are on time. The funding position of the Authority is however a cause of continuing concern as the Authority has received an indicative flat budget for the next funding cycle. With inflation currently running at an excess of 10% per annum this is likely to equate to a real world cut of at least 20% of the Authority's budget. The Authority continues to show considerable resilience in adapting and continuing to provide a service whilst at the same time planning for the future during these trying times but such a real world cut is certain to impact on its ability to deliver.

7. PERFORMANCE MANAGEMENT

Each year, the Auditor General reports on how well Welsh councils, fire and rescue authorities, and national parks are planning for improvement and delivering their services.

The report draws on the work of Audit Wales and relevant Welsh Inspectorates and presents a picture of improvement over the last year. The report covers the planning, delivery and evaluation of improvement by Snowdonia National Park Authority (the Authority).

The Report confirmed that the Authority is meeting its statutory requirements, but that given the wide range of services provided by the Authority and the challenges it is facing, it would be unusual if they did not find things that can be improved.

During the course of the year, the Auditor General did not make any formal recommendations. However, a number of proposals for improvement have been made and these were repeated in the report. Audit Wales will monitor progress against them and relevant recommendations made in the national reports as part of their improvement assessment work.

8. THE IMPROVEMENT FRAMEWORK

The Members of the Authority have an integral part to play in ensuring that the improvement framework provides a robust process for ensuring that we succeed in delivering successful outcomes.

As part of this process, the Performance and Resources Committee considers quarterly reports on the implementation of the Authority's Corporate Work Programme for the year that assess the success of the Authority in meeting its Well-Being Objectives.

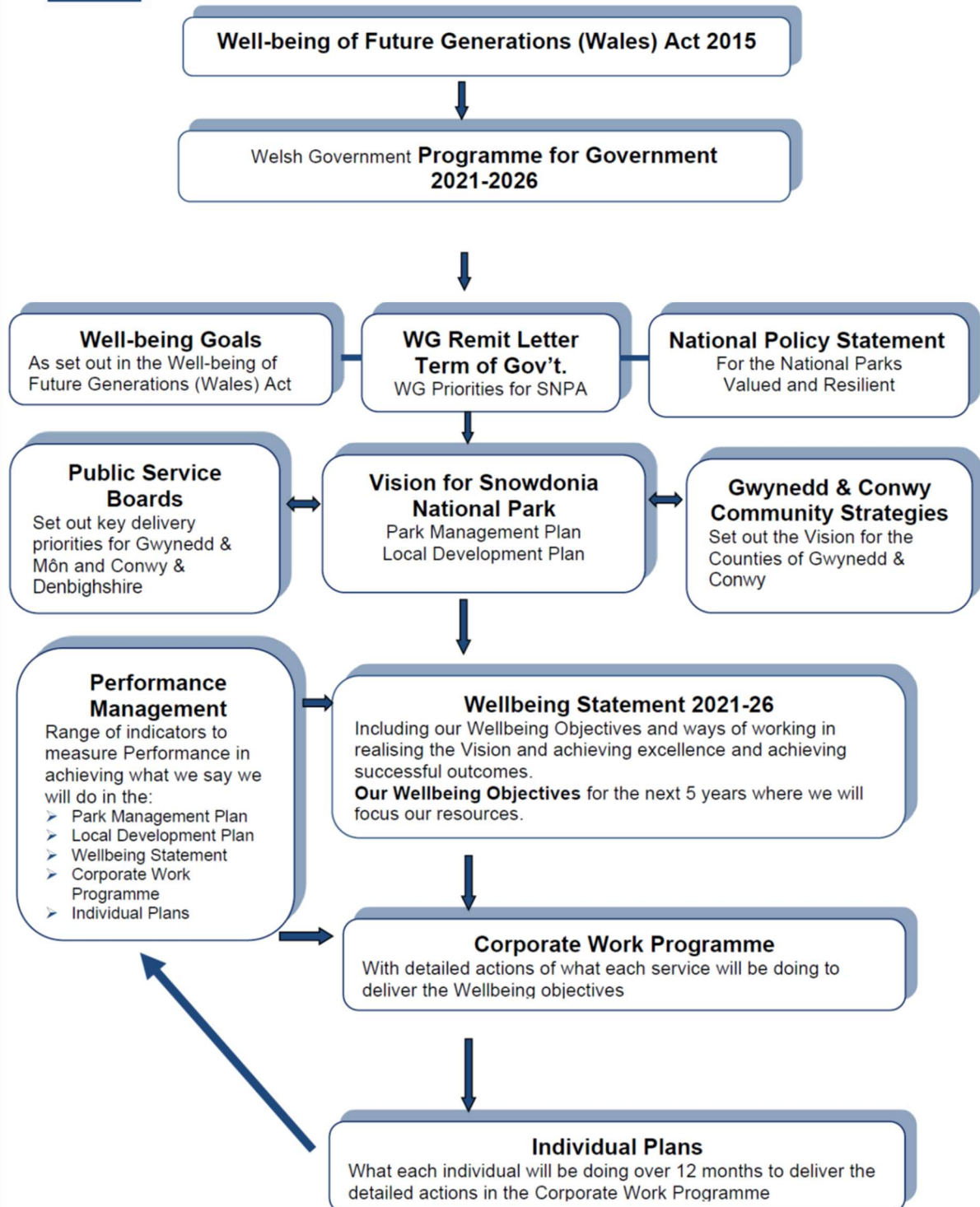
The appraisal process undertaken with all Authority staff ensures that performance is monitored and also allows staff the opportunity of reporting on completion of their individual tasks in relation to the Objectives as well as any problems encountered.

