

Report of: Performance and Compliance Officer

Subject: Annual Equality Report 2024/25

Decision Required: Yes

Recommendation:

The Authority is recommended to:

- a. Approve Annual Equality Report 2024/25 and provide delegated authority to officers to apply any minor changes as needed (e.g. typos or factual corrections).

1. Key Messages

- 1.1 Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 a listed body in Wales must produce an annual report by 31 March each year.
- 1.2 Appendix 1 of the report includes our recruitment and workforce equality and data analysis for 2024/25.
- 1.3 In response to internal audit action the report includes:
 - statement on the effectiveness of actions carried out to meet each objective
 - references data from relevant indicators captured by the Authority
 - includes positive impact case studies.

2. Background

- 2.1 The report is structured to comply with reporting areas required under the Regulations.
- 2.2 The report outlines our progress in 2024/25 towards fulfilling Objectives set out in our Equality Plan and Objectives 2020-2024. It also explains that Members approved an updated set of Equality Objectives and revised Strategic Equality Plan 2025 -2029 at the March 2025 National Park Authority meeting. Next year's report will assess progress against the new Plan.
- 2.3 The design of the report is simple to support uploading of the report in HTML format to our website to support compliance with Web Accessibility Regulations.

3. Consultation

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

- 3.2 A meeting was held in August 2025 between the Head of People Services, Inclusion, Diversity and Governance Excellence Strategic Lead and Performance and Compliance Officer to review the 2024/25 Employment and Recruitment data and the issue of low response categories. An action plan has been put in place to address areas of concern; further information is noted in the Appendix 1.

4. Strategic Policy Context

- 4.1 Report provides updates on performance against our Equality Plan and Objectives.
- 4.2 Activities noted in the report help contribute to wider Authority Well-being Objectives, in particular:
- Connection Well-being Objective: To create a Park that is a natural health service that supports people to be healthier, happier and more connected to the landscape, nature and heritage.
- 4.3 Activities noted in the report help contribute to wider Partnership Plan policy areas, in particular
- W1: Provide and promote sustainable outdoor recreation opportunities for all.
 - W2: Provide and promote inspiring outdoor learning, well-being and personal development experiences for all.

5. Financial Considerations

- 5.1 The Authority has continued to develop and deliver projects and schemes that have positive benefits for those facing inequalities. The report notes that these projects tend to be externally funded, as a result the Authority needs to continue to secure external funding to maintain a portfolio of projects. Its approach to engagement when developing projects and taking a partnership and collaborative approach has proved successful. This is shown by external funding being successfully secured for the Routes to Discovery Project.

6. Risk and Compliance Considerations

- 6.1 This report helps to provide assurance in terms of the following risks set out in the Authority's risk register:
- Risk 3 - A failure to create a Park that supports people to be healthier, happier and more connected to the landscape, nature and heritage.
 - Risk 6 - A failure to deliver Corporate Objectives and requirements of funders.
 - Risk 7 - Failing to comply with legislation and Governance requirements

7. Impact on our Public Sector Duties

7.1 Integrated Assessment Completed:

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

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

- 7.2.1 Report includes performance information for activities that also support delivery of the Authority's Equality Plan and Objectives. This reports supports compliance with Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.
- 7.2.2 Socio Economic Duty and health impacts are incorporated into the integrated assessment process and this is noted in the report. Many of the projects and activities referenced within the report support the 5 Ways to Well-being.
- 7.2.3 The design of the report is simple to support the uploading of the report in HTML format to our website to support compliance with Web Accessibility Regulations

7.3 Welsh Language Impacts

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

7.4 Section 6 Biodiversity Duty and Carbon Emission Impacts

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

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

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

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

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

RNIB to develop and secure funding for See Cymru Differently Project.

8. Conclusion

- 8.1 Report outlines Authority's performance against required equality reporting areas for 2024/25. The Authority is required to produce this report under Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

9. List Background Documentation:

- Annual Equality Report 2024/25

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

Pembrokeshire Coast National Park Authority

Annual Equality Report 2024/25



**Parc Cenedlaethol
Arfordir Penfro**

**Pembrokeshire Coast
National Park**

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Section 1: Introduction and Background

This is the Authority's Annual Equality Report for 2024/25. Under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 a listed body in Wales must produce an annual report by 31 March each year.

Public Sector Equality Duty - The General Duty

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

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

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

Public Sector Equality Duty - The Specific Duties

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

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

- Accessibility

Who Is Protected Under the Equality Act 2010?

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

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

Section 2: Identifying, collecting and using relevant equality information

Employment and Recruitment

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

The Authority collects information on its workforce and this is recorded via the Cezanne system. Levels of information held were impacted when the Authority switched to the Cezanne system, however it is now seeing levels of information held improving. At the end of 2024/25 71.24% of equality monitoring data was complete on the Cezanne System. This is similar to 70.31% at the end of 2023/24. The levels of data held has impacted on ability to accurately analyse this information for the ethnicity, disability and religion and belief categories.

Data is analysed annually and reported annually – see Appendix 1. Information has been included for the first time on training and equality monitoring data. A meeting was held in August 2025 between the Head of People Services, Inclusion, Diversity and Governance Excellence Strategic Lead and Performance and Compliance Officer to review the 2024/25 data and the issue of low response categories. An action plan has been put in place to address areas of concern; further information is noted in the Appendix.

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

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

- Explore new pathways to employment opportunities through skills development/ training / apprenticeship opportunities
- Development of Establishment and Workforce Plan

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

The Authority continued activities in support of its Pay and Grading Review in 2024/25. As part of this process a gender pay gap analysis was carried out, and the outcome of this analysis is due to be reported in 2025/26.

Performance/ Case Impact Studies

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

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

Strategic Planning and Impact Assessments

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

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

In 2024/25 these data sources helped inform the equality impact assessment on the Partnership Plan and integrated assessment on the Equality Plan and Objectives.

A [supporting evidence document](#) was developed to inform the review of the Authority's Equality Plan and Objectives in 2025 and was presented to Members alongside the Plan.

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

- Utilise data from wider Welsh Government visitor data to inform our work, and explore opportunities with relevant bodies for them to include wider range of demographic data in the visitor information they collect and report
- Authority periodically carries out a coast path survey and this is referenced in our coast path management strategy and we will explore feasibility of wider demographic data being collected in the next iteration of this
- Implement annual survey which is already in development with our project and volunteer participants and create framework to ensure feedback and information gathered by the Engagement and Inclusion Team is fed through to inform wider corporate strategic planning, improvement activities and project development
- Explore feasibility of gathering demographic related data as part of any feedback surveys developed for surveys for Centres and Events and Activities Programme

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

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

Stakeholder Mapping and Project Level Data

The Authority carries out specific engagement activities where required to help inform project development. This is important from an equalities perspective to ensure the solutions and

interventions we develop are informed by those they are seeking to benefit.

The Engagement and Inclusion Team carried out a series of team workshops during 2024 to analyse our stakeholders and prioritise areas where we should focus our resources and effort. The first workshop mapped out the web of connections that team members hold and identified those stakeholders that we draw on for support and partnership and those where we provide support and engagement. These were grouped with the final group of stakeholders those 'furthest' from us being those we have identified as needing a stronger connection. To build on this mapping work the Team then undertook a Stakeholder Analysis exercise to match the identified stakeholders and their representative organisations to the appropriate areas of our engagement and inclusion work. They identified potential motivations for working together and ascribed a priority to each stakeholder group.

