

Report of the Performance and Compliance Officer

Subject: Well-being Objectives Performance Report – Progress against Priority Indicators and Projects/ Corporate Areas of Change Actions/ Annual Governance Statement Improvement Actions For the Period Ending 30 September 2025

1. Introduction

Performance report 1 sets out the Authority's performance against its four Well-being Objectives (Conservation, Climate, Connection and Communities) within its Corporate and Resources Plan 2023/24 – 2026/27. Outlining progress against priority indicators (including new Welsh Government indicators), projects and activities identified in the Authority's Delivery Plans. It acts as part of control monitoring for Risk 1- 4 in the Authority's risk register.

Performance report 2 sets out the Authority's performance against corporate area of change deliverables within the Delivery Plan, governance elements of Welsh Government reporting and deliverables from delivery plans, Welsh Government and improvement actions from Annual Governance Statement. It acts as part of control monitoring for Risk Area 5, 6, 7, 9 and 11 in risk register.

The reporting format has been amended and updated to take account of approval of the revised Corporate and Resources Plan and Delivery Plans in July and confirmation of new Welsh Government indicators in August 2025.

The following reports presents the financial year performance to date up to 30 September and includes quarter 2 statistics for some measures. Please note

- Some statistics are captured annually and these are reported via our Annual Report on Meeting Well-being Objectives.
- Partnerships contributing to Objectives are captured through Partnership Framework Monitoring with update report provided annually to NPA.
- A separate Risk Assurance Performance Report for Second Line Assurance with Key Indicators and Control Metrics will now be provided with risk register documents.
- An explanation of RAG status has been added to the end of this introduction report.

2. Data

Some indicators are new so we are still in process of testing data classification, scope and collation for them.

Data processes for volunteering, learning, inclusion, public events and community engagement related sessions are also being reviewed to improve data integrity. Potential issues identified around underreporting in some areas, so this is also being investigated.

Conservation team in process of developing new conservation land management master layer on QGIS as a result land management figures are provisional.

Following recommendation from internal Audit, where there has been a change in intra year data reported following review and updates to source data, previously reported figures for the year are placed in [] underneath any updated figures.

3. Conservation

NNF4 funded project activity is underway. Tender was on Sell 2 Wales for 30x30 report in September. Habitat monitoring pilot work with volunteers and landowners is underway and has already had positive engagement with landowners on moth data collection. NNF4 funded management agreements are currently being drafted and payment rates finalised.

Ffermio Bro Scheme is underway. Twenty-nine projects have been approved for funding, including three collaborative proposals addressing shared environmental priorities such as water management, habitat connectivity, and traditional boundary restoration. Ffermio Bro Adviser appointed and will lead farmer engagement, provide technical advice, and support project delivery and monitoring across the National Park.

Case study included on collaborative conservation work on Caldey Island.

Volunteers have received specialist training to enable them to carry out dormouse monitoring in Pentre Ifan Woods.

4. Climate

2024/25 net zero reporting to Welsh Government did show an increase in emissions for the Authority. The Authority has in place a number of projects that once implemented should support emission reductions, including Solar Canopies at Llanion and Oriel y Parc. Emission reduction projects for buildings are on track, with the exception of installation of low carbon heating at Oriel y Parc. Consultant proposals have been received and now awaiting fee quotes. Authority has implemented telematics on fleet. New sustainability officer is in post and is working on rolling out ArcGIS recording for waste across other sites in addition to Llanion and will progress delivery of Carbon literacy training to staff.

10 SDF community decarbonisation projects have been completed ytd.

In terms of legacy project impact the number of EV charging sessions from PCNPA car parks is already higher than the year total for 2024/25. July and

August saw particular high levels of use, which demonstrates that EV charging infrastructure is increasingly being actively used by visitors to the Park.

In terms of Carbon Sequestration, a number of Ffermio Bro Projects have been approved that will support tree and hedgerow planting.

5. Connection

Authority has seen a 138% increase in bookings for its beach wheelchairs and mobility equipment. One of the Get Outdoors coordinator left at the end of August. Area Ranger has picked up 7 hours to support the team with the walks however this has still left the team with a deficit of hours as a result the parent and child walks have been put on hold.

There has been an 18% decrease in volunteer hours, however this is being investigated to see if it relates to underreporting.

The Routes to Discovery project officially began in August 2025, with a new focus on supporting carers and cared-for participants, including young carers building on from the previous Roots to Recovery project.

Traeth Mawr project is in amber, tenders have been reviewed for price and quality. Report with recommendations underway with a view to appointing a contractor in October.

Authority officers have been engaging with the See Cymru/ RNIB project team and Castell Henllys will be the main focus of the project in Pembrokeshire. The team was impressed by its potential to become an independent accessible destination, as well as by the knowledge, skills, and enthusiasm of staff and volunteers.

We have seen a 7% decrease ytd in number of learning programme participants from Pembrokeshire Schools compared to last year. In part this may reflect that current focus of education team is linked to delivery of Tirlun project and resources. There was a 62% decrease ytd in number of learning programme participants from schools outside Pembrokeshire, officer investigating to see if this reflects an underreporting issue in source data or relates to other factors that have impacted on session delivery. Contracts for Tirlun phase 2 have been issued.

Resources officer now in place in People Services and has supported arrangements for work placement set up for November with Countryside Team and is in discussions about other opportunities with learning providers and with universities on traineeship for 2026.

A number of new access related metrics have been included in the report due to Welsh Government Indicators and implementation of recommendations from internal audit project. 2 km of rights of way have been enhanced or created ytd, this includes completion of improvement work on Brynberian footpaths. In terms of countryside critical priority jobs 7 critical jobs completed in quarter 2, 4 of

which were completed on time. 40 high priority jobs completed in this quarter, with 9 completed late. 21% of Coast Path has been surveyed year to date. Throughout this quarter, the Access team have been without a Team Leader, which has impacted on the workload of the National Trail Officer and resulted in fewer surveys than usual for this time of year.

Between July and September, three new incidents of heritage crime were reported at three scheduled monuments. This included disturbance at Foel Eryr Round Cairn, a fire at Greenala Camp and graffiti on the Tenby Town Walls. All three incidents were reported to Dyfed-Powys Police and repair work will take place where possible. At the end of September, the community archaeologist, the area ranger and volunteers from the Friends carried out repair work of damage at Gors Fawr.

The Capital projects for Castell Henllys improvement programme and Carew Castle visitor access/ enhancement and interpretation are in Amber. Carew Castle awaiting completion of additional investigations requested by Cadw following site meeting.

6. Communities

Both of the Sustainable Steps: unlocking nature and history projects funded by Brilliant Basics at Carew and Castell Henllys are on track.

A number of regenerative tourism actions are in red, linked to vacant head of regenerative tourism role.

NPA approved the Delivery Agreement for LDP 3 on 10 September and the Delivery Agreement has been submitted to the Welsh Government for their agreement. Invites have been sent out to Community Councils for the annual training session focusing on planning legislation, enforcement and policy.

There has been a mixed picture financial ytd in terms of visitor numbers for centres compared to 2024/25. Carew has seen a 12.03% increase in visitor numbers compared to 2024/25. Oriel y Parc has seen a smaller increase of 1.4. Castell Henllys has seen a decrease of 4.59% in visitor numbers compared to 2024/25.

Partnership agreement has been signed for Art on your Doorstep project with National Gallery.

During August, the National Park Authority supported the Operation Nightingale excavation (RCAHMW, Heneb and MOD) involving veterans on the Castlemartin Range. The excavation was delivered as part of the MOD's Operation Nightingale project to support the health and wellbeing of soldiers and veterans.

The Authority has agreed to sponsor the Chair for Eisteddfod y Garreg Las. Following a procurement process a craftsperson has been appointed to design and create the Chair.

7. Corporate Areas of Change / Annual Governance Statement Improvement Actions

Governance

Take up of all Welsh Government Governance online training session by Members remains low.

In terms of work on values which is in Amber, there are opportunities to look at how previous work on values could align with Academi Wales One Welsh Public Service Values and Leadership in all roles. This document has been shared with the interim Head of People Services and CEO.

Policy Tracker document in development to support mop up work and development of forward work programme. Forward Work Programme for 2025/26 to be shared with Management Team once complete, delay in final completion and sharing due to other work priorities. However, expectation is it will be shared in November with them and will look to cover FWP for 2026/27 due to the delay.

Meeting to discuss Stage 1 report on implementation of the recommendations of the Welsh Government Review of Member Evaluation took place 1/9/25. Democratic Services Manager to meet Welsh Government Consultant to discuss Stage 2 on 7/10/25.

Workforce and People

Initial work has begun on strategic workforce planning through exploring career pathway opportunities for planning. Resourcing Officer has started in post.

Work is ongoing in updating the induction process, this action is behind and in amber. Annual Appraisal/ Work and Well-being process underway, where training needs have been identified in returned ones these have been fed into the training needs analysis.

3 Welsh Language awareness sessions have taken place.

Financial and Resource Resilience

Budget workshop planned with Members for 22/10/25. Work progressing in terms of dashboards and reports from new finance systems. External Funding manager has been working with Head of Nature Recovery to look at Green Finance Opportunities and have liaised with Bannau to look at their approach in this area.

Revised Contract of Standing Orders, reflecting changes in legislation approved at July NPA, with training delivered to relevant staff in September. Procurement Microsoft Team being used to share information across teams, including frameworks information. Contracts register being created.

Asset management implementation plan has been created. Actions for 2025 include review of current assets, review of depot's, collaborative working between

nature recovery and decarbonisation team on asset management and development of buildings project protocol for new project ideas.

Green Room development is progressing, there have been some additional delays and some minor increases in contract sum.

Digital Resilience

Work is progressing to move Data Protection and Cyber Security Training to ELMS. Cyber Security Training is now on ELMS. Data protection training on ELMS has been reviewed, initial amendments identified have been applied by IT. Officer in process of testing and reviewing amendments. 3 Cyber Security training sessions have been held for staff with the other National Park Authorities, with high attendance from PCNPA staff.

F Drive record management project is currently focused on archive and Delivery folder mop up work. Progress has been slow due to officer capacity. Work on updated records of processing is progressing with template issued to management team in June for them to work with officers in their departments to complete. Progress will be reviewed at end of October.

Explanation of RAG Status

RAG	What it means
Red	The project/ activity is significantly off track. Major delays, unresolved issues, or critical risks are impacting scope, schedule, or cost. Key milestones have been missed or are at serious risk. Without substantial change or support, the project/ activity is unlikely to meet its intended objectives. Immediate intervention or escalation is required to realign the activity/ project. Member/ Management Response: Close monitoring and/ or significant action required.
Amber	The activity/ project is experiencing minor delays, emerging issues, or moderate risks. Budget or timeline may be slightly off track, and some deliverables may be delayed but are still recoverable. Attention is needed to prevent escalation, and mitigation actions may be underway. The project/activities may still meet its intended objectives, but proactive adjustments are needed. Member/ Management Response: Light touch monitoring required and/or some action should be carried out to prevent movement to Red status or to ensure progress to Green status.