The improvement framework is set out below.



THE GOLDEN THREAD

SNPA's CORPORATE PLANNING FRAMEWORK



9. CONTACT DETAILS

If you have any queries on this document please contact either by writing or e-mailing:

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Mae'r ddogfen yma ar gael yn y Gymraeg
This document is available in Welsh

A MEETING	Snowdonia National Park Authority
DATE	13 September 2023
TITLE	ANNUAL REPORT ON ACTUAL TREASURY MANAGEMENT ACTIVITY IN 2022/23
REPORT BY	Chief Finance Officer
PURPOSE	Reported in accordance with statutory requirements. Members of the Authority are asked to note the content for information only.

1. SUMMARY

- 1.1 It is required under the CIPFA Code of Practice to report on the actual results of the Authority's Treasury Management activity. During 2022/23 the Authority's activity remained within the limitations originally set. No borrowing has occurred. No banks that the Authority had used for investment defaulted.
- 1.2 In 2022/23, the total interest received on investments was £135,616, against a budget of £8,000. £331 of interest received from car loans increases the total to £135,947.
- 1.3 The bank and building society interest amount of £135,616 for 2022/23 is a significant increase on the amount of £10,902 received in 2021/22. The increase is a direct result of inflation and the effect on interest rates which have increased several times during the year and continue to increase.

2. BACKGROUND

- 2.1 Treasury management investments are derived from the Authority's cash flow, income received in advance of expenditure, as well as balances and reserves that need to be invested until the money is needed for the Authority's purposes. By investing significant sums, the Authority is exposed to financial risks including loss of invested funding. The Authority's finance officers identify, monitor and control these risks in accordance with the Authority's treasury management strategy. In compliance with the requirements of CIPFA (*Chartered Institute of Public Finance and Accountancy*) the Authority approved its Strategy for Treasury Management 2022/23 at the meeting of 9 February 2022.

- 2.2. CIPFA's framework, 'Treasury Management in the Public Services: Code of Practice', requires the Authority to approve a treasury management strategy before the start of each financial year and, as a minimum, to receive a semi-annual and annual treasury outturn report. The actual Treasury Management activity (borrowing and investment) of the Authority during 2022/23 is reported here.

3. **BORROWING**

- 3.1 The investment guidelines of CIPFA and the Welsh Government require the Authority to invest carefully, taking into account the safety and liquidity of our balances/investments, rather than aiming to secure the best possible returns.

A. **Borrowing Limits 2022/23**

On 9 February 2022 the Authority approved Borrowing Limits as follows for 2022/23 :-

- (i) Maximum overall Borrowing of £500,000 for 2022/23, including a Short Term borrowing Limit of £100,000.
- (ii) That no maximum limit be placed on the proportion of interest payable at a variable rate.

It was noted when these limits were set that they were 'just in case', and that the Authority was not expected to borrow.

B. **Actual Borrowing 2022/23**

The Authority started the financial year without debt, and revenue and capital expenditure during 2022/23 was financed with grant income and revenue funds. Therefore, from a Treasury Management perspective, the Authority remains debt free.