More detailed engagement with stakeholders will continue to be carried out as part of the process of evaluating and developing new projects. In 2024/25 for example, Pembrokeshire People First helped to design our new outdoor mobility equipment booking website to ensure that it was as accessible as possible. Stakeholder involvement has been critical to the development of our Roots to Recovery Project and the follow-on Routes to Discovery project. As part of developing the Routes to Discovery Project officers worked with young people and carers to map out how we might engage and involve them. The Open for All Project didn't have

an external evaluator, but an internal evaluation was undertaken and captured in the projects final report.

Engagement and Inclusion Participant Survey

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

The survey was conducted using an online form, available in Welsh and English and consisted of the following questions:

- Question 1: How satisfied are you overall with your experience of taking part in National Park-led activities?
- Question 2: What was the best thing about your activity?
- Question 3: Did you feel safe while taking part in National Park-led activities?
- Question 4: Is there anything that makes it difficult for you to take part?
- Question 5: What would make your experience better?
- Question 6: An optional question to say more about the specific service engaged with.

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

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

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

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

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

One person indicated that they did not feel safe during their activity but did not give any reason or indication as to why. We regularly examine our safe working practices and will continue to do so, and team members will encourage participants to feel they can confidentially report any concerns they may have.

Not all respondents answered question 6 and some groups we work with didn't respond so we will review the methodology for future years.

The Participant Survey will be repeated annually as part of the suite of measures used to audit and quality assure our services.

Forums

The Authority has in place a Youth Committee Forum as part of its Next Generation Activities. Minutes from the Youth Committee Forum are provided to Members as part of National Park Authority Committee papers. This group was also engaged with as part of the development of the Partnership Plan. Officers are exploring opportunities for members of the Youth Committee Forum to participate in the Partnership Group being developed to support implementation of the Partnership Plan.

The Authority has in place a Volunteer Forum. Minutes from the Volunteer Forum are provided to Members as part of National Park Authority Committee papers.

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

Statement of Effectiveness

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

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

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

Section 3: Equality Impact Assessments

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

In 2024/25 8 equality impact assessments were carried out as part of an integrated assessment (includes different assessment stages). Where necessary a staged approach was taken with assessments reviewed and updated at different stages of consultation and approval stages. Assessments were carried out on the following:

- Article 4 Direction 28-Day Permitted Development Stage 1 / Stage 2
- Cresswell Quay Conservation Area and Management Plan (before Consultation) Stage 1/ Stage 2/ Stage 3
- Equality Plan and Objectives Stage 1/ Stage 2
- Enforcement Policy (Need for completion identified after completion of Trigger Document)

A separate equality impact assessment was carried out on the Partnership Plan. This was a staged assessment, with stage 1 initial assessment carried out before consultation. It was then as part of stage 2 reviewed and updated post consultation before the plan went for final approval.

During the year, staff further developed resources to support the integrated assessment and equality impact assessment process. This included creation of trigger document to support identification of if a full assessment was required, updating integrated assessment guidance and template and formalising and updating sections within the Committee Reports.

The Authority is currently also exploring development of project level checklists and tools to support assessing impact as part of project development.

Section 4: Culture

Training

Equality and Diversity training is available for staff to complete via the ELMS online learning platform and forms part of induction processes.

Additional training is provided to staff, volunteers and Members as required. Staff and volunteers were able to access a range of training opportunities provided by the Open to All project in 2024/25. This was particularly beneficial for the Get Outdoors Team who received specialist training to strengthen their skills in outdoor engagement and inclusivity support.

Line Managers received training on new recruitment policy and Long-Term and Short-Term sickness absence policies.

Members received training on Sexual Harassment in the workplace.

The Authority arranged the 2025/26 Welsh Members Seminar which focused on National Parks for All? It provided an opportunity for the Authority's Members and other Welsh National Park Authority Members to explore barriers and opportunities in terms of access and inclusion for National Parks.

Collaboration

The Authority has fostered a culture of collaboration to support its inclusion and outreach work. To deliver projects effectively in this space, the Authority recognises the importance of working with partners with expertise and who already have relationships with people the projects are seeking to benefit. Engaging with people who don't currently use the Park, particularly those with poor physical or mental health can be challenging; building trust is very important and working through trusted delivery partners is often the key to successful outcomes. This has been demonstrated by the Roots to Recovery project where our partnership with Mind Pembrokeshire and Carmarthenshire enabled participants to gradually build up their engagement, starting with drop-ins at a Mind Resource Centre where they are accessing other mental health services and building up to day-long activities and visits as they get to know and trust the project staff, volunteers and participants.

The Authority currently hosts Welsh Government's Inclusion, Diversity and Governance Strategic Lead for Designated Landscapes in Wales. They have in place an Inclusion, Diversity and Excellence Governance Action Plan. The Action Plan's mission is "To support, advise and drive forward Wales' Designated Landscapes in their commitment to becoming more diverse and more inclusive, ensuring diversity and inclusion is a 'golden thread' prioritised throughout all of the Designated Landscapes underpinning the public duty, and supported by a transparent governance framework that values and reflects the diversity of our communities." Authority officers have been engaging with Strategic Inclusion, Diversity and Governance Excellence Strategic Lead to inform our inclusion and outreach activities, workforce activities and development of future projects. The Strategic lead has supported delivery of the Open to All partnership project between the Authority and Visit Pembrokeshire. They have also worked with RNIB to develop and secure funding for See Cymru Differently Project.

Section 5: Procurement arrangements

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

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

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



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

The Authority had in place an Equality Plan and Objectives for 2020-2024 period. This plan and the Objectives were reviewed in 2024/25 with a new plan put in place for 2025 - 2029 period.

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

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

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

Below we outline our progress in 2024/25 towards fulfilling Objectives set out in our Equality Plan and Objectives 2020-2024 and the effectiveness of these activities (steps). Next year's report will consider progress against the new Equality Plan and Objectives 2025 – 2029.

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

Equality Objective: By 2024, our promotion of the National Park as a destination will be representative of more diverse audiences and we will have removed some barriers to accessing the Park for underrepresented groups or those who face specific barriers. Resulting in a more diverse range of people benefiting from and experiencing its Special Qualities.

2024/25 Progress Towards Fulfilling Objective

In 2024/25 the Authority delivered projects and activities in support of removing barriers to accessing the Park, that also considered the promotional aspect.

Open to All Accelerator Project

This was a partnership project between the Authority and Visit Pembrokeshire funded by UK Shared Prosperity Fund. The Open to All project worked with businesses and organisations to make Pembrokeshire the first choice for residents and visitors who face barriers to travel and tourism. During 2024/25 the project offered:

- a range of training sessions, including Deaf Awareness and British Sign Language, website accessibility, accessibility awareness, sight loss awareness, mental health first aid and neurodiversity training
- facilitated bespoke events, including Watersports open day, British Sign Language tour of Carew, Mobiloo tour

- carried out audits
- developed a resource hub

Positive Impact Spotlight: Funding from the Open to All Accelerator project enabled the Authority to create a range of British Sign Language videos for its Archaeology Day. These videos are available on the Authority's You Tube channel. In the first seven months since they were uploaded, they have received 386 views.