Green	The activity/ project is progressing according to plan. Milestones and deliverables are being met, budget and timeline are within acceptable limits, and no significant risks or issues have been identified. Stakeholders are aligned and no corrective action is required. The project is expected to meet its intended objectives without requiring corrective action. Member/ Management Response: No action required.
	Performance Measures: Measures are based on across year benchmarking and trend considerations, performance columns on previous year performance should be used to assess performance in these areas. Close monitoring and/or significant action required: Trend patterns against previous years – significant decreases/ increases or no change against previous years that cause significant concern in terms of impact on our ability to meet well-being objective or are not expected (some increases/ decreases may be expected due to changes caused by project funding.) Light touch monitoring required and/or some action should be carried out to address/ clarify changes in trend: Trend patterns against previous years – decreases/ increases or no change against previous years that indicate changes in performance and delivery outputs and outcomes against Well-being Objectives but do not currently cause significant concern. No action required: Positive or as expected trend patterns against previous years. Some increases/ decreases may be expected due to changes caused by project funding.

RECOMMENDATION:

Members are requested to RECEIVE and COMMENT on the Performance Report.

(For further information contact Mair Thomas, Performance and Compliance Officer)

Performance Report 1: Well-being Objectives: Performance Report – Progress against Priority Indicators/ Projects/ Work Programmes and Welsh Government Indicators (April – September 2025/26)

- Please note additional supplementary performance data is captured on an annual basis.
- Partnership activities contributing to Objectives and Welsh Government reporting are captured through Partnership Framework Monitoring. A limited number of partnership projects are referenced in this report.
- Indicators and RAG actions reflect deliverables from delivery plans and Welsh Government Reporting requirements.

Well-being Objective Conservation

Control Monitoring for Risk Area 1 in risk register: A failure to deliver nature recovery and connectivity at scale, so nature is flourishing in the Park, contributing to the protection of 30% of our land and seas for nature by 2030.

Strategy and Evidence - 30x30 [Section 6 Duty]

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
NR/ WG EN3 #3695	Project: Commission 30x30 report for the Park. Assessing current progress against the 30x30 target and providing recommendations and action plan to achieve target. (NNF4)	Green	Green	Progress Status: In Progress / On Track Tender on Sell 2 Wales closing date for submissions is the end Sept.
NR/ WG EN3 #3696	Project: Habitat Monitoring Pilot - Identification of methodologies / Increasing engagement with landowners and volunteers (NNF4)	Green	Green	Progress Status: In Progress / On Track Magical moths – Increasing landowner engagement in species identification, ecology and knowledge of how management actions can support increased biodiversity on their land. Using beginner-friendly moth traps and specially developed AI software from the Centre for Ecology and Hydrology (Oxford), landowners were supported to trap and identify moths occurring on their land during July and August 2025. Liaising with

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				Ecology and Hydrology in Oxford to plan timeline for data analysis. Liaison with local Moth expert to verify the moth data collected by landowners prior to feedback and autumn event. Planning for evaluation and collecting in of all equipment. Rapid Grassland Assessment Protocol - development of a quantitative, efficient and volunteer-friendly method for quantitative assessment of habitats in NP management agreements is being developed. Initial research of established protocols e.g. those developed by other organisations undertaken and a draft protocol devised and trialled by NP Conservation Officers. Further development will be undertaken in the 2026 survey season. Wonderful Waxcaps: Planning for pilot project to introduce National Park volunteers to grassland fungi and training for future surveys. Liaison with County Fungi expert for training delivery in October and building of capacity within Conservation Team for liaising with volunteers through Better Impact.
--	--	--	--	--

Land Management Schemes – 30x30 [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR #3701	Total area (hectares) land managed for biodiversity through conservation land management activity	N/A – New Indicator from Q2	6,230.07 (Provisional Figure)	N/A	Conservation team in process of developing new conservation land management master layer on QGIS as a

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
					result this is a provisional figure.
NR/ WG EN3 #3702	Total area (hectares) land owned or leased by the Authority managed for biodiversity	503.25	503.25	0% →	
NR/ WG EN3 #3703	Total area (hectares) land managed for biodiversity in partnership with private landowners	N/A (Revised recording method)	4529.03 (Provisional Figure)	N/A	
NR/ WG EN3 #3704	Area (hectares) land managed for biodiversity in partnership with private landowners (existing/ long term – sites falling within management plans/ monitoring arrangements)	N/A (Revised recording method)	4529.03 (Provisional Figure)	N/A	Conservation team in process of developing new conservation land management master layer on QGIS as a result this is a provisional figure and does not include Connecting the Coast sites, which will be added as part of the new layer development process. Mapped areas to be checked for potential accuracy issues.
NR/ WG EN3 #3705	Active Project: Area (hectares) land managed for biodiversity in partnership with private landowners through naturally connected management agreements (NNF4)	New Project 2025/26	0	N/A	Contact with land managers made management agreements currently being drafted. Payment rates being finalised.
NR/ WG EN3 #3706	Active Project: Area (hectares) where activity in support of biodiversity has been carried out in partnership with private landowners through Ffermio Bro Scheme	New Project 2025/26	7,802.5 – Target area for approved projects	N/A	7,802.5 – Target area for approved projects.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG EN3 #3707	Area (Hectares) Commons sites being managed for biodiversity	N/A (Revised recording method)	1197.79	N/A	Commons data to be reviewed to identify what can feed into the Welsh Government indicator.
NR/ WG EN3 #122	% in line with formal conservation management agreement	100%	100%	0% →	
NR/ WG PP1 #3699	Ffermio Bro - Number of farm holdings supported	New Project 2025/26	36		
NR/ WG PP1 #3700	Ffermio Bro - Farmer groups supported (existing or new groups or collaborations)	New Project 2025/26	33		

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
NR/ WG EN3 & PP1 #3697	Project: Ffermio Bro Scheme	Green	Green	Progress Status: In Progress / On Track Quarter 2 focused on consolidating delivery structures, assessing project applications, and preparing for the first phase of on-ground works. Following the May–June Expression of Interest window, 37 applications were reviewed and prioritised against programme objectives. Twenty-nine projects were approved for funding, including three collaborative proposals addressing shared environmental priorities such as water management, habitat connectivity, and traditional boundary restoration. A key development this quarter was the appointment of Ffermio Bro Adviser who will take up the role full time at the end of September. They will lead farmer engagement, provide technical advice, and support project delivery and monitoring across

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
				the National Park. Communication and engagement were also a major focus, with Ffermio Bro officially launched at the Pembrokeshire County Show through a well-attended reception in the PCNPA Pavilion. The event raised awareness of the programme, celebrated early progress, and encouraged further participation from local land managers and partners. Expenditure in Q2 reflects adviser time, project assessment, and early-stage capital commitments. Preparations are underway for the first claims in Quarter 3 as on-ground works commence across approved sites.
NR/ WG EN3 #3698	Project: Naturally Connected - Management Agreements (NNF4)	Green	Green	Progress Status: In Progress / On Track Contact with land managers made. Management agreements currently being drafted. Payment rates being finalised.

Conservation – PNCPA Impact Case Study

Caldey Island: Conserving The Park scheme, Connecting The Coast scheme (SLSP), Pembrokeshire Grazing Network

What issue was addressed:

We have sought to address the issue of declining biodiversity on the island due to the demise of active farming over the last couple of decades.

What was achieved:

This collaboration began when a new island manager was appointed in 2024. It's a new chapter in Caldey's life and one we've been invited to share in for the first time. The collaboration will hopefully continue for many years to come.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

We have set up a 5-year management agreement to support the reintroduction of a sustainable grassland management regime, including hay meadows, over 35 hectares.

We have liaised with a grazier to deliver conservation grazing to the island.

To aid stock control, Connecting the Coast grant-aided 6 traditional Pembrokeshire gates, made in Cilrhedyn Woodland Centre.

Dry stone walls have been repaired in several prominent places. Connecting The Coast funded 46 days of repair work.

We applied to the Local Places for Nature scheme on Caldey's behalf to fund a new cut-and-collect machine plus trailer to aid management of the fields (totalling £27k).

Instigated the involvement of PCNPA volunteers in conservation projects, through the ranger team.

Those Involved: Island manager, Caldey Island Trust, Pembrokeshire Nature Partnership, South Ranger and volunteers, Conservation Team

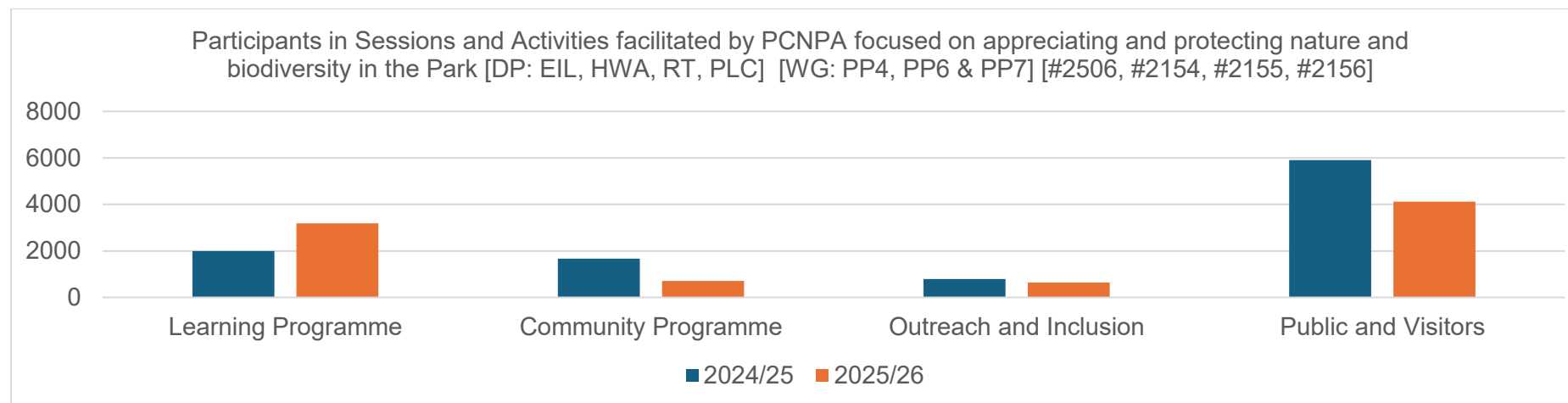
Long Term Impact

The project is breathing new life into the land, with improvements in skylark numbers expected, alongside increased feeding grounds for chough and boosted insect populations. Grassland plant monitoring is also underway. The stone wall repairs have made a long-term improvement to certain areas of the island and benefitted the historic landscape.