4. **INVESTMENT**

- 4.1 It was possible for the Authority to invest and earn interest due to the amount of balances and the positive cash flow. That money was invested as follows, in accordance with the Treasury Management Strategy:

- Balances predicted to be held in the short - medium term were placed in BOS (Bank of Scotland) "no notice" accounts, HSBC (reserve account), Nationwide and Santander UK, 32/35 day notice accounts (Bank of Scotland, HSBC and Santander UK) and 95 day notice accounts (Nationwide and Santander UK).

- 4.2 The bank rate was 0.75% at the start of the reporting period (financial year 2022/23). The continuing effect of inflation, originally driven by the effect of energy prices, led to several changes in the scale during the year. At the end of the financial year the Bank of England had increased the rate to 4.25%. The Bank of England rates of course led to the banks reviewing the rates they were willing to offer and a growing effect was seen throughout the year as the rates continued to rise. This is reflected in the tables below which outline the increase in interest rates as well as the amount earned in interest during the year:

Account	Average Balance over the investment period	Interest rate	Interest earned
Bank of Scotland Business Account (365 days in credit)	£ 482,570	0.01% - 0.7%	£ 1,101
Bank of Scotland 32 day notice Account (365 days in credit)	£1,656,111	0.05% - 1.85%	£ 8,731
<u>Investment Ref - 12246269TS</u>	£ 10,000	0.05% - 1.85%	£ 340
<u>Investment Ref - 18123752TS</u>	£ 289,163	0.05% - 1.85%	£ 3,073
HSBC Deposit Account (365 days in credit)	£1,828,814	0.01% - 1.31%	£ 10,230
HSBC Money Market Account (97 days in credit)	£2,054,222	0.01%	£ 55
Nationwide Instant Saver Account (365 days in credit)	£ 450,449	0.05% - 1.3%	£ 2,269
Nationwide 95 day notice Account (365 days in credit)	£1,710,699	0.4% - 2.85%	£ 29,328
Santander Business Savings Account (365 days in credit)	£ 456,210	0.41% - 2.63%	£ 5,242
Santander 35 day Term Deposit Account (365 days in credit)	£ 790,236	0.44% - 3.68%	£ 12,942
Santander 95 day Term Deposit Account (365 days in credit)	£ 896,075	0.74% - 3.68%	£ 18,184
Barclays 32 Day Notice (365 days in credit)	£1,666,278	0.7% - 4.2%	£ 39,069
Barclays 32 Day Notice with notice (173 days in credit)	£ 192,453	1.05% - 3.8%	£ 1,940
Barclays Business Premium Account (365 days in credit)	£ 414,795	0.2% - 1.6%	£ 3,112
Santander Business Reserve Account (Cash takings from the Tourist Information Centres)			£ -
Total interest earned			£135,616

4.3 More importantly, **all the Authority's balances were kept safe, because none of the banks**, of those used for investment (cash deposits) during the 2022/23 financial year, **failed to repay**.

All treasury management activities during the year complied with the 'CIPFA Code of Practice' and the Authority's Treasury Management strategy.

5. RECOMMENDATION

Members of the Authority are asked to note the contents of the report for information.

ITEM NO. 10

MEETING	Snowdonia National Park Authority
DATE	13 September 2023
TITLE	2023/24 BUDGET UPDATE
REPORT BY	Head of Finance
PURPOSE	To inform Members: <ul style="list-style-type: none">- of significant virements.- of the expenditure to date against the revenue and capital budgets and present any projections for the financial year.

1. BACKGROUND

- 1.1 This report provides a review of the 2023/24 budget including a summary of the revised revenue and capital budgets following the first four months of the financial year i.e., 1st of April 2023 to 31st of July 2023.
- 1.2 Part 4 of the report indicates the progress made to date against the net revenue budget as well as a comparison with the situation from the same period in 2022/23.
- 1.3 Slippage and underspend from the 2022/23 financial year ear-marked for specific purposes has been included in the revised net budget. This includes funds for specific orders, underspend on grant schemes offered by the Authority and contribution towards salaries as well as underspend from the Authority's Capital projects.
- 1.4 The Sustainable Landscapes, Sustainable Places (S.L.S.P) 2022/23 – 2024/25 grant projects are on-going. The total value of these projects is £2.5 million with the proposed expenditure profiled over three years with £850,000 for 2023/24.
- 1.5 An additional allocation of S.L.S.P funding has been made available for a collaboration project with other National Parks in Wales and the Areas of Outstanding Natural Beauty. Up to £500k has been earmarked over a three-year period with Eryri National Park Authority administering the project. The

Authority received £150,000 in 2022/23 with £218,750 available for the collaborative project in 2023/24.