Positive Impact Spotlight: The project facilitated a Mobiloo Tour across sites in Pembrokeshire. Mobiloo is a mobile accessible toilet and changing facility designed to enable disabled individuals to participate in events and outings with dignity and independence. It includes features such as a hoist, adult-sized changing bench, and an accessible toilet. The primary aim of the Mobiloo tour was to raise awareness among businesses and members of the public about the importance of accessible facilities. The Mobiloo team met people who shared their experiences and challenges in finding accessible spaces. The survey the team carried out showed that many participants had not heard of or seen a Mobiloo before, and that 89% would be more likely to attend an event if one was present. Feedback included: "The freedom and dignity this provides to families like ours cannot be overstated." "Seeing the Mobiloo in action is inspiring. It's a game-changer for accessibility."

Positive Impact Spotlight: Black Girls Hike provides a safe space for Black women to explore the outdoors. It was founded in 2019 to encourage women of colour to actively experience wild spaces and challenge the status quo. They plan nationwide group hikes, activity days, and training. The Open to All project reached out to Black Girls Hike to invite them to plan a hike near St. Davids. Black Girls Hike organiser worked with the Open to All Team and a local group called We Move to plan an exciting weekend at the Youth Hostel in St. Davids. The We Move project is based in Narberth and enables young people of the global majority to experience activities they may not have accessed before, join with others to celebrate who they are, and discuss shared challenges. On the 5th of October, the Authority's North Ranger led the joint group on a beautiful but windy hike from the hostel where they saw wild horses, seals and birds and bonded over a shared love of nature. The group were joined by a photographer hired by Open to All to capture images for the purpose of increasing diversity of representation in visual media.

Get Outdoors Scheme

The Get Outdoors Scheme has enabled the Authority to continue its supported walking activities following the ending of the West Wales Walking for Well-being project. There were 3,015 participants in supported walking programme in 2024/25, compared to 3,545 in 2023/24. In its first year it has established new walking groups, while existing ones have been reinvigorated. A focus has been on widening access,

engaging with individuals who are often disconnected from other services and face multiple barriers to participation. Volunteers continue to play an important role in leading these walks.

Positive Impact Spotlight: Following the Black Girls Hike visit to St Davids in September 2024, new Global Majority walks have been established. These are designed to be safe, welcoming, and community-led, and are set to expand as trust grows. Discussions are underway with Pembrokeshire Pride to develop a similar walking offer for the LGBTQ+ community.

Positive Impact Spotlight: Weekly Parent and Baby walks were established. The walks have created a community for new parents to help with getting outside and fighting isolation. One father said "these walks really help you get out of the house, it can be so easy to be isolated and stuck inside all day. These walks are great". Another mother said "these walks have really helped my mental health post baby".

Positive Impact Spotlight: Staff led accessible walks are held weekly at rotating locations around the Park. A participant on the accessible walk was able to enjoy a walk with their grandson, supported by the Get Outdoors team. The team introduced them to PACTO's Green Dragon Community Transport, restoring independence they thought was lost. They shared that "I felt normal for the first time in 5 years."

The Get Outdoors Scheme also coordinates the Authority's beach wheelchair and mobility equipment offer. Our mobility

equipment provision is supported by local hosts such as cafes, surf clubs and hostels. There were 427 beach wheelchair and mobility equipment bookings, in 2024/25 compared to 399 in 2023/24, a 7% increase. The team attended several events to promote the service during 2024/25 including sessions arranged as part of Open to All project. New hosts for 2025 include Bluestone who are hosting and supporting the maintenance of our previously underused mountain trikes and acting as a venue for future accessible walks.

Positive Impact Spotlight: Mobility equipment supported adapted beach sessions with Tonic Surf and Blue Horizons for 47 young people visiting from England all with additional needs.



Roots to Recovery

The Roots to Recovery partnership project with MIND Pembrokeshire and Carmarthenshire funded by the Big Lottery continued in 2024/25. Taking a partnership approach this project supports the mental health of local people through a range of outdoor experiences at locations in and around the Park. Roots to Recovery is a people centred project so participants suggest and choose the activities they would like to do with activities including gentle strolls to beach games, practical conservation work, gardening or exploring the National Park. Participant numbers are always high, and activities are well attended. Each session is planned to achieve all the five ways to wellbeing.

Positive Impact Spotlight: Participants report that their mood and mental health improves because of connection with others, physical activity in the outdoors and involvement in local projects. The engaging programme is designed to allow participants to grow their confidence and skills with participants becoming Volunteer Mentors. The impact on participants is captured in following Roots to Recovery YouTube Video:

<https://www.youtube.com/watch?v=sRYpDj130wk&t=19>

Facilities

The Authority contributed £110k to Pembrokeshire County Council for public toilets as part of year 1 of a 2 year agreement. It also commissioned an assessment of several of its car parks. This included exploring, for shortlisted sites,

opportunities linked to inclusivity and accessibility in terms of ramps, signage, incorporation of changing places for disabled people and beach wheelchair rentals. The Authority's current focus is on an ongoing project at Traeth Mawr.

Photography and Filming Commission

Photography and filming commissions were completed at all three visitor attractions. A new bank of diverse imagery and films are available for use, showcasing the visitor offer and representing the diversity of audiences. These resources are being used across the Authority publications, marketing and website resources, including in the Coast to Coast 2025 publication.



Transport Barriers

During 2024/25 Officers developed a Sustainable Landscapes, Sustainable Places bid for a feasibility study into low carbon route in South East Pembrokeshire. It includes looking at how this could be funded. The bid was successful and will investigate access to work transport barriers and solutions in Tenby. This study could help develop solutions that remove transport barriers for people related to accessing work in the County, including young people.

The Authority continues to support people to access its projects and activities through provision of an Authority Minibus. During the year the Authority's net zero and equality priorities aligned through delivery of a new accessible Electric minibus.



The Authority continued its involvement with the Corporate Joint Committee for South West Wales whose remit includes working on a regional level to improve regional planning and co-ordination for transport. The Strategic Policy Manager has engaged with development of the draft Regional Transport Plan 2025-2030. During 2024/25 the Corporate Joint Committee undertook a public consultation exercise on the draft plan, providing people with an opportunity to have their say on the future of transport networks in South West Wales.

The Authority continued to provide funding to Coastal Bus Services through the Greenways partnership. Two popular bus services returned for 2024/25, the Puffin Shuttle with 8,899 passengers and Strumble Shuttle with 5,884 passengers.

Statement of Effectiveness:

The Authority actions during 2024/25 continued to help break down barriers to accessing the Park for underrepresented groups. Including development of resources that will support promotion of the National Park as a destination that is representative of more diverse audiences. Our approach takes a targeted approach to remove barriers focused on what is feasible in terms of the size and remit of the Authority and working collaboratively with others to influence strategic issues such as transport.

Collaborative approaches are helping the Authority to reach wider audiences and design projects that take account of the views of those they seek to benefit. Although the Open for All

project has ended Authority staff are building on approaches and learning from this project to inform our engagement, inclusion and regenerative tourism approaches.

It is important that the Authority continues to build on this work to remove barriers and as a result work in this area has been carried forward in our revised Equality Plan 2025-2029.