Nature Recovery Projects and Engagement – 30x30 [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd (Q1-Q2): 2024/25	Current Year (Q1-Q2): 2024/25	Difference	Comment
NR & EIL/ WG PP7 #2611	Number of Volunteer and Social Action Hours contributing to Nature Recovery	4,906	3,759	-23% ↓	Although showing a 23% decrease, potential underreporting has been identified in source data, issue being looked into. Volunteers have received specialist training to enable them to carry out dormouse monitoring in Pentre Ifan Woods.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities



DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
NR/ WG EN4 #869	Project: Stitch in Time/ Invasive Non-native species control (Mixed funding)	Green	Green	Progress Status: In Progress / On Track Bulk of Japanese knotweed treatment taken place over PCNPA owned land (Dungeon wood, Broadhaven, St Davids airfield) and owners in NNF3 project. Organising winter work at Allt Clun due to ca. 1 acre of balsam, monitoring for balsam along Afon Gwaun above this site. Meeting to discuss potential assistance with monitoring sites in the Nyfer catchment in line with the catchment management plan.
NR/ WG EN4 #3708	Project: Commons Resilience – Fencing and Firebreak Cutting on Commons	Green	Green	Progress Status: In Progress / Ahead A successful Grant application was granted by the Heritage Lottery for the Nature Networks Fund Project. On the Common land the aims will be specific boundary fencing, habitat restoration and the creation of fire breaks. All fencing Projects have been completed in Gernos Fawr, Blaen Ffynnon and Foel Cwmceryn. Firebreak cutting

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
				work will commence in December and January on the Preseli.
NR/ WG EN3, EN4, GC3 #3729	Partnership Project: SLSP Designated Landscapes Dark Skies Partnership Project – “Dark Ecological Networks” supporting reducing light pollution affecting NRW’s Priority Ecological Networks	Green	Green	Progress Status: In Progress / On Track Successful SLSP bid and an initial meeting to determine scope and potential projects was held at Llanion on 24th June with officers from Denbighshire (project lead and administration), the Pembrokeshire Nature Partnership and PCC. Funding is worth approx £50k to PCNP over two years and will be based on reducing light pollution affecting NRW’s mapped Priority Ecological Networks and adding value to Ffermio Bro where appropriate. Partnership met 15th September and agreed to commission landscape connectivity work to inform lighting retrofit.
CS #3915	Communications Activity: Promote the positive work and contribution of the Authority to nature recovery and decarbonisation. Promote opportunities for people to participate in this work	Green	Green	Progress Status: In Progress / On Track Feature editorial on relevant decarbonisation, nature recovery projects and biodiversity successes was included in Coast to Coast as well as forming blog submissions to NPUK for their website and external newsletter content. Ongoing PR coverage relating to decarbonisation and nature recovery projects received positive engagement and media profile, along with social media content promoting the Authority’s work in these areas.

Our Contribution (Section 6) – 30x30 [Section 6 Duty]

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG PP4 #3709	Number of Public Rights of Way pollinator/ habitat improvement work tasks completed	141	138	-2.13% ↓	Includes scallop edge jobs, clearing around ant hill to prevent over-shading, managing vegetation on bee bank, keeping stream exposed and

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

					free of vegetation, pushing back gorse to widen flower rich edge.
--	--	--	--	--	---

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
NR/ WG EN3 #3710	Activity: Develop oversite process for sites and develop/ implement management plans for prioritised sites [Asset Management Strategy]	Green	Green	Progress Status: In Progress / On Track Collaboration work with decarbonisation team and countryside team on one central area for site responsibility, plans and monitoring.
NR/ WG PP4 #870	Activity: Manage the coast path/ IROW in support of nature and connectivity	Green	Green	Progress Status: In Progress / On Track This work is being reviewed as part of a wider review of the team's approach and development over the coming year.
NR #2151	Activity: Deliver interventions on archaeology/ heritage sites that also support nature	Green	Green	Progress Status: In Progress / On Track During September, the community archaeologist provided expert advice in relation to applications received by the National Park Authority for the Ffermio Bro farming in protected landscape scheme. Applications were screened for potential impact on historic environment assets. This review will also help inform the future development of the scheme in relation to safeguarding the historic environment.
NR/ WG GC6 #3711	Strategic Response: Responding to Planning Policy Wales requirements on Green Infrastructure, resilient ecological networks and stepwise approach.	Green	Green	Progress Status: In Progress / On Track Strategic policy team are starting to collate information to inform a strategic green infrastructure. Development Management has prepared a proforma and guidance on Green Infrastructure Statements following the stepwise approach.

Well-being Objective Climate

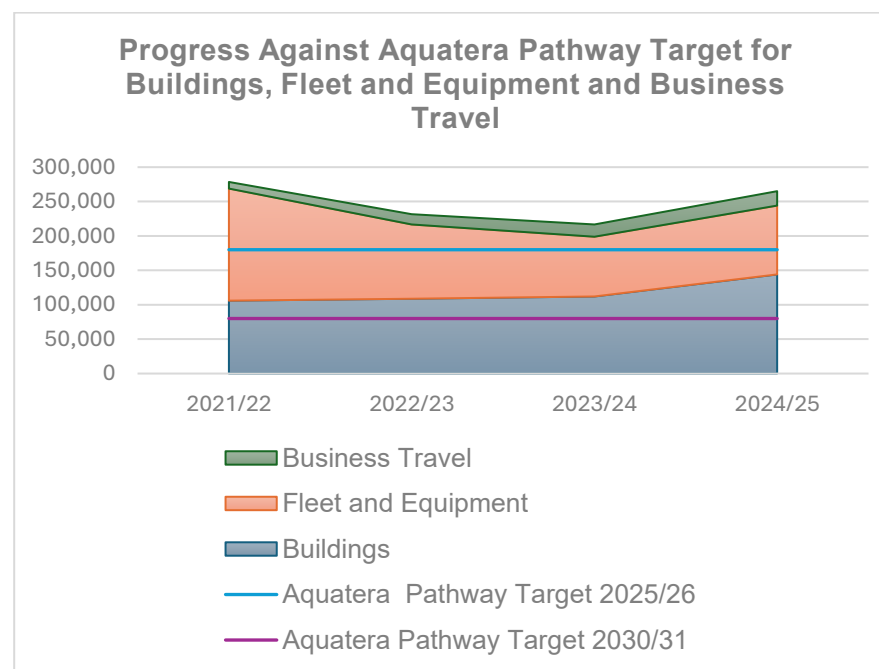
Control Monitoring for Risk Area 2 in risk register: A failure to respond to the impacts of climate change

Authority Emissions Trends [WG: EN1]

Category	2023/24 kg CO ₂ e	2024/25 kg CO ₂ e	Difference
Buildings and Streetlighting - Grid Electricity	94,216	74,366	-19,850 (-21% ↓)
Buildings - Heat & Fuel	19,575	68,937	49,362 (+252% ↑)
Buildings - Water	763	705	-58 (-8% ↓)
Fleet and Equipment	86,749	100,310	13,561 (+16% ↑)
Business Travel	17,851	20,962	3,111 (+17% ↑)
Commuting	131,547	135,610	4,063 (+3% ↑)
Homeworking	21,930	24,815	2,885 (+13% ↑)
Waste	Previously reported via supply chain	11,696	Previously reported via supply chain
Supply Chain (Spend Based Calculation)	936,843	1,063,029	126,186 (+13% ↑)
Total Emissions	1,309,476	1,500,430	190,955 (+15% ↑)

Land removal and emissions are treated as outside scope within the Welsh Government reporting. However, when emissions (adding in land use emissions) are offset against land removals based on the submission data the Authority's emissions are 218,346 kgCO₂e.

Category	2023/24 kg CO ₂ e	2024/25 kg CO ₂ e	Difference
Land based emissions	- 1,286,368	-1,286,368	0 (0 →)
Land based removals	4277	4,284	7 (+0.16% ↑)



Authority Emissions Reduction Pathway - Buildings

DP / WG Ref	Category	Previous Year 2023/24	Current Year 2024/2	Difference	Comment
D/ WG EN1 #301	Onsite renewables – electricity kWh	5,514	16,496	10,982 (+199% ↑)	
D/ WG EN1 #3731	Onsite renewables - heat kWh	189,326	183,149	-6 (-3% ↓)	

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
D/ WG EN1&4 #3712	Project: Solar Canopies Llanion [Note: Estimated year 1 reduction in emissions: 5,000 kgCO ₂ e]	Green	Green	Progress Status: In Progress / On Track Procurement process completed, discussions with Contractor underway.
D/ WG EN1&4 #3713	Project: Solar Canopies OYP (SLSP funded) [Note: Estimated year 1 reduction in emissions: 9,500 kgCO ₂ e.]	Green	Green	Progress Status: Not Started / On Hold Project to be commenced following installation of PV system at Llanion HQ.
D/ WG EN1&4 #3714	Project: Install low carbon heating OYP (SLSP funded)	Amber	Amber	Progress Status: In Progress / Behind Consultants outline proposals received, awaiting fee quotes etc.
D/ WG EN1&4 #3715	Project: Install air source heat pump at Pant Glass – Castell Henllys (Brilliant Basics funded with match funded contribution) [Note: Estimated reduction in emissions: 83% 4,604 kgCO ₂ e]	Green	Green	Progress Status: In Progress / On Track Consultant design phase underway.
D/ WG EN1&4 #3716	Project: Small scale interventions at National Park buildings (SLSP funded)	Green	Green	Progress Status: In Progress / On Track In progress.
D/ WG EN1&4 #3717	Project: Installation of LED lights at Carew (Brilliant Basics funding)	Green	Green	Progress Status: In Progress / On Track The new LED lighting at the Mill is part of the wider Sustainable steps BB project. The lighting element of the project hasn't progressed yet, other than initial

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				conversations between Site Manager and Buildings Projects Officer. We will shortly be engaging electricians to quote for the work.
--	--	--	--	--

Authority Emissions Reduction Pathway - Fleet and Business Travel

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
D/ WG EN1&5 #986	% of Authority Vehicles that are hybrid/electric Measure	35.9%	40%	+4.1% ↑	

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
D/ WG EN1&5 #3718	Project: Replacement of Pool cars with BEVs	Green	Green	Progress Status: In Progress / On Track PCPNA Pool Car Survey was completed by 69 members of staff, who detailed what kind of pool vehicles were preferable and the sites where they would be located to make them more accessible to staff based in the north of the County.
D/ WG EN1&4 #3719	Project: Increase EV charging available for fleet (SLSP funded)	Green	Green	Progress Status: In Progress / On Track New EV charger will be installed after Green Room / Preseli committee room construction complete.
D/ WG EN1 #3720	Project: Implementation of Telematics and analysis of data	Green	Green	Progress Status: In Progress / On Track Driving for work policy approved. Implementation of telematics underway for launch 1st October 2025.
D/ WG EN1&5 #3721	Activity: Approve revised travel policy	Green	Green	Progress Status: In Progress / On Track Revised travel policy written. On hold while consultation on essential car users is completed

Authority Emissions Reduction Pathway - Supply Chain and Waste [Section 6 Duty]

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
-------------	----------------------------	-----------------	------------------	---------------------

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

D/ WG EN1&8 #3722	Activity: Implementation of decarbonisation elements within socially responsible procurement strategy	Green	Green	Progress Status: In Progress / On Track Training on procurement and social procurement completed, discussions around new strategy and policy. Waste reporting recording - new sustainability officer working with site and centre managers to support accurate recording of waste which can be monitored and explore opportunities for reduction.
D/ WG EN1&8 #3723	Activity: Improve data collection and develop emission reduction plan for waste	Amber	Amber	Progress Status: In Progress / On Track New Sustainability Officer - working on rolling out ArcGIS recording for waste across other sites in addition to Llanion. Exploring best practice opportunities.

Authority Emissions Reduction Pathway - Behaviour Change

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
D1/ WG EN5 #926	Activity: Delivery of Carbon Literacy Training and behaviour change communication for staff, volunteers and Members	Amber	Amber	Progress Status: In Progress/ On Hold New Sustainability Officer in-post with an existing interest in Carbon Literacy. Will be attending the Carbon Literacy training in October.

Park Emissions Reduction Pathway – Community/ Visitors

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
D2/ WG EN1,5 #3733 #3734	£ invested in community decarbonisation projects. Note: This is based on our Sustainable Development Fund Grants, funded through SLSP	N/A – New Indicator	SDF 2025/26 claimed ytd: £32,237.55 SDF 2025/26 committed ytd: £0 (no new funding round in Q1/Q2)	N/A	New SDF round for 2025/26 opening in Quarter 3.