- 1.6 The main purpose of the S.L.S.P grants is to fund capital work but an agreement with Welsh Government has enabled for administration/overhead fees of up to 10% as well as delivery costs to be utilised from the total funding. These delivery fees range from 5% - 15% depending on the complexity of the projects and the requirement of additional resources to effectively complete them. Normally, grant schemes such as these have a net effect of '£0' on the Authority's baseline, but the delivery fee element can contribute towards staff resources creating a saving against the services and the baseline.
- 1.7 Local Places for Nature Capital grant scheme is continuing in 2023/24 with the expenditure being claimed back from Welsh Council for Voluntary Action (WCVA). Heritage Lottery schemes such as Carneddau are also continuing.
- 1.8 No additional grants have been received or are currently expected from Welsh Government.

2. 2023/24 REVISED REVENUE BUDGET

- 2.1 The Original Net Budget was approved by the Authority on 8th February 2023.

Service Areas	Original Budget	Virements	Revised Net Budget
	£	£	£
Planning & Land Management	2,309,185	- 30,587	2,278,598
Corporate	5,038,111	183,592	5,221,703
Balances, reserves and provisions	261,600		261,600
Total Expenditure to Services	7,608,896	153,005	7,761,901
Interest Earned on Surplus Funds	- 28,000	- 92,000	- 120,000
Revenue Financing of Capital Expenditure	503,970	218,889	722,859
Capital Charges Adjustment	- 591,050		- 591,050
Net Budget	7,493,816	279,894	7,773,710
Financed from			
National Park Grant	4,119,789		4,119,789
Constituent Authority Levy	1,373,262		1,373,262
	5,493,051		5,493,051
Contributions from reserve	2,000,765	279,894	2,280,659
Revised Net Budget	7,493,816		7,773,710

- 2.2 A detailed breakdown showing the revised net budget per service as of 31st of July 2023 can be seen in Appendix 1. This appendix also details virements to/from the reserves made within the year. The original report presenting the budget included £850,000 for the S.L.S.P schemes with a comparable contribution from the reserves. This amount has been excluded from the

above table as it is not relevant to the net budget, this brings the net original budget amount to £7,493,816.

- 2.3 There was a net decrease of £20,396 in the base budget before including 'slippage'. The budget was adjusted from £7,493,816 (as approved in February 2023) to £7,473,420 because of the following:
- £92,000 adjustment to bank interest income
 - £7,116 adjustment to Corporate salaries and posts
 - £55,960 adjustment to Planning and Land Management salaries and posts
 - + £45,710 adjustment to the budget for insurance.
 - + £27,090 adjustment to the IT service budget
 - + £44,880 adjustments to the Capital project budgets
 - + £17,000 adjustment to central re-charges for ERAMMP scheme
- 2.4 The above adjustments, have resulted in adjustment to the contributions required from the Authority's reserves in order to finance the budget. The figure of £2,000,765 in the original budget has decreased to £1,980,369 before including £300,290 carried over from 2022/23 from the slippage reserve. £1,488,160 of the required contributions have been identified from specific reserves including grant projects such as LIFE – Celtic Rainforests and a number of Capital projects.
- 2.5 The remaining contribution required to meet the budget is currently £492,210. It is emphasised that this figure may vary due to further budget adjustments during the year and the effect of any over/underspend. The Management Team have identified sources to fund this deficit with the situation to be monitored up to the end of the year. In the meantime, any further significant changes will need to be considered before deciding on which sources will be utilised to fund the deficit and prepare for 2024/25.

3. REVISED CAPITAL BUDGET

- 3.1 A summary of the revised net budget for capital expenditure for 2023/24 is shown in the following table, with additional detail in appendix 2. This excludes the 2023/24 S.L.S.P capital grant funded projects as this expenditure is claimed back with no resulting cost to the Authority.