Equality Objective: By 2024, we will ensure that solutions developed to address opportunities and challenges identified in the National Park Management Plan are inclusive and take account of the Plan's Equality Impact Assessment.

2024/25 Progress Towards Fulfilling Objective

Project Checklist

The Authority made limited internal progress on developing a project checklist in 2024/25 as focus was on updating wider integrated assessment guidance and trigger document. However, the Open for All project developed and published on its online resource hub

- guidance and templates to support organisations in the Park and Pembrokeshire develop Access Statements/ Guides. Access Statements provide detailed, accurate information about the accessibility of a venue or business for both the physical environment and services.

- Checklist for planning and delivering inclusive and accessible events. A copy of this checklist is now available on the Authority's staff intranet.

Engagement as part of Project Development

As part of our review of the Authority and Mind Pembrokeshire Roots to Recovery project, the project team spoke to representatives from the 'carer community' in Pembrokeshire. They heard from several groups, and it was clear that for some, the opportunity to spend time outdoors offered the potential for much needed respite time and a boost to wellbeing. Building on the partnership with Mind Pembrokeshire and their Children and Young People initiative, they heard directly from young people who had benefitted from spending time outdoors as part of the Roots to Recovery programme to benefit mental health and wellbeing. In August of 2024 the project contacted Action for Children who support young carers from 8 to 25 in Pembrokeshire. The charity runs groups as well supporting individuals and families in the County. Working with Action for Children helped inform the development of a bid with Mind for Big Lottery People and Places funding for the Routes to Discovery Project.

Positive Impact Spotlight: In 2024/25 we have delivered 5 outdoor sessions with young carer groups in Pembrokeshire. We were able to work the 11 to 16 years old young carers group (who are based at the Picton Centre in Haverfordwest) on three occasions. Focussing on experiences that could take place in and around the centre, the group took part in

bushcraft activity, got creative with some 'environmental art' and joined in a group barbecue at Fortunes Frolic, a location within walking distance of the group's meeting place. As some of the young people explained to us, 'there isn't always time for them to take part in activities once the school day is over', and so making use of the time set-aside to attend the Action for Children young carers youth group enabled most of the group to join in. Our team also spent time with two primary school aged groups of young carers. Similarly, we were able to provide experiences, close to the places where the groups already held meetings, enabling more children to take part.

The Get Outdoors scheme has been developing and improving our supported walking and mobility equipment booking offer through engagement activities. Pembrokeshire People First helped to design our new outdoor mobility equipment booking website to ensure that it was as accessible as possible. As part of development of new supported walking offers, staff engaged with Haverfordwest Mosque to discuss formation of new global majority walking group. They also carried out an online survey for new parents that received close to 100 responses, that demonstrated support for establishing supported walking groups for new parents and babies.

Statement of Effectiveness:

The Open for All project developed resources that can be used by both the Authority and organisations working in the wider Park to support their venues and events to be

accessible and inclusive. The Authority can build on this work as it looks to develop its own project checklists.

In developing projects such as Routes to Discovery and Get Outdoors, the Authority has demonstrated how it takes a people led approach, recognising the importance of getting beneficiaries involved in designing projects and solutions.

Long Term Aim 2: Our services are accessible and inclusive by default and our projects are contributing to addressing inequality.

Equality Objective 3: By 2024, we will have staff and volunteers trained and mechanisms in place to ensure we design, procure and deliver accessible and inclusive services

2024/25 Progress Towards Fulfilling Objective

Training and Induction

Work on updating induction and developing a training plan for staff and volunteers was impacted in 2024/25 by HR needing to focus their work on the Pay and Grading Review.

Online Equality training via ELMS is mandatory for staff, and new staff are required to complete it as part of the induction process.

Staff and wider tourism sector were able to benefit from range of training provided through Open to All project this included:

Deaf Awareness and BSL, website accessibility, accessibility awareness, sight loss awareness, mental health first aid, neurodiversity training.

Equality and Diversity training session was held for volunteers in April with 6 attendees.

Digital Systems and Accessibility

During the year Officers developed a new IT/System Project Request Form. This form includes a section on Equality and Accessibility. It asks officers to consider if there are any compliance considerations for their project in terms of web and app accessibility or reasonable adjustments (Public Sector Bodies (Websites and Mobile Applications) Accessibility Regulations 2018 and Equality Act 2010). If yes, they are asked to outline how they are looking to address compliance in this area through the project.

Officers continued the process of reducing the number of PDF documents on the website, including publishing more corporate and policy related documents in HTML format. Democratic Services also developed guidance for staff on how to create Accessible PDF's for staff creating reports for Committees.

The Health and Well-being officer worked with Pembrokeshire People First to review the online booking process for our beach wheelchairs and mobility equipment.

Procurement

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

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

The Authority is seeking Living Wage accreditation and as part of this it will need to put in place a plan to pay Authority contractors the real living wage.

Statement of Effectiveness:

To deliver inclusive and accessible services, staff and volunteers need the appropriate knowledge, awareness, skills, and tools. Mandatory equality training is in place, however further work is needed to explore delivery of additional training as the wider Authority training plan is developed.

The Authority has begun to create processes to support development of accessible services in terms of digital services and through linking equality activities with wider actions on Socially Responsible Procurement Duty. However further work is needed to embed these activities and ensure all staff across the Authority are aware and engage with relevant

requirements.

Equality Objective 4: By 2024, we will have developed and delivered projects and schemes that have positive benefits for those facing inequalities, in particular children and young families from deprived areas.

2024/25 Progress Towards Fulfilling Objective

Centres – Regenerative Tourism

During the year a Regenerative Tourism vision and set of principles were developed by the Regenerative Tourism Team. This includes the principle:

- Connection: Diverse audiences will feel connected to the National Park for the benefit and wellbeing of all.

Dementia Friendly Audits were carried out at Castell Henllys, Carew and Oriel y Parc in 2024/25.

Positive Impact Spotlight: In October 2024, the Open to All project offered a tour of Carew Castle, where an expert guide was accompanied by a qualified and registered British Sign Language interpreter. The tour was open to everyone, with free participation, British Sign Language interpretation, and an opportunity to provide feedback on the experience. Most participants were members of the local Sign and Share Club and communicated using British Sign Language. One participant said: “I enjoyed having a tour guide instead of looking around for myself and this brought the castle alive for

me.” The tour guide shared how they learned to carefully consider their vocabulary and review certain words or terms in advance to ensure the British Sign Language interpreter could communicate them effectively during the tour. They also highlighted the importance of positioning themselves in specific spots to prevent the sunlight from obstructing participants’ view of the interpreter.

Positive Impact Spotlight: Oriel y Parc hosted The Peace by Piece exhibition by Value Independence in November and December 2024. This was a collective art exhibition by individuals with learning disabilities and their carers who find solace in art as a testament to the transformative power of creativity.

Projects

Along with the previously mentioned Roots to Recovery project, Get Outdoors and Open for All project the Authority also delivered a range of other projects.

1st 1000 days has continued to provide opportunities for early years/ pre school children to engage with the outdoors. Sessions in 2024/25 were based at Fenton Primary School, Haverfordwest with children from the Flying start based at the school joining parents and children in the sessions provided. There were 772 participants in our early years programme in 2024/25, this is lower than 2,498 participants in 2023/24. However, this reflects that there was a significantly lower turn out at the Play Day at Llys y Fran in 2024/25

compared to 2023/24, rather than wider 1st 1000 day sessions.