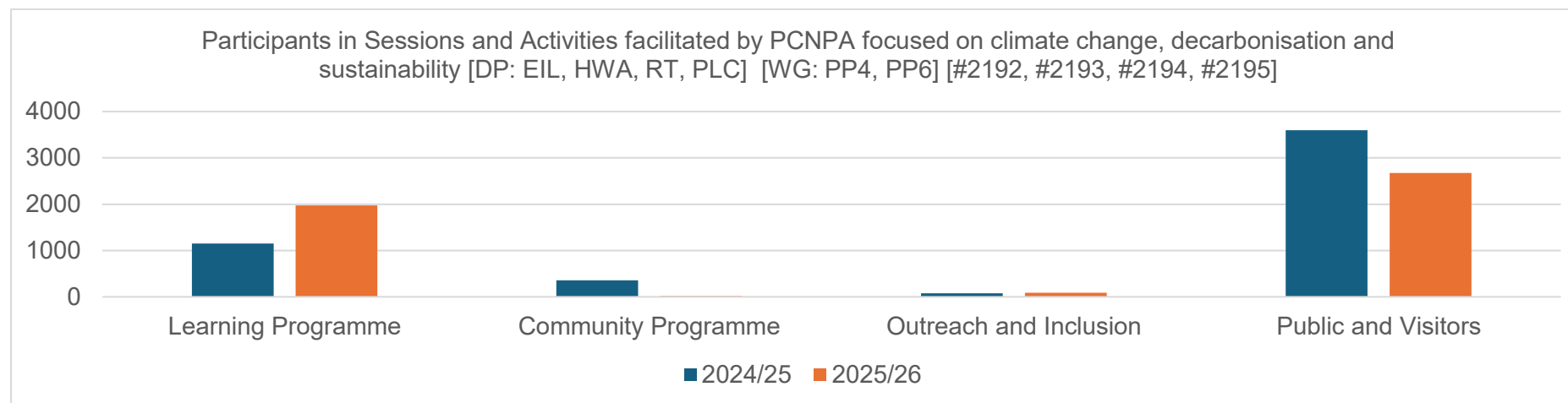
Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
D2/ WG EN1 #3735 #3736	Number of completed Community Decarbonisation Projects funded by Sustainable Development Fund	4	10	+150% 	Number approved by grants committee ytd: 0 (New grants round due to open in October.) Projects completed in Q1: 1. Narberth Museum - Install additional 12.32kW Solar PV array on museum roof. 2. CDP Crymch Cyf - Install 10kW Solar PV on Crymch Arms Community Pub. 3. The White Hart – Insulation and solar panels. 4. Klick Klack Sustainable Printing press - setting up a sustainable print workshop and run local print courses using eco friendly, natural dyes.
D / WG EN5 & PP3 #807	Legacy Impact Indicator: Total EV charging sessions from PCNPA Car Parks	6,784	12,281	+81% 	The number of charging incidents is already higher than the year total for 2024/25. July and August saw particular high levels of use, which may reflect wider visitor number trends between the two years. However it also demonstrates that EV charging infrastructure is increasingly being actively used by visitors to the Park.
D & EIL/ WG PP7 #2614	Volunteering and Social Action hours contributing to our Climate Objective	565	337	-40% 	Includes community litter picking and beach clean activities.

DP/ WG Ref	Priority Project/ Activity	Legacy Impact
D / WG EN1 #3735	Legacy Impact Indicator: Commentary on Estimated Carbon Emission Reductions from Sustainable Development Fund Projects– taken	Work is underway to review previous SDF funded projects to estimate carbon reduction emissions.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

	from end of project reports completed this quarter/ or further follow up work	
--	--	--



DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
D / WG EN4, EN5 #3738	Project: Feasibility Study into low carbon route in South East Pembrokeshire including how this could be funded: Investigating access to work transport barriers and solutions in Tenby (SLSP)	Green	Green	Progress Status: In Progress / On Track Martin Higgitt Associates consultants appointed in April to look at the potential for bus or taxi service(s) to transport hospitality workers to employment, and the opportunity for a bus service that connects several visitor attractions along the B4318 corridor between Tenby and Pembroke. Employer and employee surveys closed on 28th September with 38 employee responses and 5 completed employer responses. MHA consultants will present interim findings to the next meeting of the Greenways Partnership (October or November).

Park Emissions Reduction Pathway – Carbon Sequestration [Section 6 Duty]

DP/ WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG EN2 #3746	Total Woodland creation delivered (hectares)	N/A – New Indicator	0	N/A	Note - hedgerow/ tree planting season has not begun. 23 hectares is the target area of woodland to be supported via approved Ffermio Bro project.
NR/ WG EN2 #3747	Woodland restoration delivered (hectares)	N/A – New Indicator	0	N/A	Note - hedgerow/ tree planting season has not begun. 23 hectares is the target area of woodland to be supported via approved Ffermio Bro project.
NR/ WG EN2 #3748	Peatland restoration delivered through NPAP or other work (hectars)	N/A – New Indicator	0	N/A	Note on Area of Peat present in the Park: Pembrokeshire National Park has 8,612 ha of Peat, 298 ha of deep Peat. This is significantly lower than the other National Parks in Wales. Due to this the Conservation Teams expectation is the impact we can have will be low, the Authority doesn't currently have any active Peatland Action Programme, following the end of the previous project in March 2025.
NR/ WG EN2 #3749	Length of hedgerow planted (meters)	N/A – New Indicator	0	N/A	Note hedgerow/ tree planting season has not begun. 4,442 meters is the target hedgerow length via approved Ffermio Bro project.
NR/ WG EN2 #3750	Number of trees planted (Note: standard/in-field trees, excludes trees planted in hedgerow or woodland)	N/A – New Indicator	0	N/A	Note hedgerow/ tree planting season has not begun. 957 trees are the approximate target number of trees to be planted via approved Ffermio Bro project. Rangers facilitated session with UWC Atlantic College Students involving practical tree maintenance work of trees previously planted at Wolfscastle.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
NR/ WG EN2 #3751	Area (hectares) of meadows planted [e.g. new sites in carbon friendly management agreements – supporting meadow creation/ recreation)	N/A – New Indicator	5.4	N/A	5.4 hectares - Management Agreement – Angle.

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
NR/ WG EN6 #3752	Collaborative Project/ Activity: Blue Carbon work through SAC engagement (Oysters etc)	Green	Green	Progress Status: In Progress / On Track A second native oyster rearing phase with Bangor University is underway. This phase uses juvenile oysters which were spawned, reared, and settled onto natural shell (cultch) material using broodstock oysters from the Milford Haven Waterway as part of the previous feasibility study. The project is further growing on approximately 50,000 juvenile oysters in the hatchery with the objective of increasing the size to approximately 20mm in shell height. The collaborative work between PCNPA, Bangor University and the Natur am Byth! Môr project is providing evidence that spat on shell is a highly successful means of oyster restoration, and a possible short-cut to reef creation. The project has demonstrated that we are capable in Wales of successfully progressing native oyster restoration with our own home-grown native oysters and expertise. The Pembrokeshire Marine SAC Officer gave a verbal report and presentation

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				to the Operational Review Committee of 24th September: Report-08-25-Native-oysters.pdf .
--	--	--	--	--

Climate Change – Managing Risks

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
AC #3753	Activity: Creation of risk register for Authority Asset portfolio, that takes account of climate change risks for each asset (Asset Management Strategy)	Green	Green	Progress Status: Not Started / On Hold Currently reviewing Authority Assets and Property portfolio (October 2025).
AC/ WG PP4 #52	Activity: Practical work and adapting of approaches for PROW to build resilience including realignment activities and responding to impact of weather and erosion events. Responding to recommendations from the Climate Change Risk Assessment and Adaptation Strategy for the Pembrokeshire Coast Path National Trail.	Green	Green	Progress Status: In Progress / On Track The agreement for the Whitesands redirection due to cliff proximity has now been signed by the landowner, and work is due to take place at the very beginning of October. The negotiation and planning of the realignment has been complicated due to working on and adjacent to the SSSI, Registered Historic Landscape with various consents having been required including hedgerow removal. Pre commencement works have been undertaken and supervised by NRW to ensure no habitats are impacted. The Community Archaeologist will be providing a watching brief throughout the works and NRW will be monitoring. A drone survey of this section has also been carried out to provide a baseline, to then track cliff erosion at this spot going forward. Llangwm Ferry riverside path works are taking place to realign the path, following storm erosion at the site last year. A drone survey was conducted of several points of concern along the Coast Path from Stackpole Quay to

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
				Freshwater East, providing useful viewpoints of cliff erosion that are not visible from the Coast Path itself.
AC/ WG PP9 #3754	Activity: Review evidence base and undertake community consultation as part of LDP3 on Flooding and Coastal Inundation related policies.	Green	Green	Progress Status: In Progress / On Track Officers attend Shoreline Management groups for West of Wales and South West Wales which implements the Shoreline Management Plans. Officers have also attended the Saundersfoot Climate Adaptation group meetings who are looking to formulate a plan for the managed realignment of the Strand, Saundersfoot in epoch 3 of the Shoreline Management Plan. The group was facilitated by PCF and includes representatives from NRW, PCC and representatives from the community.

Well-being Objective Connection

Control Monitoring for Risk Area 4 in risk register: A failure to create a Park that supports people to be healthier, happier and more connected to the landscape, nature and heritage.

5 ways to well-being and equitable access

DP/ WG Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
HWA/ /WG PP6 #3757	Number of active funded projects that support 5 ways to well-being and equitable access to the Park for beneficiaries	N/A – New Indicator	6 ●	Target: 2	Roots to Discovery/ 1st 1000 Days/ Get Outdoors/ Pathways/ Next Generation/ Traeth Mawr Phase 1 and 2.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

HWA / WG PP6 & GC3 #3758	Number of active funded projects that support 5 ways to well-being and equitable access to the Park for beneficiaries (through Tirweddau Cymru or Health Partnerships)	N/A – New Indicator	2 ●	Target: 1	Engagement across DL Young People / RNIB Cymru - Hiraeth - See Cymru Differently
HWA /WG PP6 #3759	Number of participants in NPA run/supported activities focused on inclusion, outreach and increasing access for underrepresented groups	N/A – New Indicator	6,127	N/A	Outreach and Increasing Access: 3,519. Supported Volunteering: 745. Supported Walking: 1,863.
HWA/ WG PP6 #872	Number of bookings for beach wheelchairs/ mobility equipment	327	778	+138% ↑	
HWA & EIL/ WG PP7 #2615	Number of Volunteer Hours contributed	8,387	6,875	-18% ↓	Although showing an 18% decrease, potential underreporting has been identified in source data, issue being looked into.