Capital Budget 2023/24					
Service Areas		Grant Incwm	Net Original Budget	Virements	Revised Net Budget
	(£)	(£)	(£)	(£)	(£)
Planning and Land Management	122,630	-	122,630	120,316	242,946
Corporate	381,340	-	381,340	98,573	479,913
Total	503,970	-	503,970	218,889	722,859

- 3.2 These adjustments are due to budget adjustments following the outturn and a review of the funds in the capital grant projects reserve. Other adjustments

were requested by the Heads of Services to include historic grant projects which they intend to complete as well as slippage from the Capital projects budget in 2022/23.

- 3.3 There has been expenditure during the year on Capital projects which were not included in the original budget. These include S.L.S.P projects where £174,933 has been spent up to the end of July. There has also been expenditure on historic grant projects which remain incomplete for various reasons such as the Covid 19 pandemic, lack of resources or delays in general. These include projects funded by grants from Welsh Government and other sources where unutilised funding was transferred to specific reserves. As of July 31st, the expenditure on these projects was £82,279 with expectation that the final expenditure will be funded from specific reserves or funding which the grant providers will allow to be re-allocated.

4. FORECASTED POSITION FOR 2022/23

- 4.1 The following table summarises the progress against the budget to July 31st, and a comparison with the same period in 2022/23.

Services	Revised Net Budget	Net Expenditure to date	2022/23 Comparison	Variance
	(£)	(£)	(£)	(£)
Planning and Land Management	2,278,598	728,926	725,150	- 3,776
Corporate	5,221,703	1,410,588	1,543,135	132,547
Balances, reserves, and provisions	261,600	-	-	-
Total Services Expenditure	7,761,901	2,139,515	2,268,285	128,770
Interest Earned on Surplus Funds	- 120,000	- 66,694	- 7,944	58,750
Revenue Contribution Towards Capital	722,859	353,891	142,574	- 211,317
Capital Charges adjustment	- 591,050	- 197,120	- 197,120	-
Net Revenue Budget	7,773,710	2,229,592	2,205,795	- 23,797
FUNDED FROM				
National Park Grant	4,119,789			
Constituent Authority Levy	1,373,262			
Contributions from reserve	2,000,765			
Original Net Budget	7,493,816			
Contributions from reserve	279,894			
Revised Net Budget	7,773,710			

- 4.2 To summarise, the net expenditure position of the services compares favourably to 2022/23. The main reason is the amount of car park income received compared to the same period in 2022/23. As expected, expenditure has increased on elements effected by inflation, specifically on energy. The budget was adjusted to address this in 2023/24 and so far, the budget seems sufficient.
- Bank interest rates remain high due to inflation which has led to significant income from bank interest for the Authority.

Further discussions will be required with the Heads of Services and the Management Team during the financial year to discuss further adjustments to the budget or to fund any unexpected expenditure.

A detailed explanation for some of the adjustments to the original budget and current projected variances are as follows.

4.3 **Corporate:**

Plas Tan y Bwlch – The budget for Plas Tan y Bwlch was increased in 2023/24 to adjust for the effect of inflation on energy costs and currently the expenditure is within budget. Despite expenditure on supplies and services being overbudget, income has also exceeded the increased budget target set for 2023/24.

Car Parks – Income from car parking fees is high with £550k received up to the end of July against the budget target of £830k for the year. This year's target of £26k for car parking income at Llyn Tegid has also been surpassed with £59k received. This is also reflected in the significant overspend on litter collection which has already surpassed the annual budget of £19k with expenditure of £28k. Substantial work is required and due to start on Hafod Eryri and Plas Tan y Bwlch. This could lead to any potential surplus income from car parking fees being allocated as expenditure on the Authority's property including Visitor Facilities and Plas Tan y Bwlch.

Corporate Management – The budget for insurance has been increased by £45.7k to reflect the costs during 2022/23 and the projections by the insurance providers for 2023/24. An increase in the Management Team's salaries and increments for the service directors have increased the budget by £19.5k.

Engagement and Management Plan and Partnerships – Several internal adjustments were made on staff within these services effecting services such as Website Management and Yr Wyddfa Plastic-free, these are reflected in appendix 1.

4.4 **Planning & Land Management:** Overall, the current net expenditure remains within budget. There are variances within the services as detailed below.

Cultural Heritage – The projects within these service areas are projects which are expected to be grant funded. Any potential deficit will not be apparent until the final grant claims have been submitted.