Pathways continued to provide practical conservation and access supported volunteering opportunities. Including installation of fencing, hedge planting, hedge laying and scrub clearance. There were 1,145 participants across our supported volunteering sessions in 2024/25, this compares to 904 in 2023/24.

The Authority continued to provide engagement opportunities for young people through its Next Generation activities. Combining Youth Committee engagement activities with more practical activities through Youth Rangers. Practical work included footpath maintenance at St Brides Orchard alongside carrying out an access audit. They have also been involved in a tree planting project in North Pembrokeshire. Next Generation participants have also supported the Authority's wider inclusion engagement work and attended the Pembrokeshire Pride event held on the Commons in Pembroke in July. The Authority has also been working collaboratively with Tirweddau Cymru and other Designated Landscapes on future joint engagement activities with young people.

Positive Impact Spotlight: The Authority, in partnership with the Museum of London Archaeology and Futureworks, were successful in obtaining funding from the Arts and Humanities Research Council to deliver an engagement project with young people focusing on heritage at risk due to climate change. The project commenced in January 2025 and will

conclude in June 2025. The Futureworks participants aged 16-20 are learning about the impact of climate change at monuments across the National Park area, including St Brides, St Davids, Angle and Whitesands Bay. The theme of loss is explored and the techniques used by archaeologists to mitigate against climate change. As an outcome of the project, the participants are being supported to create social media content to raise awareness of the issue. It is hoped that the content created will resonate with a group that is often underserved and underrepresented in archaeology. The project also aspires to help the participants develop skills and experience that will help empower them with their future development. The participants are supported by Futureworks, Museum of London Archaeology and National Park Authority staff.

Sustainable Development Fund

The Sustainable Development Fund focuses on supporting community decarbonisation activities. Often decarbonisation activities supported can have wider positive benefits for the groups, such as helping to reduce energy costs.

Positive Impact Spotlight: The Sustainable Development Fund supported Cilrath Acre to install a compost toilet. This project helped to address a lack of toilet facilities, limited accessibility caused by this and impact on volunteer comfort at the community growing site. The installation of the accessible Natsol compost toilet has supported retention of volunteers and inclusivity of their volunteer offer. Improving comfort, hygiene and accessibility while also reinforcing the

sites sustainable infrastructure aligned with circular economy principles. Volunteer feedback noted: further engagement. "Having our new 'Super Loo' on site has saved me precious time and energy... It's also satisfying to know human waste becomes nutrient within our circular permaculture system." "Nobody was more delighted to see the arrival of the compost toilet than me." (Male volunteer with a prostate condition shared the vital importance of nearby facilities.)

Evaluation

The Authority continues to engage with participants and assess the impact of its projects. The Open for All Project didn't have an external evaluator, but an internal evaluation was undertaken and captured in the projects final report. As part of evaluating the Roots to Recovery project the team have spent time undertaking consultation and working with new groups to see how carers, recipients of care and young people might benefit from the Roots to Recovery approach to wellbeing and the outdoors. Evaluation exercises were carried out by the Pathways Project Team involving mixed approach of surveys and face to face interviews. Learning from feedback will inform future development of the project. An Engagement and Inclusion Participant Survey was carried out at the end of 2024/25 and will provide further insight into participants and volunteers experiences of engaging with the Authority. Further work is needed to ensure evaluation and survey outcomes influence wider project and corporate approaches beyond individual project development within the Engagement and Inclusion team.

Statement of Effectiveness:

The Authority has continued to develop and deliver projects and schemes that have positive benefits for those facing inequalities. The Authority recognises that these projects tend to be externally funded, as a result it needs to continue to secure funding to maintain a portfolio of projects. Its approach to engagement when developing projects and taking a partnership and collaborative approach has proved successful. This is shown by external funding being successfully secured for the Routes to Discovery Project.

There are further opportunities to develop projects in partnership with others as shown by Tirweddau Cymru working with RNIB on the three year 'See Cymru Differently (Hiraeth)' project which aims to support National Parks in Wales to be fully accessible for blind and partially sighted people.

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

Equality Objective 5: By 2024, we will have increased potential routes into employment for underrepresented groups in our workforce.

2024/25 Progress Towards Fulfilling Objective

Recruitment Policy

The Authority updated its recruitment policy in 2024/25. The policy considers best practice on equality and recruitment in areas such as shortlisting, interviews, panel composition. A training session was held in September for managers involved in the recruiting process.

The Authority is accredited as a Disability Confident Employer. Any candidates that identify that they have a disability under the Equality Act 2010 are automatically shortlisted if they meet the essential criteria. Officers must use a shortlisting matrix which acts to remind staff of identifying applicants who should be interviewed under the Disability Confident Scheme.

An updated standard Job Advertisement Template has been made available via staff intranet. It should support inclusion of relevant equality statement and reference to disability confidence scheme in all job adverts.

HR are also continuing to review where it is advertising posts, to ensure strong reach of its recruitment adverts.

Wider activities to develop images and resources for publication and website that are representative of more diverse audiences could also help encourage more people to identify with the Park and work of the Authority. This is in addition to the Authority making connections through our Engagement and Inclusion activities and the work of Tirweddau Cymru's Strategic Advisor.

Pathways to Employment

The Authority has continued to engage with local schools and college to highlight career opportunities within the Authority. This includes discussing with students job opportunities and the entrant level qualifications that might be helpful with career aspirations to work for the Authority in a wide range of posts. This has included career events at Ysgol Penrhyn Dewi, Ysgol Caer Elen, Ysgol Preseli, Henry Tudor School and Pembrokeshire College and has included senior managers attending the events.

Team Leaders and managers met with Pembrokeshire College Staff to gain insight into suitable roles for work placements and the limiting factors. A successful 1 week work placement took place with Countryside Management and a Pembrokeshire College Student.

HR officers liaised internally and with Swansea University to identify potential opportunities and workstreams for student placements. A history undergraduate from Swansea University undertook a work placement working with the Authority's Community Archaeologist. They were involved in helping catalogue material previously recovered from the Carew Castle excavations.

The Authority supported an Officer to take part in the Future Generations Leadership Academy. The Leadership Academy is a programme designed to equip young people in Wales with leadership skills, helping them implement the Well-being of Future Generations Act in their communities and workplaces. It offers a mix of online and in-person training, focusing on

long-term thinking, social responsibility, and sustainable change. Participants, aged 18-30, gain mentoring, leadership development, and the opportunity to create impactful change plans within their organisations.

Positive Impact Spotlight: Officers worked on a successful Nature Networks Fund Bid in 2024/25 which will create two one-year paid traineeships and an Assistant Conservation Officer role to help address sector skills gaps and support future green careers. Linked to this it will also support a Resourcing Officer post within People Services. Part of this role will be to engage with Higher Education Institutes and schools to explore traineeships and apprenticeship programmes.

Positive Impact Spotlight: The Authority was approached by the teacher who co-ordinates the Duke of Edinburgh award at Portfield school. They asked if we could provide suitable volunteering tasks for 5 young people to complete during their week long residential for their Gold award. The group were staying at the Urdd centre at Pentre Ifan which adjoins an Authority woodland providing ample opportunities for work. Rangers devised a varied programme suited to the young people's ability level and visited some local historic sites. The 5 young people and 3 staff worked on the following during the week:

- Improvements to footpaths within Pentre Ifan woods.
- Cleaning moss and growth from the pond dipping platform.
- Planting 10 orchard trees.