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
HWA / WG PP6 #3756	Project: Routes to Discovery – Delivered in Partnership with MIND Pembrokeshire and Carmarthenshire (The National Lottery Community Fund)	Green	Green	Progress Status: In Progress / On Track The Routes to Discovery project officially began in August 2025, with a new focus on supporting carers and cared-for participants, including young carers building on from the previous Roots to Recovery project. Learning and Inclusion Team Leader retired at the end of August and there was a change in line management from the project to Health & Wellbeing officer. The project saw a soft launch in September as well as increased promotion, press release slot on the PWR wellbeing hour and change of social media branding. The delivery program included community litter picks, a Children and Young peoples day as well as the ongoing social prescribing delivery calendar.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
HWA / WG PP6 #2181	Project: Get Outdoors: Supported Walking, Beach Wheelchair and Mobility Equipment, engagement with service users (location audits/ information)	Green	Green	Progress Status: In Progress / On Track 61 people attended walks during September. One of the Get Outdoors coordinator left at the end of August. Ranger has picked up 7 hours to support the team with the walks however this has still left the team with a deficit of hours as a result the parent and child walks have been put on hold. Our approach to Fishguard walks is being reviewed as PCC are no longer able to support us due to change in staffing priorities. A drop in numbers has been identified as being due to walks having become more localised. Ranger has been put forward for Midas training and we are reviewing access to the Get Outdoors minibus.
HWA / WG PP6 #495	Project: Pathways – Supported Volunteering	Green	Green	Progress Status: In Progress / On Track Tasks undertaken by the group during Q2 (July - September) included: Brandy Brook, Roch - widening footpath through cut and fill and clearing overgrowth to improve access for cutting with machinery for West Warden Team. Cilau, Fishguard - weeded around young trees planted by the Pathways Group last winter and installed stile in fence line to improve access to site. Windmill Park, St Brides - bracken cutting on a sensitive site where machinery cannot be used. Sandy Hill Chapel, St Brides Orchard and Upton Castle – raking hay and removing from site to improve biodiversity. Dan Coed, Cwm Gwaun - replaced and repaired fence line on a marsh fritillary site. In addition, a case study video to promote Pathways Project has been filmed on site with volunteers and 5 volunteers undertook a 2 day remote first aid course. Participant numbers remain high although a few sessions needed to be cancelled due to bad weather.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
HWA / WG PP6 #486	Project: 1 st 1000 Days	Green	Green	Progress Status: In Progress / On Track Term-time sessions resumed at Scolton Manor and for settings to come to St Brides Orchard for a seasonal apple themed event.
HWA / WG PP6 #2172	Project: Traeth Mawr Access Improvement Work (Phase 1 and Phase 2) (SLSP and Brilliant Basics)	Amber	Amber	Progress Status: In Progress / Behind Tenders have been reviewed for price and quality. Report with recommendations underway with a view to appointing a contractor in October.
HWA / WG PP6 & GC3 #3761	Strategic Engagement: Work with Tirweddau Cymru, Strategic Advisor on Governance, Inclusion and Diversity Excellence to develop and deliver collaborative projects that are supporting designated landscapes to be landscapes for everyone.	Green	Green	Progress Status: In Progress / On Track Health and Well-being Officer was joined by the See Cymru Differently / RNIB project team for two days in Pembrokeshire. One day was spent visiting OYP and Carew Castle, as well as beginning work on mapping accessible walks in the south of the county. Access issues identified during the visit related mainly to lighting and communication. To address these, Head of Marketing and Communications and Health and Well-being Officer have set up regular meetings to review and respond to accessibility concerns as they arise. Castell Henllys will be the main focus of the project in Pembrokeshire. A full day was dedicated to exploring and experiencing the site. The team was impressed by its potential to become an independent accessible destination, as well as by the knowledge, skills, and enthusiasm of staff and volunteers. Assistive technology will play a key role in the project, which—although primarily focused on people with visual impairments—will ultimately benefit all visitors. The project lead, presented an update at the Senior Management Day on 12 September and used the opportunity to survey further potential accessible sites, including Penally, where rail crossing risks have been escalated. The project lead met with, PCNPA's

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
				commissioned Walk Leader Trainer, to discuss upskilling walk leaders and exploring future collaborative projects. Finally, officers met to carry out an asset mapping exercise, laying the foundations for the next stages of the project.
HWA/ WG PP10 #3763	Strategic Engagement: Explore opportunities with health partnerships to contribute to their delivery (social prescribing, public health) through exploring sustainable sources of funding for initiatives.	Green	Green	Progress Status: In Progress / On Track Carers multiagency network joined. Presentation to pulmonary rehabilitation network. Presentation to Paul Satori. Presentation on Pure West Radio wellbeing show. Attendance at Women's Health & Wellbeing, violence against women and girls subgroup attendance, Pembrokeshire Age Friendly Communities Strategy Board, Cymru Gryf meeting, Bevan foundation/ health and wellbeing, Pembrokeshire Sport & Physical Activity Advisory Group Autumn meeting, Lottery Commission funding opportunities. Articles written for Visit Pembrokeshire and U Can magazine. Health and Well-being Officer progressing work to become investors in Carers, as this is a requirement in all Hywel Dda contracts.
EIL/ WG PP7 #3764	Activity: Review our Volunteering and Social Action offer including opportunities provided and support required for volunteers (including facilities for rainy day activities). [Equality Plan]	Green	Green	Progress Status: In Progress / On Track Review is ongoing, the next stage is recruitment of full time volunteer co-ordinator post.
EIL/ WG PP6 #2185	Activity: Annual Participant Survey to target regular participants in our volunteering and other activities and analysis of results. [Equality Plan/ Audit Wales Report]	Green	Green	Progress Status: In Progress / OnTrack Survey for 2024/25 is complete. 2025/26 survey will be conducted in April 2026 so planning and preparation for this will take place in Q4
CS/ WG PP6	Activity: Review the accessibility and inclusivity of our communication and	Green	Green	Progress Status: In Progress / On Track

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
#3765	interpretation resources to increase representation, diversity and raise awareness of opportunities to experience the Park			Access and inclusion featured as themes in our summer events and promotion work, including the Pembrokeshire County Show, promoting a Park for All. Work is underway to gain feedback from users (internal and external) on the accessibility of a range of our Communications products.
CS/ WG PP6 #3766	Activity: Develop a targeted main season campaign to raise awareness of easy access opportunities across the Park, including promotion of the beach wheelchair and mobility equipment scheme	Green	Green	Progress Status: In Progress / On Track Action relates to a main season campaign for 2026 and will be developed in line with this timeframe, with campaign planning work beginning in 2026.

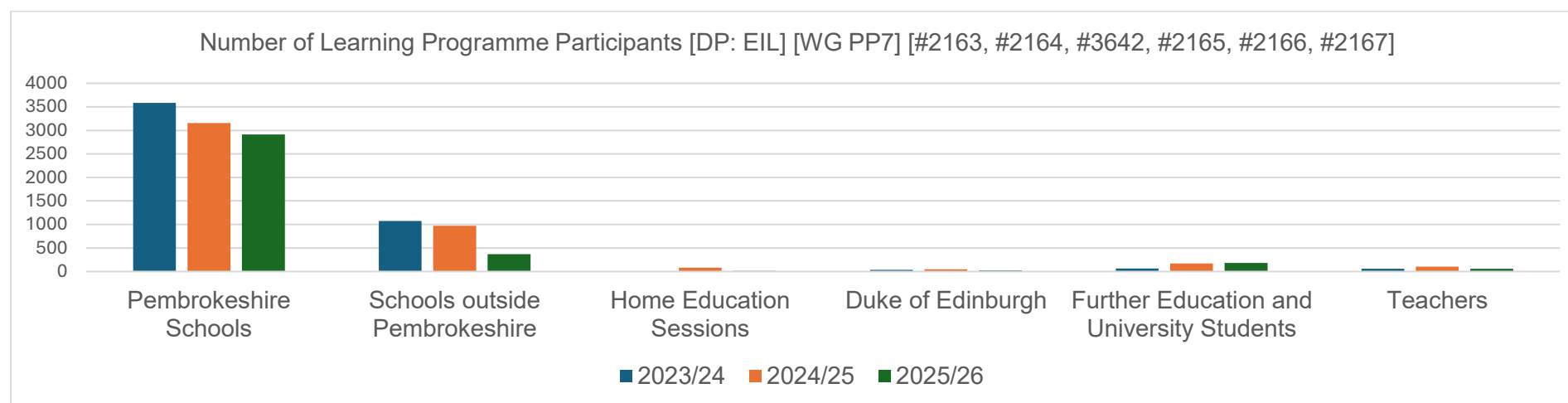
Note: Updates for Next Generation and Youth Committee are captured under reporting for Communities Well-being Objective.

Learning and Skills Development – Delivery Model for the future [Section 6 Duty]

DP/ WG Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
EIL/ WG PP7 #3767	Number of training opportunities provided	N/A – New Indicator	3	N/A	Authority is supporting 2 officers with Planning related MSC and officer with Accountancy qualification (qualification has now been completed).
EIL/ WG PP7 #3768	Number of apprenticeships provided	N/A – New Indicator	4	N/A	Figure relates to substantive employees undertaking apprenticeship upskilling: 3 Officers in Countryside Team are doing ILM Level 2 Diploma (with some Level 3 units) in Team Leading and 1 Officer is doing Level 4 Team Leading. Resourcing Officer started in

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP/ WG Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
					September and will be further exploring apprenticeship opportunities.
EIL/ WG PP7 #3769	Number of work placements completed	N/A – New Indicator	0	N/A	Work placement set up for November with Countryside Team to last 10 weeks, 2 days a week.
EIL/ WG PP7 #2616	Number of Social Action Hours Contributed	993	514	-48% ↓	Includes practical access IROW sessions with Pembrokeshire College Employability Course Students.



Trend Note: We have seen a 7% decrease ytd in number of learning programme participants from Pembrokeshire Schools compared to last year. In part this may reflect that current focus of education team is linked to delivery of Tirlun project and resources. There was a 62% decrease ytd in number of learning programme participants from schools outside Pembrokeshire, officer investigating to see if this reflects an underreporting issue in source data or relates to other factors that have impacted on session delivery.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
EIL/ WG PP7 #3770	Activity: Strategic review of our education and community learning offer across Teams to identify future sustainable delivery model focused on where Authority can make most impact within its remit.	Green	Green	Progress Status: Not Started / On Track Work on this measure to commence in Q3.
EIL/ WG PP7 & GC3 #3771	Project: Delivery of Phase 2 of SLSP Tirlun Project	Green	Green	Progress Status: In Progress / On Track Tenders for contract to deliver Tirlun 2 issued on Sell2Wales. 6 quality responses received, clarification questions requested from shortlisted candidates. Contract awarded to TLC with LTinInt and Lafan partnership. Inception meeting held. Initial resource meeting with TLC & CEO around commission of the Eisteddfod chair and learning resources. Preparation for Teacher training and partner/stakeholder event in Bangor University 6th November.
EIL/ WG PP7 #3772	Activity: Work Placement Activities – Pembrokeshire College and other Further/ Higher education providers	Green	Green	Progress Status: In Progress / On Track Work placement set up for November with Countryside Team to last 10 weeks, 2 days a week. In discussions about other opportunities with learning providers.
EIL/ WG PP7 #3773	Project: PCNPA /Museum of London Archaeology and Futureworks heritage and climate project for young people	Green	Green	Progress Status: in Progress / On Track During September, a meeting took place between PCNPA, MOLA and Futureworks, this included the comms' teams to discuss the public launch of the videos, including a press release and also promotion via social media. Public launch agreed for October.
EIL/ WG PP7 #3774	Project: Deliver 2 one year paid Traineeships as part of NNF4 funded project - providing practical conservation skills and career pathways in biodiversity management.	Green	Green	Progress Status: In Progress / On Track Universities contacted regarding traineeship 2026 and how it could tie in with their course.