Planning – Expenditure is currently within budget with income from planning fees exceeding the budgeted target. Expenditure on salaries is also low due to staff changes and vacancies. However, this has led to a lack of resources within the service which requires expenditure on external consultants to fulfil the service requirements. This arrangement is expected to continue for a few months while the recruitment process continues and the situation regarding the budget will need to be monitored.

Ysgwrn – There is currently a slight overspend against the budget, but the situation compares favourably with the same period in 2022/23. The budget and the income target have not been adjusted to reflect a more achievable/realistic target; they currently remain the same as in 2022/23.

Conservation, Trees, and Agriculture – Several projects tied to this service are grant funded including Eryri Fringes and Peatlands projects. It is likely that the expenditure will be claimed back via grants within the year. When setting the original budget there was no assurance of these grants and the budget for salaries on some of these schemes were set against the baseline as a precaution. Current projections do not suggest a situation where the grants will not be available and unless this scenario changes during the year, an underspend on salaries within this service is expected.

- 4.5 **Balances, Reserves and Provisions** - The original baseline balance of £30,000 for inflation remains unallocated as well as the salary increase provision of £231,600. A decision on salary increases is yet to be agreed by the unions.
- 4.6 **Salary costs** – The Authority have set a provision of 5% for salary inflation, this figure could be exceeded but the current situation remains uncertain. The Authority have already approved a salary increase for the Management Team as the unions have agreed on revised pay scales for Chief Officers. This has been reflected in the budget, but the salary provision has not been allocated toward this increase.
- 4.7 **Interest** - Interest rates continue to increase due to the economic situation. As a result, the interest income is significantly above the original budget target of £28,000. At the end of July, the income from bank interest was £66,694. Therefore, the budget (target) for interest income has been increased to £120,000.
- 4.8 **Capital:** The main net spends to the end of July are on -

Dolgellau Townscape Heritage Fund Project	£49,270
Harlech (Welsh Gov. Grant)	£24,555
Cader Idris (Grant. Ll. Cymru)	£38,542
'Tŷ Natur' Local Places for Nature project	£32,126
Traditional Boundaries (Collaborative S.L.S.P)	£24,859
Tourism (S.L.S.P)	£17,950
Decarbonisation (S.L.S.P)	£119,295
Nature (S.L.S.P)	£12,777

- 4.9 The projected net expenditure on capital projects is not expected to exceed the amounts in the Authority's earmarked reserves. This could vary however due to increases in the price of materials and labour because of inflation. There are projects afoot to repair and modify the Authority's existing property which require viable funding to be sourced and any expenditure during the year to be planned.

5. VIREMENTS BETWEEN THE BUDGETS WORTH OVER £30,000 FOR THE ATTENTION OF THE AUTHORITY.

5.1 Part 3 of the Authority's Financial Regulations state the need to report to the Authority or the Performance & Resources Committee regarding virements worth between £30,000 and £100,000 between budgets, where they have not been previously approved by the Authority. In addition, the Authority's approval is required for any virement worth £100,000 or more.

5.2 No such virements have been approved during the first four months of this financial year.

5.3 A virement will be required from the Cultural Heritage Schemes Capital budget to the Dolgellau Townscape Heritage scheme. The virement has not yet been actioned as it is expected that part of the funding will need to be allocated towards the 'revenue' aspect of both this project and the Harlech and Ardudwy project.

6. RECOMMENDATION

- **Approve the report and note the current financial situation for 2023/24.**

7. BACKGROUND PAPERS

NONE

			Appendix 1
Snowdonia National Park Authority			
Revised Budget for 2023-24 on 31 July 2023			
	Original Budget	Virements	Revised Net Budget
	£	£	£
PLANNING AND LAND MANAGEMENT			
Conservation, Trees and Agriculture	585,410	10,701	596,111
Dark Skies	54,430	10	54,440
Celtic Rainforests (LIFE)	588,820	-	588,820
Carneddau Partnership	24,995	5	25,000
Archaeology	65,000	11,500	76,500
Cultural Heritage	75,780	-	75,780
Dolgellau Townscape Heritage	24,630	-	24,630
Harlech and Arudwy scheme	53,880	-	13,560
Ysgwrn	113,040	-	3,593
Planning	723,200	-	35,650
Sub-total carried forward	2,309,185	-	30,587
CORPORATE			
Members Costs	112,510	-	112,510
Authority Support	91,530	750	92,280
Corporate Management	597,001	85,344	682,345
Property	241,400	4,410	245,810
Legal	56,320	6,000	62,320
Administration and Customer Care	218,990	93	219,083
Translation	106,000	-	106,000
Personnel and Training	149,910	-	149,910
Head Office	260,370	456	260,826
Information Technology	355,350	27,090	382,440
Finance	294,230	2,840	297,070
Plas Tan y Bwlch Study Centre	462,100	-	462,100
Engagement	490,740	-	41,280
New Website	15,550	39,800	55,350
Sub-total carried forward	3,452,001	125,503	3,577,504