- Litter pick of Poppit dunes and beach.
- Placing mulch mats around trees planted as part of Conserving the Coast scheme.
- Maintaining planted hedge at Pentre Ifan They also visited Cromlech Pentre Ifan and Nevern churchyard with the Rangers

Recruitment and Workforce Data

The Authority has continued to carry out recruitment and workforce based equality monitoring and report it via the Appendix in this Annual Equality Report. However, it is recognised that further work is needed to address data gaps. This will be important if we want to be able to evidence that interventions have had a positive impact on increasing diversity within the Authority's workforce profile.

Statement of Effectiveness:

The Authority has considered how its recruitment processes can support increased applications from underrepresented groups.

The Authority has seen an increase in the number of employees 40 and under, increasing from 21% in 2019/20 to 37% in 2024/25. The Authority took part in Kickstart Scheme and had developed trainee roles in Planning and HR. However, wider work is needed to look at pathways to employment opportunities through skills development, training and apprenticeship opportunities. The successful Nature Networks Fund bid is providing the Authority with a new

opportunity to deliver paid traineeships and to fund a resourcing officer who will be able to further support the Authority to develop activities in this area.

Further work is needed to increase staff reporting of equality monitoring data to enable the Authority to accurately demonstrate the impact of different interventions it carries out.

Equality Objective 6: By 2024, we will through well-being initiatives, training and associated policies provide a supportive and inclusive workplace.

2024/25 Progress Towards Fulfilling Objective

Policy Review and Line Manager Training

During 2024/25 the Authority reviewed its Long-Term Sickness Absence Policy and HR delivered a training session for line managers on the policy. The Authority has in place external Occupational Health provision which is accessed to support staff to return and remain in work.

The Authority also reviewed and developed new policies where necessary as part of a suite of Family Friendly policies these include:

- Maternity Leave Policy
- Paternity Leave Policy
- Adoption Leave Policy
- Carers Leave Policy

- Parental Bereavement Policy
- Bereavement Policy

The Authority reviewed its Flexible Working Policy which supports flexible working practices to support work life balance.

HR are looking to deliver HR for non-HR managers sessions in 2025/26.

Volunteering Opportunities for Staff

Staff are entitled to 1 day per year of paid time to join a volunteering activity. The volunteer team worked to develop targeted sessions to encourage staff to take up this offer. Including tree planting at Wolfscastle, session at Castell Henllys and Freshwater East public volunteering day.

Statement of Effectiveness

The Authority has been reviewing policies to help deliver a supportive and inclusive workplace. Line managers play a crucial role in fostering an inclusive and supportive work environment and need support to develop the necessary knowledge and skills to achieve this. HR began to deliver training sessions targeting line managers which will continue into 2025/26.

Equality Objective 7: By 2024, we will reduce the Authority's gender pay gap, with a particular focus on the experiences of staff in our Lowest Quartile (Lowest Paid.)

2024/25 Progress Towards Fulfilling Objective

Pay and Grading Review

The Authority carried out a Pay and Grading Review in 2024/25. A gender pay gap analysis was undertaken as part of this, with findings due to be reported in 2025/26. Following outcome of this review, the Authority will implement a gender pay gap action plan if required.

Flexible Working Contracts

The Authority previously signed up to this EHRC Pledge which focuses on addressing issues linked to pregnancy and maternity discrimination. The Authority has in place a flexible working policy and in 2024/25 reviewed and further developed a suite of family friendly policies.

Living Wage Accreditation

The Authority is working towards Living Wage Accreditation.

Training Data

Authority has included training related data for the first time in Appendix 1. However, further work is needed to look at how we collect this data, what training it relates to and what it shows. This is an area for further exploration. As the Authority reviews its wider annual performance review process and develops associated training programme, it will need to ensure equitable access to training and skills development

opportunities.

Statement of Effectiveness

Workforce profile against grade for 2024/25 indicates that there are higher levels of women at the two extremes, within the higher grades 11 and above and the lowest grades 4-6 level. However, action on gender pay gap will be dependent on outcome of the gender pay gap analysis carried out as part of the pay and grading review. The revised Equality Plan has an Objective on: By 2029, we will have reviewed outcome pay and grading review and its gender pay gap analysis and developed and implemented an action plan in response if required.

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

Equality Objective 8: By 2024, we will create opportunities for underrepresented groups within our governance and wider structures to influence decisions about the Park and work of the Authority and improve Members' equality governance skills.

2024/25 Progress Towards Fulfilling Objective

Increase Representation in Welsh Government Public Appointee Processes

Members play a central role in leading the work of the Authority and making decisions that affect it. The Authority in partnership with the Tirweddau Cymru Strategic Advisor continued to engage with support programmes and plans to increase representation in local politics and in Welsh Government Public Appointee processes. The Authority took part in diverse board mentor scheme in summer 2024.

Training for Members

Members received training on Sexual Harassment in the workplace.

The Authority arranged the 2024/25 Welsh Members Seminar which focused on National Parks for All? Providing an opportunity for the Authority's Members and other Welsh National Park Authority Members to explore barriers and opportunities in terms of access and inclusion for National Parks.

Equality Impact Assessments

During the year, staff further developed resources to support the integrated assessment and equality impact assessment process. This included creation of trigger document to support identification of if a full assessment was required, updating integrated assessment guidance and template and Committee Paper template. Socio Economic Duty and health impacts are also incorporated into the integrated assessment process.

Statement of Effectiveness

Authority is continuing to work with Welsh Government on increasing diversity within our governance structure. During 2025/26 new Welsh Government appointed Members will be selected and evaluation of this process will help assess whether joint working has been successful in this area.

The Authority has continued to develop its approach to integrated assessments and the information provided to Members. Officers will look to review updated processes to see if further improvements can be made.

Equality Objective 9: By 2024, have in place mechanisms to enable a wide range of groups and people to participate in an ongoing conversation about the Park.

2024/25 Progress Towards Fulfilling Objective

Youth Committee

The Authority continued to support Youth Committee, with meeting minutes provided to National Park Authority. The Youth Committee have been involved in reviewing Youth Manifesto and provided feedback to Partnership Plan. Two of the groups members attended a youth voice engagement event at Pembroke Town Hall with the aim of sharing information about PCNPA Next Generation with other young people attending. In August the group hosted an event at St Brides Orchard for local youth groups as part of International Youth Celebration Day. The day focused on sharing

information about Next Generation and volunteering opportunities for Young People. Around 17 young people attended in total. Challenges remain in terms of managing natural changes in membership due to young people leaving for education and employment reasons.

Volunteer Forum

The Authority continued to provide a volunteer forum and provide monthly newsletter updates to volunteers. A volunteer celebration event was held at Carew Castle.

Partnership Plan Forum

A key theme to emerge from engagement while preparing the National Park Partnership Plan 2025-2029 was that a “Plan partnership” should be established early in the Plan cycle. It is expected that Authority’s Next Generation representatives will sit on this partnership once established.