Safeguarding Heritage and Public Rights of Way in the Park

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC/ WG PP4 #589	% of Rights of Way Open and Accessible and Meeting Quality Standards.	87.28	87.28	0% →	
PLC/ WG PP4 #3775	Km of Rights of way enhanced or created ytd	N/A – New Indicator	2	N/A	Brynberian - Footpaths PP71/17 at a length of 1,174m and PP71/23 at a length of 750m. This has been an ongoing focus of attention for the last two years, and improvement works are now completed. Greenala - 80 m of the Coast Path regraded and slight realignment around a gully.
PLC/ WG PP4 #50	Number of people using footpath from fixed counters ytd (7 Coast Path/ 4 Inland Rights of Way)	56,308 (April – June)	68,729 (April – June)	+22% ↑	
PLC/ WG PP4 #583	Number Coast Path and Inland Rights of Way Concerns ytd	168	162	-3.57% ↓	General mix of comments, with no one subject more prominent than others. Some vegetations concerns were received in July, but this didn't continue into August.
PLC/ WG PP4 #3663	% of Coast Path Surveyed year to date [Note: Progress against 100% survey of Coast Path over two years with a minimum survey of 75% of the route on an annual basis.]	N/A – New Indicator	21.07	N/A	Throughout this quarter, the Access team have been without a Team Leader, which has impacted on the workload of the National Trail Officer and resulted in fewer surveys than usual for this time of year.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
					Value is percentage surveyed year to date. This quarter: 59.5km out of the total 318km.
PLC/ WG PP4 #3664	% critical priority jobs completed within 2 weeks. [Note: Number of critical jobs normally low this can distort %]	N/A – New Indicator	Q1: 100% ● Q2: 57% ●	Target: 100%	7 critical jobs completed in quarter 2, 4 of which were completed on time. There are 2 outstanding jobs on the system, which are pending external action.
PLC/ WG PP4 #3665	% of high priority jobs completed within 12 months	N/A – New Indicator	Q1: 90.14% ● Q2: 77.50% ●	Target: 100%	40 high priority jobs completed in this quarter, with 9 completed late. There remain 256 outstanding High Priority jobs on the system, however many of these are likely duplicate inland jobs that have been reported more than once, or old annual checks that were never signed off. The Countryside team is slowly working through the jobs database to identify duplicates or redundant jobs and delete them.
PLC/ WG PP4 #3676	Number of Public Rights of Way cutting programme tasks completed ytd	N/A – New Indicator	1,155	N/A	
PLC/ WG PP4, PP7 #2625	Number volunteer and social action hours supporting access work in the Park	540	855	+ 58% ↑	Includes sessions involving Duke of Edinburgh Award Open Group, Pathways Volunteers and students from Pembrokeshire College, Employability Course.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC/ WG PP4, PP7 #2622	Number volunteer and social action hours supporting heritage assets in the Park	902	1,023	+ 13% ↑	Includes regular volunteering sessions supporting site maintenance at Carew Castle.

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
PLC/ WG PP4 #3779	Activity: Work to enhance/ create PROW - Maintenance and continuous improvement of PROW/ Coast Path National Trail	Green	Green	Progress Status: In Progress / On Track Officers have been surveying the path that runs along the river between Haverfordwest and Little Milford, looking to improve accessibility along this route, with the aim of works being carried out over the winter. The intention is to replace stiles with gates where possible, and make general improvements, to increase accessibility to nature directly from the urban fringe of Haverfordwest. Work is also being undertaken to assess how much time would be required to clear the permissive paths at Clun Woods, after substantial tree fall in the storms of last winter.
EIL/ WG PP4 #3780	Activity: Preparation activity in support of development of next Coast Path User Survey. Survey to be undertaken by 2030.	Green	Green	Progress Status: Not Started / On Track The Wales Coast Path user survey is being conducted this year, and the RoW team have been monitoring this for the methodology and early indications of results. Full results are expected some time in 2026, and this will be used to inform our own survey.
PLC/ WG PP4 #703	Project: Safeguarding Monuments Scheme – working with volunteers to monitor, develop and deliver conservation work programme focused	Green	Green	Progress Status: In Progress / On Track During September, volunteers visited 20 scheduled monuments and 26 visits were assessed for identified issues. The community archaeologist carried out a site visit to provide advice to a

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

	on the Park's publicly accessible monuments.			landowner in relation to management of a scheduled monument. A site meeting took place on an Authority owned scheduled monument to discuss health and safety concerns. Work to repair heritage crime damage at a scheduled monument took place by the community archaeologist, the area ranger and volunteers from the Friends. An area ranger carried out work with volunteers to clear brash from an Authority owned monument that had recently been cleared of conifers.
PLC/ WG PP4 #2227	Partnership: Heritage Watch Scheme (working with partners to respond to the issue of heritage crime in the Park.)	Green	Green	Progress Status: In Progress / On Track Between July and September, three new incidents of heritage crime were reported at three scheduled monuments. This included disturbance at Foel Eryr Round Cairn, a fire at Greenala Camp and graffiti on the Tenby Town Walls. All three incident were reported to Dyfed-Powys Police and repair work will take place where possible. At the end of September, the community archaeologist, the area ranger and volunteers from the Friends carried out repair work of damage at Gors Fawr. During the period, a Heritage Watch meeting took place with partner organisations, this was a hybrid meeting with some colleagues joining in person and others remotely. The meeting was hosted by Heneb in Llandeilo and included PCNPA, Cadw, Dyfed-Powys Police, Heneb and Carmarthenshire County Council.
PLC/ WG PP4 #3776	Capital Project: Carew Causeway visitor access improvement.	Green	Green	Progress Status: In Progress / On Hold Repairs on hold until Reservoirs Engineer inspection (Oct).
PLC/ WG PP4 #3777	Capital Project: Castell Henllys improvement programme.	Amber	Amber	Progress Status: Not Started / Behind There are three remaining elements to this funding : Drainage Improvements - On hold, work to be re-planned for completion during this financial year. New ramped access to Pant Glas - Currently

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				preparing for the procurement process. New extension to VC - Pellet Store - Currently on hold until resource allows.
PLC/ WG PP4 #391	Capital Projects: Carew Castle Visitor Access/ Enhancement and Interpretation	Amber	Amber	Progress Status: In Progress / Behind We have final architects plans for driveway/access improvements, agreed by the Carew Castle Manager, Buildings Projects Officer and the Building Conservation Officer. They have now been submitted to Cadw, along with other project proposals, for pre-SAM consent. A follow up meeting was held with Cadw on site in April, where Cadw asked for additional investigations of the area to be completed. These additional investigations have not yet been completed.
PLC/ WG PP4 #3778	Activity: Supporting historic environment through Conservation Areas and their monitoring.	Green	Green	Progress Status: In Progress / On Track The draft Conservation Area Appraisal and Management Plan for Cresswell Quay has been consulted on and a Report of Consultation prepared and presented to Members in September 2025. Once approved by Members the document will form Supplementary Planning Guidance which will be a material consideration in the determination of planning applications.

Well-being Objective Communities

Control Monitoring for Risk Area 4 in risk register: Failing to create vibrant, sustainable and prosperous communities in the Park that are places people can live, work and enjoy.

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

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
RT/ WG PP4 #3781	Activity: Identify revised set of regenerative tourism indicators aligned to our internal Regenerative Tourism Vision/Principles	Green	Green	Progress Status: In Progress / On Track Meetings of the Destination Management Plan (DMP) Advisory Group have helped shape the associated measures that will be used by both PCNPA and Visit Pembrokeshire to support the delivery of the DMP and its overarching ambition "to be a global leader in regenerative tourism". Updates will be provided to PCNPA Members via regular Visit Pembrokeshire reports.
RT/ WG EN1, EN8, PP4, PP5, PP6 #2551	Activity: Develop action plans for each centre to support delivery of regenerative tourism vision and principles: Conservation, Climate, Connection, Communities. [OYP plans will take account of the final Master Plan for the centre].	Amber	Green	Progress Status: In Progress / On Track The Authority's regenerative tourism principles document has been used to develop site specific priorities that have been incorporated into the relevant delivery plans for 25/26. This work is presently on-track but may slip if the Authority decides not to replace the Head of Regenerative Tourism role as this will significantly impact on staff capacity across the team.
RT/ WG PP4, PP6 #3782	Project: Sustainable Steps: unlocking nature and history – Carew (Brilliant Basics/ Matched Funding Contribution)	Green	Green	Progress Status: In Progress / On Track The project is proceeding on time and budget.
RT/ WG PP4, PP6 #3783	Project: Sustainable Steps: unlocking nature and history – Castell Henllys (Brilliant Basics/ Matched Funding Contribution)	Green	Green	Progress Status: In Progress / On Track Progress has been made with the content topics of interpretation panels and the plans for board walk have been discussed with Warden team for their expert opinion. We have also decided on a new layout for the interpretation room to enhance user experience and ease of use for staff. Interpretation Officer has been getting extra

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
				information from the lead excavator at CH in the 80's to see what else he could add to the interpretation. Visitor service manager has met with Buildings and Project Manager for an update on the air source heat pump, and this is on track.
EIL/ WG PP6 [Audit Wales Action - #3673]	Explore feasibility of gathering demographic related data as part of any feedback surveys developed for Centres and Events and Activities Programme.	Green	Red	Progress Status: Not Started / On Hold No action progressed due to vacant Head of Regenerative Tourism role - will progress if role is replaced.

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

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
RT/ WG EN1, PP3, PP4 #3786	£ value of funding secured for piloting regenerative tourism initiatives in the Park (similar to SDF).	N/A - New Indicator from Q2	0	N/A	Unable to progress this work due to lack of staff capacity linked to vacant Head of Regenerative Tourism role.

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
RT/ WG PP3, PP4 #3787	Activity: Explore with partners including Visit Pembrokeshire potential to develop Pembrokeshire Visitor Pledge.	Green	Green	Progress Status: In Progress / On Track A wide variety of potential pledge ideas have been shared with Visit Pembrokeshire (VP) by PCNPA. The decision to progress a visitor pledge for the National Park and Pembrokeshire now rests with the VP Board if this is something that they wish to actively pursue.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

RT/ WG EN1, PP3, PP4 #3788	Activity: Identify and secure funding sources to support development of initiative (similar to SDF) supporting visitor economy stakeholders/ businesses on their regenerative tourism journey.	Amber	Red	Progress Status: Not Started / On Hold Unable to progress this work due to lack of staff capacity linked to vacant Head of Regenerative Tourism role.
RT/ WG PP3 #3784	Activity: Collaborate internally through Recreation Management Group and externally with partners in support of multi-agency responses to management of recreational pressures and their impact on nature, communities or safety in the Park. Review our approach to commercial recreational use of the foreshore.	Green	Green	Progress Status: In Progress / On Track A post-season multi-agency meeting is scheduled in Oct' with associated PCNPA actions undertaken by the internal Recreation Management Group.
RT/ WG PP3 #2553	Activity: Implementing Members decision on Article 4 Direction to Control 28 day sites (Park wide.) Collaborative work with WG and other statutory bodies to develop working protocol for Exemption Organisations	Green	Green	Progress Status: In Progress / On Track Members confirmed the Article 4 Agreement to remove permitted development rights for 28 day camping, caravans and mobile homes in NPA on 7 May 2025. The Article 4 Direction will come into effect from 1 January 2026.
CS/ WG PP3 #3789	Communications Activity: Promote campaigns of Partners that support delivery of Partnership Plan actions e.g. Water Safety and Sustainable Transport in the Park.	Green	Green	Progress Status: In Progress / On Track Work is ongoing to support wider sustainable transport marketing initiatives with partners, including Transport for Wales/GWR, and the Authority is involved with content development and wider promotion, where relevant. Coast to Coast (230,000 copies circulated between Easter and the end of October) carries important water safety features and advice, along with promotion of the Fflecsi bus and wider sustainable transport options across the Park, linking with RNLI and other partners for appropriate messaging.