Snowdonia National Park Authority
Revised Budget for 2023-24 on 31 July 2023

	Original Budget		Virements		Revised Net Budget
	£		£		£
Subtotals Brought Forward					
PLANNING & LAND MANAGEMENT	2,309,185	-	30,587		2,278,598
CORPORATE	3,452,001		125,503		3,577,504
Engagement with Young People (W.G. Grant)	36,080		-		36,080
Well-being Paths (W.G. Grant)	40,000		-		40,000
Management Plan and Partnerships	345,770	-	5,537		340,233
Plastic-free Wyddfa	-		50,610		50,610
Information Centres	165,920		-		165,920
Llyn Tegid	-	26,410	4,866	-	21,544
Car Parks	-	502,720	240	-	502,480
Litter Clearance	19,510		-		19,510
Traffic and Transport	5,000		-		5,000
Visitor Facilities	263,450		11,770		275,220
Public Access	123,940		-		123,940
Wardens, Estate Workers & Volunteers	1,115,570	-	3,860		1,111,710
	5,038,111		183,592		5,221,703
BALANCES					
General Inflation Provision	30,000		-		30,000
Payroll Inflation provision	231,600		-		231,600
	261,600		-		261,600
	7,608,896		153,005		7,761,901
TOTAL					
Interest Earned	-	28,000	-	92,000	-
Revenue Financing of Capital Expenditure	503,970		218,889		722,859
Capital Charges Adjustment	-	591,050	-	-	591,050
	7,493,816		279,894		7,773,710
FUNDED FROM					
National Park Grant	4,119,789		-		4,119,789
Constituent Authority Levy	1,373,262		-		1,373,262
Tfrs from reserves	2,000,765		279,894		2,280,659
Net Budget	7,493,816		-		7,773,710

					Appendix 2
Capital Budget 2023/24					
Service Areas	Gross Original Budget (£)	Grant Income (£)	Net Original Budget (£)	Virements (£)	Revised Net Budget (£)
Planning and Land Management					
Cultural Heritage Schemes	72,000	-	72,000	70,316	142,316
Harlech and Arudwy Scheme	-	-	-	50,000	50,000
Carneddau - Data LiDAR (W.G. Grant)	15,630	-	15,630	-	15,630
Carneddau - Paths (W.G. Grant)	35,000	-	35,000	-	35,000
Sub-total	122,630	-	122,630	120,316	242,946
Corporate					
Information Systems - Replacement Prog.	22,340	-	22,340	-	22,340
Inf. Technology for Planning	-	-	-	47,314	47,314
70 years Celebration (W.G. Grant)	15,000	-	15,000	-	15,000
Snowdon Partnership Scheme (W.G. Grant)	15,000	-	15,000	-	15,000
Snowdon Interpretation (W.G. Grant)	25,000	-	25,000	-	25,000
Betws Y Coed (W.G. Grant)	72,000	-	72,000	- 8,220	63,780
Public Access	10,000	-	10,000	660	10,660
Wardens - Vehicles	14,000	-	14,000	55,719	69,719
Penmaen Brith (W.G. Grant)	25,000	-	25,000	-	25,000
Llyn Cynwch (W.G. Grant)	70,000	-	70,000	-	70,000
Nant Gwynant (W.G. Grant)	38,000	-	38,000	-	38,000
Cader Idris (W.G. Grant)	75,000	-	75,000	- 6,900	68,100
Plastic-free Wyddfa	-	-	-	10,000	10,000
Sub-total	381,340	-	381,340	98,573	479,913
Total	503,970	-	503,970	218,889	722,859

**LOCAL JOINT WORKING GROUP
FRIDAY 30th JUNE 2023**

PRESENT:**Employer Representatives**

Councillors Elwyn Edwards, Ifor Glyn Lloyd; Sarah Hattle.