Statement of Effectiveness

The Authority has developed mechanisms through Youth Committee and Volunteer Forum for people to participate in an ongoing conversation about the Park. This has been strengthened with the proposed formation of Partnership Plan Forum. Maintaining momentum and membership of groups is likely to remain a challenge and Authority will need to continue to be flexible and adaptive in its approach to ensure they remain sustainable in the long term.

Appendix 1 – Recruitment and Workforce Equality Data and Analysis Response

Note on Data: To align with Welsh Government open data source reporting from previous years, throughout the following tables, all figures are rounded to the nearest 10 and figures below 5 have been suppressed and are denoted by *. Percentages are rounded and where figures are below 5 corresponding percentages have been suppressed and are denoted by *. Totals may not sum due to rounding. Rounding in this way also helps protect the anonymity of staff and job applicants. This does mean that small changes in workforce or recruitment diversity or categories with low numbers will not be captured or identified within data represented below. Workforce data is based on headcount from the end of month extract as at 31st March 2025, as a result some seasonal employees will not be captured in the figures.

There were 44 job vacancies advertised in 2024/25, this compares to 59 in 2023/24. Job applicant data is from the Authority’s online job application system.

Number of Job Applicants Overall

2022/23	2023/24	2024/25
460	340	380

Workforce data is from the Authority’s People Management System. At the end of 2024/25 70.24% of equality monitoring information was completed on the Authority’s people

management system, this was similar to 70.31% on the system at end of 2023/24. However, it remains below the 75% target and 78.6% of equality monitoring information held on the Authority's previous people management system. The move to the new system in 2021/22 impacted on level of data held. Lower levels of data impacts of the accuracy of data used for assessing workforce representation. Due to the drop in monitoring data held care should be taken in terms of any cross-year comparisons or analysis of workforce data. Staff can access, review and complete their equality monitoring data directly on the system.

Number of Employees

2021/22	2022/23	2024/25
140	160	170

Age

The rounded data for 2024/25 shows that 29% of job applicants were under 30 this is a decrease compared to 36% in 2024/25. There has been minimal change in job applicants aged between 30-49 at 43% in 2024/25 compared to 42% in 2023/24. Similarly, there has been no change in job applicants that are between 50 and 64, remaining at 24%. However, there has been an increase of 3% in terms of job applications over 65.

Job Applicants: Age

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

For employees, based on the rounded data the most significant increase has been in the 21-30 age category, increasing from 11% in 2023/24 to 16% in 2024/25. The most significant decrease is in the 51-59 age category, decreasing from 26% in 2023/24 to 21% in 2024/25. 16% of the Authority's workforce remain in the 60 and over category.

Employees: Age

Age	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
20 years and under	5% (10)	5% (10)	5% (10)	4.7% (16-20)
21-30	11% (20)	11% (20)	16% (30)	10%
31-40	16% (30)	16% (30)	16% (30)	10.3%
41-50	26% (50)	26% (50)	27% (50)	10.8%
51-59	26% (50)	26% (50)	21% (40)	13.6%
60 and over	16% (30)	16% (30)	16% (30)	33.6%

Gender Reassignment

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

Job Applicants: Birth Gender

Birth Gender	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Same	98% (450)	97% (330)	97% (370)	93.4%

Not the same	* (*)	* (*)	* (*)	0.3%
Prefer not to answer	* (*)	3% (10)	* (*)	N/A
Not Declared	* (*)	* (*)	3% (10)	6.3%

Disability

There has been a decrease in the % of job applicants identifying as having a disability from 12% in 2023/24 to 8% in 2024/25. Returning to a similar level as 2022/23. There has been an increase in the number of people preferring not to answer. The Authority is a Disability Confident Organisation and guarantees an interview to disabled candidates, who meet essential job criteria and opt to apply via the Authority's Disability Confident Employee Scheme.

Job Applicants: Disability

Disability	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Identify as having a disability	7% (30)	12% (40)	8% (30)	22% (Disabled under the Equality Act)
Identify as not having a disability	91% (420)	85% (290)	87% (330)	78% (Not disabled under the Equality Act)

Prefer not to answer	2% (10)	3% (10)	5% (20)	N/A
Not Declared	* (*)	* (*)	* (*)	N/A

Due to data gaps caused by 42% of staff not declaring disability status caution is needed in terms of analysing workforce profile in terms of disability. However, the 2024/25 rounded data is showing that 5% of the workforce identify as having a disability, with no change from 2023/24.

Employees: Disability

Disability	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Identify as having a disability	* (*)	5% (10)	5% (10)	22% (Disabled under the Equality Act)
Identify as not having a disability	28% (50)	55% (50)	53% (100)	78% (Not disabled under the Equality Act)
Not Declared/ Prefer not to answer	72% (130)	40% (80)	42% (80)	N/A

Ethnicity

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

There has been no change in the % of applicants from other than white ethnic backgrounds between 2023/24 and 2024/25. The Authority has seen an increase in the number of prefer not to answer levels and a small decrease in the % of applicants in the White Ethnicity category.

Job Applicants: Ethnicity

Ethnicity	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
White	91% (420)	97% (330)	95% (360)	97.6%
Other Ethnicity	4% (20)	3% (10)	3% (10)	2.3%
Prefer not to answer	4% (20)	* (*)	3% (10)	N/A
Not Declared	* (*)	* (*)	* (*)	N/A

It is difficult to assess changes in patterns in terms of ethnicity and workforce profile due to % of information not declared, however there has been an increase in the number of staff providing this information compared to 2023/24.

Employees: Ethnicity

Ethnicity	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
White	83% (150)	58% (110)	64% (120)	97.6%
Other Ethnicity	* (*)	* (*)	* (*)	2.3%
Prefer not to answer / Not Declared	17% (30)	42% (80)	37% (70)	N/A

Religion or Belief

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

There has been minor % movements across categories. An increase from 54% in 2023/24 to 57% in terms of the applicants who identify as having no Religion/ Belief. A decrease from 29% to 27% in the number who identify as Christian and a decrease from 6% in 2023/24 to 5% in 2024/25 in the number of who fall within the Other Religion/ Belief category.

Job Applicants: Religion or Belief

Religion or Belief	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
No Religion/ Belief	54% (250)	54% (190)	57% (210)	43%
Christianity	26% (120)	29% (100)	27% (100)	48.8%
Other Religion/ Belief	9% (40)	6% (20)	5% (20)	1.6%
Prefer not to answer	11% (50)	11% (40)	11% (40)	N/A
Not Declared	* (*)	* (*)	* (*)	6.6%

It is difficult to assess changes in patterns in terms of religion or belief and workforce profile due to % of information not declared. Where information has been provided there has been no change from 2023/24. For those who have provided the data the rounded data shows 32% identify as having no religion or belief and 21% identify as Christian.

Employees: Religion or Belief

Religion or Belief	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
No Religion/ Belief	12% (20)	32% (60)	32% (60)	43%
Christianity	12% (20)	21% (40)	21% (40)	48.8%
Other Religion/ Belief	* (*)	* (*)	* (*)	1.6%
Prefer not to answer / Not Declared	74% (126)	47% (90)	47% (90)	6.6%

Sex

In 2024/25 there were more female applicants compared to male applicants, a similar pattern to 2023/24. However, the % difference reduced from 14% to 8%.