Placemaking, Partnerships and Engagement [Section 6 Duty]

DP/ WG Ref	Priority Indicator	Trend Summary Information from LDP Annual Monitoring report 2024/25
PLC/ WG PP2 #904	Net affordable housing built	Local Development Plan Annual Monitoring Report shows that Housing completion rates overall are above the cumulative target for 2024/25. In March 2020, the Welsh Government published the Development Plans Manual (Edition 3), which introduced a requirement for this Authority's Annual Monitoring Report to include an up-to-date Housing Trajectory and to compare the actual delivery of housing against the AAR (Annual Average Requirement). The housing requirement for the Pembrokeshire Coast National Park Local Development Plan 2 is 960 units, an expectation of delivering 60 units per annum. There have been slightly fewer completions than anticipated in the period 2024-2025, but all of those anticipated for completion are under construction and cumulative completions are above the cumulative target (46-25-LDP2-AMR.pdf)

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC & RT & EIL #3793	# Participants in community engagement sessions, activities, and events Note: Includes Inclusion related sessions and community focused events from Centres.	N/A – New Indicator	29,937	N/A	Community Engagement 579. Community Event (includes centre events) 23,624. Community Festival/ Show 520. Community Group Activity/ Session 3482. Community Volunteering/ Social Action 1732.

Wider Trend Data: [A view of poverty - Data Cymru](#) (Select under area Pembrokeshire)

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
PLC #3790	Activity: Development of Partnership Plan Forum and mechanisms to capture impact of partners and wider partnership activities in support of Plan.	Green	Green	Progress Status: In Progress / On Track Draft terms of reference for the Forum were agreed by NPA on 10th Sept. Internal audit of Partnership Plan process in September was

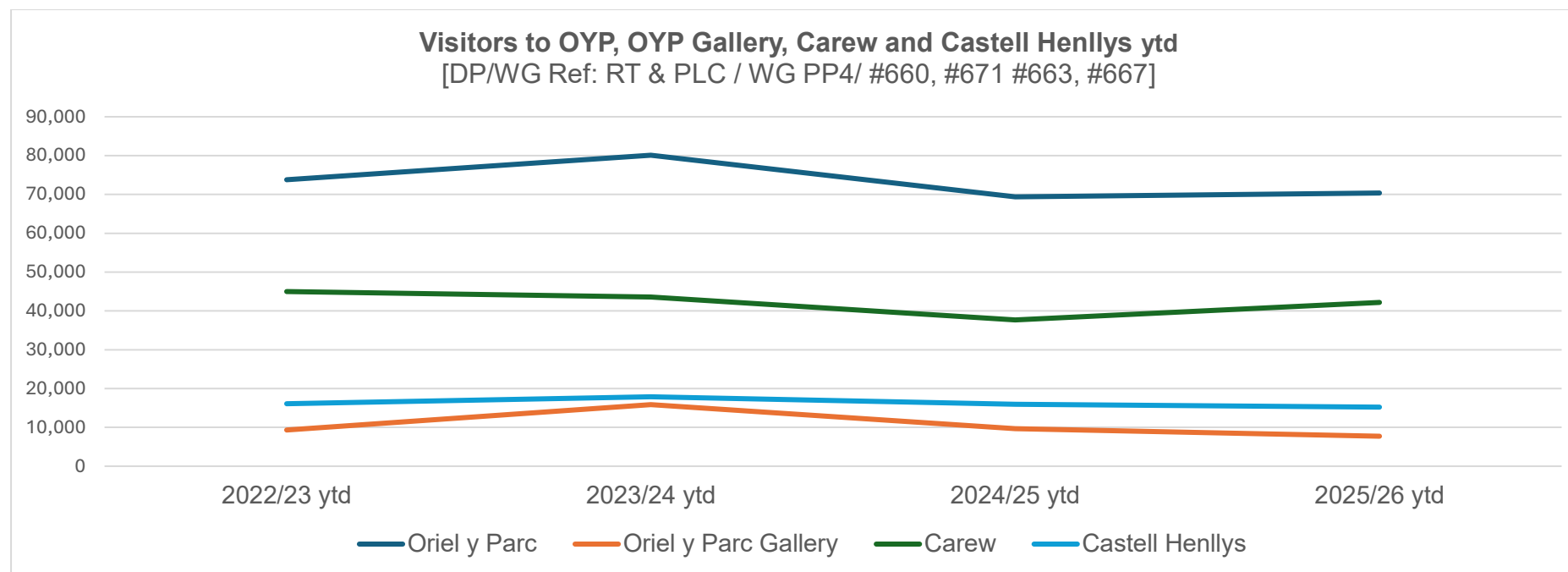
Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
				positive with feedback meeting indicating there will be no recommendations.
PLC #3791	Activity: Review of Partnership Framework and Monitoring Report to take account of approval of Partnership Plan and resource considerations for the Authority.	Green	Green	Progress Status: In Progress / On Track Second Partnership Framework Monitoring Report approved at July NPA and Partnership Framework Standards Approved. Matrix also created for Management Team and considered at September Management Team. Discussion with finance in August re new finance system and data re reporting re partnership funding.
PLC/ WG PP2, GC6, EN7 #3792	Activity: Preparation and Approval of Delivery Agreement for LDP3 and its implementation once approved	Green	Green	Progress Status: In Progress / On Track Following consultation on the draft Delivery Agreement (19 May to 14 July 2025) a Report of Consultation was prepared and reported to NPA on 10 September. NPA approved the Delivery Agreement for LDP 3 on 10 September and the Delivery Agreement has been submitted to the Welsh Government for their agreement.
EIL/ WG PP6, GC2 #381	Delivery of Next Generation and Youth Committee programmes including promotion of the PCNPA Youth Manifesto. [Equality Plan]	Green	Green	Progress Status: In Progress / On Track Network meeting with Designated Landscape youth officer representatives from Bannau Brycheiniog, Eryri and Clwydian range discussing future collaboration plans.
EIL/ WG GC2, PP7 #1121	Delivery of Volunteer Forum reflecting the diversity of volunteers [Equality Plan]	Green	Green	Progress Status: In Progress / On Hold A meeting was held on 3 July. The agenda included the ongoing review of volunteering. A number of other issues were raised by the Volunteers including communication, uniform, and training. Currently on hold until volunteer co-ordinator post is recruited for.

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
EIL/ WG GC6 #348	Planning Service engagement with Community Councils and annual training sessions for them	Green	Green	Progress Status: In Progress / On Track A training session for all Community Councils is now held annually focusing on planning legislation, enforcement and policy. The training is delivered via on-line sessions in the evening to allow for best attendance. Invitations to attend the 2025 annual training session been sent out. A separate meeting with Nevern & Moylegrove is being attended in October to discuss how the Authority designate Conservation Areas. Requests for meetings have been received from Manorbier and Herbrandston recently, but asking about individual applications and these are difficult to attend as they are evening meetings outside of working hours.

Supporting Culture and Welsh Language in the Park



Trend Note: There has been a mixed picture financial ytd in terms of visitor numbers for centres compared to 2024/25. Carew has seen a 12.03% increase in visitor numbers compared to 2024/25. Oriel y Parc has seen a smaller increase of 1.4%, however it has seen a decrease of 20.11% in terms of visitors to the Gallery. It is important to note that the nature of the exhibition will impact directly on visitors to Gallery, as shown by peak in visitor numbers in 2023/24 due to the wide appeal of Geiriau Diflanedig – Lost Words Exhibition. Castell Henllys has seen a decrease of 4.59% in visitor numbers compared to 2024/25.

Welsh Government Tourism Barometer: <https://www.gov.wales/tourism-barometer>

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

DP / WG Ref	Category	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Difference	Comment
PLC & RT/ WG PP4 #3794	# participants in public and visitor programme activities and events	N/A – New Indicator	40,316	N/A	
PLC/ WG PP5 #3799	# participants in Welsh Language promotion activities – Welsh and Bilingual Offer (Planned/ Reactive): Community/ Inclusion/ Events Programme	N/A – New Indicator	22,761	N/A	Note work is being carried out on updating and reviewing classifications. In addition Castell Henllys continues to host Can i Blant Penfro in its Tipi.
PLC/ WG PP5 #3798	# participants in Welsh Language promotion activities – Welsh and Bilingual Offer (Planned/ Reactive): Learning Programme	N/A – New Indicator	1,070	N/A	Note work is being carried out on updating and reviewing classifications.

DP / WG Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sept 2025/26	Progress Commentary
PLC/ WG PP4 #3920	Art on your Doorstep (National Gallery)	Green	Green	Progress Status: In Progress / On Track The project's partnership agreement signed on 19/08/25. The project's objectives are to host an outdoor exhibition of National Gallery artworks around the National Park for the period 15th June 2026 - 1st November 2026. The exhibition is intended to reach a wider audience who may have limited access to cultural infrastructure, creating moments of joy in the everyday and removing barriers to accessing art. The artworks will be life size and produced to National Gallery requirements. An internal meeting was held on 02/09/2025 hosted by the Head of Regenerative Tourism and handover of

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				information to date. There will be monthly meetings hosted by the National Gallery thereafter which will also include the other organisations taking part in the project UK wide. It was decided we needed a 'Vision' for this exhibition being hosted by the PCNPA. An initial vision and interpretive objective subsequently created: Vision: Connected to Nature. Interpretive. Objective: To promote creativity and artistic expression as ways to develop awareness that we are part of nature and nature is part of us. To strengthen connection and inspire care for the natural world. This vision was offered to internal teams to consider and no objections received. Given the tight deadlines for this project with planning permission required, it was decided to go ahead with this creative vision for the project.
PLC/ WG PP4 #321	Event Delivery: Delivery of Annual Archaeology Day	Green	Green	Progress Status: In Progress / On Track During September, a planning meeting took place, work continued to finalise the programme and a public reminder was sent that tickets were available to book for general attendees and potential stallholders. Volunteers were also recruited for the event.
PLC/ WG PP4 #318	Activity: Collaborating with others on Community Archaeology excavations and projects in the Park. Secure additional funding where required for joint projects.	Green	Green	Progress Status: In Progress / On Track During August, the National Park Authority supported the Operation Nightingale excavation (RCAHMW, Henneb and MOD) involving veterans on the Castlemartin Range. The excavation is delivered as part of the MOD's Operation Nightingale project to support the health and wellbeing of soldiers and veterans. During September, the

Performance Reporting Report – Progress against Priority Indicators/ Projects/ Activities

				National Park Authority supported the Crosswell excavation, including providing tools and equipment, a small grant and delivered guided tours to the public. The community archaeologist continued to review archaeological data created by participants on the Archaeology Lidar Portal. The community archaeologist attended a Pembrokeshire County Council workshop as part of the Heart of Pembs project, to provide expert advice on the development of interpretation content about Pembrokeshire at the Haverfordwest Castle and Gaol.
PLC/ WG PP5 #3795	Activity: Explore new ways to proactively integrate Welsh language promotion with National Park Authority activities. Including opportunities across our centres, events, outreach and partnership work. [Welsh Language Promotion Strategy]	Green	Green	Progress Status: In Progress / On Track Meeting took place at the beginning of September to discuss opportunities to promote the Welsh language through our centres and activities and events programme.
PLC/ WG PP5 #3796	Activity: Enhance our Welsh Language promotion activities through engaging with activities in support of Eisteddfod y Garreg Las due to be held in Pembrokeshire in 2026. [Welsh Language Promotion Strategy]	Green	Green	Progress Status: In Progress / On Track The Authority has agreed to sponsor the Chair for Eisteddfod y Garreg Las. Following a procurement process a craftsman has been appointed to design and create the Chair. The Authority's Chair attended the Proclamation Ceremony in Narberth in August. The Authority has engaged with partners to discuss our presence at the event.