Employee Representative - Unison

Rhydian Roberts;

In Attendance

Emyr Williams, Nia Murray, Anwen Gaffey.

The Chief Executive advised that the meeting was being recorded to assist in verifying the minutes.

1. **Chair**
RESOLVED to elect Sarah Hattle as Chair of the Local Joint Working Group for the ensuing year.
2. **Vice-Chair**
RESOLVED to elect Rhydian Roberts as Vice-Chair of the Local Joint Working Group for the ensuing year.
3. **Apologies**
Councillor Kim Jones
Mr. Richard Thomas, Unison
Ms. Celia Kelly, GMB
Mr. G. Iwan Jones
Councillor Annwen Hughes, Mr. Tim Jones (ex. officio)
4. **Declarations of Interest**
No declarations of Personal Interests were made in respect of any item.
5. **Minutes**
The minutes of the Local Joint Working Group held on 18th November 2022 were accepted and the Chairman signed them as a true record.

Arising thereon,

Para. 5 The Social Partnership & Public Procurement (Wales) Bill – Members noted that the Chief Executive and the Trade Union representative had prepared and forwarded a finalised response.

Para. 8 2023/24 Finance – the Chief Executive advised that the Authority had received last minute funding from the Welsh Government in a bid to offset the effect of inflation over the current year. He favoured taking a cautious approach and was yet to consider the Minister's suggestion that the Authority should consider doing less over the next two years. In response to a question, the Chief Executive confirmed that vacancies were being filled, subject to a satisfactory business case, and that recruitment had improved following the Authority's decision to raise staff salaries by two incremental points across the pay spine.

RESOLVED to note the minutes.

6. Relationships at Work Policy

Submitted – An information report by the Head of Human Resources.

Reported – The Head of Human Resources presented the report and policy and provided Members with the background.

RESOLVED to note the report and accept the Relationships at Work Policy, for information.

7. Staff Questionnaire – Exploring Various Flexible Working Patterns for the Authority

Submitted – A report by the Head of Human Resources to provide the background and the outcome of the Staff Questionnaire.

Reported – The Head of Human Resources presented the report and questionnaire findings in detail.

Members and officers discussed the report and made the following observations:-

- Members were concerned that only 48% of the Authority's staff had responded to the questionnaire but were reassured when advised that this was consistent with usual take-up. Also, staff who were not based at HQ in Penrhyndeudraeth may have felt the questionnaire was not relevant to them.
- the Chief Executive confirmed that members of staff who prefer to work in the office full-time are able to do so. Also, if any performance issues arise from the new working arrangements, staff can be recalled back into the office to work at any time.
- the Head of Human Resources provided Members with a brief outline of the next steps and advised that managers had now looked at each job description within their service and had agreed with their staff which roles were deemed to be hybrid / permanently office based / remote workers etc. This work will now be reviewed by a group of staff, similar to a job evaluation panel, to ensure the criteria had been applied consistently. Following this, a pilot to withdraw core hours and allow more flexibility will be trialled. This has proved to work effectively in other local authorities and organisations, although managers will need to keep to firm and consistent guidelines to ensure the policy is applied equally and effectively.
- a Member noted concerns about the availability of officers during office hours which was, in his opinion, already a problem. The Chief Executive asked that an informal note be made to record such occurrences as officers were currently expected to provide details of where they can be contacted for the benefit of office-based staff.
- Members were advised that hybrid working had resulted in fewer sickness absences. Staff were happy to work from home if they had a cold or flu etc., whereas they would not have attended the office.
- the questionnaire had highlighted the need to ensure that managers are present when new staff start their employment and to make sure that the new member of staff feels part of a team.
- Members were encouraged by the questionnaire response that staff strongly agreed / agreed that the Authority was a good place to work.
- in response to a question, the Head of Human Resources confirmed that Eryri worked with officers from other UK National Park Authorities which in turn will allow the trialling of more than one model. Members noted that the other two Welsh National Park Authorities were yet to review their working practices. The Chief Executive was of the opinion that both the Peak District National Park and the Lake District National Park may adopt a similar system to Eryri.

- the Trade Union representative agreed that the questionnaire showed support from staff but stressed the importance that Managers apply the policy in a consistent manner. Also, further flexibility could be provided for staff by allowing them to make use of other offices / spaces which are in the ownership of the Authority.

RESOLVED to note the report and welcome the proposed way forward.

The meeting ended at 11.05