Job Applicants: Sex

Sex	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Female	43% (200)	57% (200)	54% (200)	51.3%
Male	54% (250)	43% (150)	46% (170)	48.7%
Prefer not to answer	* (*)	* (*)	* (*)	N/A

Not Declared	* (*)	* (*)	* (*)	N/A
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For employees, the rounded data shows a higher percentage of female staff compared to male staff in 2024/25, following the same pattern as 2023/24.

Employees: Sex

Sex	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Female	56% (100)	58% (100)	58% (110)	51.3%
Male	44% (80)	42% (80)	42% (80)	48.7%
Prefer not to answer/ Not Declared	* (*)	* (*)	* (*)	N/A

Sexual Orientation

The Authority saw an increase in the % of job applicants identifying as Lesbian, Gay, Bisexual or Other in 2024/25 compared to 2023/24.

Job Applicants: Sexual Orientation

Sexual Orientation	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Heterosexual	83% (380)	83% (290)	81% (300)	89.8%
Lesbian, Gay, Bisexual or Other	6% (40)	9% (30)	11% (40)	2.3%
Prefer not to answer	6% (40)	9% (30)	8% (30)	N/A
Not Declared	* (*)	* (*)	* (*)	7.9%

The % of staff identifying as Lesbian, Gay, Bisexual or Other has remained at 5% in 2024/25.

Employees: Sexual Orientation

Sexual Orientation	2022/23	2023/24	2024/25	Census 2021 - Pembrokeshire
Heterosexual	24% (40)	47% (90)	47% (90)	89.8%
Lesbian, Gay, Bisexual or Other	* (*)	5% (10)	5% (10)	2.3%
Prefer not to answer	* (*)	5% (10)	5% (10)	N/A
Not Declared	76% (130)	42% (80)	42% (80)	7.9%

Employees who left our employment during the year/ changed position

The number of employees who have left the Authority has increased year on year between 2022/23 to 2024/25. This includes staff on fixed term or seasonal contracts. In future years we will breakdown the figures to identify how many related to fixed terms and seasonal contracts against permanent contracts.

There was an increase in the number of employees who changed position during the year, compared to previous years.

This data will be analysed internally by HR against the equality monitoring categories to identify if any further actions are needed. In most cases the data sets are too small for further meaningful reporting across any of the protected characteristics and/ or there are issues around staff identification.

In terms of age profile for leaving our employment the highest number of employees leaving the Authority were those aged 60 and over, which is likely to reflect retirement patterns. The second highest group was those 30 and under. This hasn't affected the overall age work profile with no changes in terms of % of those over 60 and a small increase in terms of those under 30. The Authority did see more Males leave the Authority workforce than Females and this may have impacted on the decrease in Males within the wider workforce profile.

Employees who left our employment during the year

2022/23	2023/24	2024/25
30	40	50

Employees who changed position during the year

2022/23	2023/24	2024/25
30	10	20

Grievance and Disciplinary

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

Workforce Profile against Contract Type/ Work Pattern – Sex

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

Contract Type / Work Pattern	Female	Female	Male	Male	Total	Total
	23/24	24/25	23/24	24/25	23/24	24/25
Full Time	50	60	60	20	100	80
Part Time	60	70	20	40	80	110
Permanent	90	90	80	70	160	170
Temporary	20	20	10	10	10	30

Workforce Profile against Grade - Sex

The Authority employs people in a large range of jobs, many of which have single post-holders and therefore monitoring by 'job' is not undertaken. We have amalgamated Grades to prevent identification of individuals. There are no other significant pay elements payable on top of the salary attached to grade. Figure excludes seasonal staff paid by timesheet and not salaried. Only 2024/25 data is presented due to changes in grade structure following the pay and grading review.

There continued to be less of a balance at higher grade levels in terms of females and males, with more females. With males more prevalent in the Grade 9-10 category. This is interesting in terms of considering options for skills development for men within 9-10 grades to support them to take leadership roles. Similarly, consideration is needed on what factors are leading to there being fewer females at the Grade 9-10 level. There continues to be more females at the lower grade 1-3. However there are more females at the grade 4-6 level.

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

Following the Pay and Grading review a gender pay gap analysis was undertaken, with findings to be reported in 2025/26.

Training

Data below is based on attendance at core training courses broken down by protected characteristics. This is the first year of the Authority reporting this data.

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

Disability	2024/25	Work Profile 2024/25
Identify as having a disability	10	10
Identify as not having a disability	80	100
Not Declared/ Prefer not to answer	50	80

Ethnicity	2024/25	Work Profile 2024/25
White	120	120
Other Ethnicity	*	*
Prefer not to answer / Not Declared	50	70

Religion or Belief	2024/25	Work Profile 2024/25
No Religion/ Belief	40	60
Christianity	20	40
Other Religion/ Belief	*	*
Prefer not to answer / Not Declared	70	90

Sex	2024/25	Work Profile 2024/25
Female	80	110
Male	50	80
Prefer not to answer/ Not Declared	*	*

Sexual Orientation	2024/25	Work Profile 2024/25
Heterosexual	60	90
Lesbian, Gay, Bisexual or Other	*	10
Prefer not to answer	10	10
Not Declared	60	80

Analysis Response

A meeting was held in August 2025 between the Head of People Services, Inclusion, Diversity and Governance Excellence Strategic Lead and Performance and Compliance Officer to review the 2024/25 data and the issue of low response categories. An action plan has been put in place to address areas of concern including actions on:

- **Equality Monitoring Data Levels** - Learning from improved response rates for Welsh language skills related data, officers will explore issuing a formal reminder each year to encourage staff to provide, review and update data. It will provide information to address barriers to providing information, explaining why data is needed, what it is used for, how information is protected and guidance on how staff can access, review and update their data on the system.
- **Understanding response rates in terms of different age groups for different roles and for Sex in terms of Work pattern type** – Officers will carry out some deep dive activity looking at age and other trends linked to entry level roles and specialist roles.

Examining differences in positions with high volume and low volume responses. Including considering factors such as where they were advertised. They will also explore any patterns in terms of Sex and work pattern types for job applicants for different roles.

- **Encouraging disabled applicants to feel confident to select disability confident scheme option** – Officers will explore opportunities to engage with job centre and RNIB project on this issue and other barriers disabled applicants face to applying.
- **Driving barrier** - Explore how decarb opportunities linked to car share and other options could be promoted in terms of mechanisms to overcome transport barriers to employment.
- **Reasonable Adjustments/ Change in position** – Use Well-being review process to highlight to staff reasonable adjustment options, occupational health support and workforce development opportunities (such as getting line management experience via line managing volunteers).
- **Capturing range of jobs available and building connections and links with different groups** - Tirweddau Cymru engagement at national level with universities and other contacts. Update information on our website (linked to publication scheme) to make applicants aware of our flexible working policy and family friendly policies. Review marketing and ensuring we are capturing range of jobs in terms of photos and other communications produced around job opportunities. Build on contacts made through

engagement and inclusion work and volunteering opportunities to make people aware of job opportunities available at the Authority.

- **Gender Pay Gap** - Review outcome of gender pay gap analysis and develop action plan if required (links to equality plan action)
- **Ensuring training data is useful and meaningful** - Carry out further exploration in terms of this data and assessing what it shows and options for linking to wider training plan as it is developed.