Performance Report 2: Corporate Areas of Change Actions/ Annual Governance Statement Improvement Actions/ Welsh Government Governance Reporting (April – September 2025/26)

Control Monitoring for Risk Area 5, 6, 7, 9 and 11 in risk register.

- Please note Indicators and RAG actions reflect deliverables from delivery plans, Welsh Government Reporting requirements and improvement actions from Annual Governance Statement.

Governance

Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Comment
CS/ WG GC4 #3825	% of members who have attended all four Governance online training sessions or watched the recordings (WG Training: 1. Risk, 2. Effective Financial Governance. 3. Sustainable Governance. 4. Governance Training.)	N/A – New indicator for Q2	5%	8 Members have attended/ viewed at least one of the sessions, with 4 attending three or more. In addition, 6 Members attended/ viewed the EDI training and 7 Members attended/ viewed the Nature Training. Please note the Authority has had change in Members during the period since the training was launched which will have had some impact on the figures. Reminder to be sent to Members to remind them to catch up with online training

Ref	Priority Project/ Activity	RAG: Aug 2025/26	RAG: Sep 2025/26	Progress Commentary
CS #2344	Values: Finalise set of revised values for the Authority. Update Employee Code of Conduct/	Amber	Amber	Progress Status: In Progress / Behind

Ref	Priority Project/ Activity	RAG: Aug 2025/26	RAG: Sep 2025/26	Progress Commentary
	Manager Behaviour Framework to reflect revised set of Values.			Identified that this work needs to be revisited to progress it and should be linked to review of Employee Code of Conduct and Manager Behaviour Framework. There are opportunities to look at how previous work on values align with Academi Wales One Welsh Public Service Values and Leadership in all roles, this document has been shared with the interim Head of People Services and CEO.
CS/ AGS #66	Policies: Progress review of policies, standards and procedures in line with new Tracker/ Forward Work Programme document.	Amber	Amber	Progress Status: In Progress / Behind Tracker document in development - to support mop up work and development of forward work programme. Forward Work Programme for 2025/26 to be shared with Management Team once complete, delay in final completion and sharing due to other work priorities. However, expectation it will be shared in October/ November with them.
CS/ WG GC2 #3826	Assessments: Deliver workshops and support for staff on Committee report writings and integrated assessments.	Green	Green	Progress Status: In Progress / On Track Training session held in June with Future Generations Commissioner looking at Well-being of Future Generations Act. 3 sessions arranged on Welsh Language Awareness which should support staff thinking when completing Welsh Language sections of Committee reports and relevant sections of Integrated Assessments.
CS #3827	Assessments: Develop project level integrated assessment checklists	Green	Green	Progress Status: In Progress / On Track Copy of Inclusive and Accessible Events Checklist based on checklist developed by Open to All uploaded to Corporate Document

Ref	Priority Project/ Activity	RAG: Aug 2025/26	RAG: Sep 2025/26	Progress Commentary
				Operational Procedure section on staff intranet in August.
CS #3828	Reporting: Update Section 6 Biodiversity Signposting document and submit 3 year reporting documents.	Green	Green	Progress Status: In Progress / On Track Internal meetings held to review current approach and capture relevant information for Section 6 reporting.
CS #3829	Reporting: Meet first year reporting requirements for Social Partnership and Procurement Act – Social Partnerships	Green	Green	Progress Status: In Progress / On Track Discussions held with Welsh Government on the reporting requirement
CS #3830	Reporting: Meet first year reporting requirements for Social Partnership and Procurement Act – Annual Socially Responsible Procurement Report	Green	Green	Progress Status: Not Started / On Hold Not Started.
WG GC1 & GC2 & GC3 #3831	Governance Review: Feed into Governance review of protected landscapes being initiated by Tirweddau Cymru	Green	Green	Progress Status: In Progress / On Track Process hasn't commenced, however, the Chief Executive has been supporting the processes of setting up the review.
AGS/ WG GC1 #3832	Governance: Implement the recommendations of the Welsh Government Review of Member Evaluation	Green	Green	Progress Status: In Progress / On Track Meeting to discuss Stage 1 report took place 1/9/25. Democratic Services Manager to meet Welsh Government Consultant to discuss Stage 2 on 7/10/25.
WG GC5 #3834	Partnership: Share experience and best practice as designation for a new National Park progresses.	Green	Green	Progress Status: In Progress / On Track Authority responds positively to requests for assistance on the process of potentially designating a new National Park.
WG GC2 #3835	Mentoring: Participation in Mentoring Scheme as part of public appointment scheme	Green	Green	Progress Status: Not Started / On Track Possibility of mentoring unsuccessful candidates discussed following Member appointments to prepare them for future opportunities. Chair and Chief Executive currently considering options and will respond shortly.

Workforce and People

Ref	Priority Project/ Activity	RAG: Aug 2025/26	RAG: Sep 2025/26	Progress Commentary
CS/ AGS #3836	Strategic: Development of Establishment and Workforce Plan	Green	Green	Progress Status: In Progress / On Track Initial work has begun on strategic workforce planning through exploring career pathway opportunities for planning.
CS/ EP #3837	Strategic: Implement actions within Equality Plan that support delivery of equality objectives that sit under long term aim: Our workforce is diverse, we are an employer of choice and staff feel supported within an inclusive and fair work environment.	Green	Green	Progress Status: In Progress / On Track Gender pay gap analysis carried out on pay and grading review. Exploring career pathway opportunities for planning. Resourcing Officer has started in post.
CS/ EP #3838	Strategic: Sign up to the zero-tolerance to racism policy created by Zero Racism Wales.	Green	Green	Progress Status: In Progress / On Track Process to be developed with a paper to NPA
CS / AGS #2377	Knowledge: Induction process updated to reflect Well-being Objectives and Corporate compliance areas (Staff, Volunteers and Members induction.)	Amber	Amber	Progress Status: In Progress / Behind Work is ongoing in updating the induction process.
CS/ WG GC1 & GC4 #3839	Knowledge: Embed resources created during the NPA Governance Assistance programme (Members' Governance Handbook, training recordings and associated toolkits) in Member induction and development arrangements	Green	Green	Progress Status: In Progress / On Track Documents and links to training recordings circulated to all Members and available on Members Sharepoint site. Session to be arranged with WG Members appointed in September 2025 to introduce them to the resources.
CS/ AGS #2379	Knowledge: Annual Appraisal/ Work and Well-being process carried out to identify skills gaps and development opportunities for all staff	Green	Green	Progress Status: In Progress / On Track Currently underway, however HR have not had as many back as expected. Where training needs have been identified in returned ones these have been fed into the training needs analysis. Other avenues also being explored linked to wider workforce

Ref	Priority Project/ Activity	RAG: Aug 2025/26	RAG: Sep 2025/26	Progress Commentary
				planning to identify skills gaps and development opportunities.
CS/ AGS/ EP/ SRPS/ WLP #2380	Knowledge: Development and delivery of training plan/ programme) for staff and volunteers. Covering: - mandatory compliance related training - skills and development opportunities in support of staff delivering against our Well-being Objectives. Note: Member Development Plan agreed July 2025.	Green	Green	Progress Status: In Progress / On Track Where training needs have been identified in returned work well-being reviews these are being fed into the training needs analysis.
CS/ WLP/ WG PP5 #3919	Knowledge: Welsh Language Staff Training and Engagement Activities	Green	Green	Progress Status: In Progress / On Track Language awareness sessions taken place. Sessions delivered by Iaith: The Welsh Centre of Language Planning. Intention for a member of staff to attend training to be able to deliver this to wider staff going forwards. A small Welsh language library has been created in the Llanion staff room. This new addition includes books and learning materials designed to support both fluent Welsh speakers and those learning the language. Autumn programme of Welsh Lessons in place for staff.

Financial and Resource Resilience

Ref	Measure	Previous Year ytd: 2024/25	Current Year ytd: 2025/26	Comment
CS/ WG EN4 #3867 #3868	Financial investment in Nature & Carbon initiatives in total	N/A – New indicator for 2025/26	789,976.85 Gross Expenditure Year to Date	Please note that figure does not include some areas within the Authority involved in decarbonisation/ Conservation initiatives where further work is needed to apportion spend to

			(Based on 30/09/2025).	these activities. Please note that this is based on gross expenditure to date (Based on 30/09/2025), in some areas key payments will be made later in the year.
CS #3918 #614	% Invoices paid on time	N/A	September: 95.98% Outstanding: 14	

Ref	Priority Project/ Activity	RAG: Aug 2025/26	RAG: Sep 2025/26	Progress Commentary
CS/ AGS/ #3861	Organisational Review: Work across the Authority to set a balanced budget, making best use of reserves and funding received from Welsh Government and other sources.	Green	Green	Progress Status: In Progress / On Track Budget workshop planned with Members for 22/10/25.
CS/ AGS/ #3862	New Finance System: Review financial standards & processes as a result of new finance system. Ensure revised and/or new reports in place for effective financial monitoring.	Green	Green	Progress Status: In Progress / On Track Work progressing on developing reports/ dashboards, with departments able to access dashboards on system.
CS/ #3863	Fundraising: Deliver Authority Fundraising Strategy in support of prioritised projects and activities. Maintain a portfolio and pipeline of prioritised projects for seeking funding opportunities.	Green	Green	Progress Status: In Progress / On Track Working across departments to determine funding needs and potential funding opportunities. Working with staff to look at sustainable funding opportunities of projects. Working with Head of Nature Recovery looking at Green Finance opportunities. Attended a Green Finance conference and connected with Bannau to look at their approach to green finance moving forwards.
CS/ AGS #3864	Procurement: Agree new procurement Contract Standing Orders to reflect changes in legislation	Green	Green	Progress Status: Complete / On Track Members adopted the revised Contract Standing Orders dated July 2025 at the 30/7/25 National Park Authority Meeting. Training delivered for relevant staff on the 4 September. Presentation slides from the

				training also posted to Procurement Microsoft Team.
CS/ SRPS #3865	Procurement: Implementation of Authority's Socially Responsible Procurement Strategy. Secure additional funding where required.	Green	Green	Progress Status: In Progress / On Track Training for staff who are involved in procurement delivered. Training materials and area for all things procurement created on Teams. Frameworks we are able to access shared on this channel. Standing orders approved. Contracts register being created. SIC codes for carbon emissions reporting - trialled with new sage system.
CS/ AMS #3866	Asset Management: Creation and implementation of Action Plan in support of delivery of Asset Management Strategy.	Green	Green	Progress Status: In Progress / On Track Asset Management Strategy implementation plan created. Will be shared and reviewed by Asset Management Group in November. Working through current actions for 2025: Review of current assets. Review of depot's. Collaborative working with decarbonisation team and nature recovery on estate management. Building project protocol being developed for managing new project ideas. Property decarbonisation plan underway. Review of car parking income.
CS #3643	Asset Management: Green Room Development	Amber	Amber	Progress Status: In Progress / Behind Works underway, some additional delays due to progress, some minor increases in contract sum.

Digital Resilience

Ref	Priority Project/ Activity	RAG Aug 2025/26	RAG Sep 2025/26	Progress Commentary
CS/ AGS #3855	IT Infrastructure and Systems: Implement the IT Strategy to strengthen actions to mitigate cyber security risks and ensure Authority is upgrading its IT infrastructure.	Green	Green	Progress Status: In Progress / On Track Have implemented a first draft of the IT Skills analysis. Have requested budget from HR for 365 security training, the course is scheduled for January 2026.
CS/ AGS #3852	Digital Skills: Revise and launch Cyber Security and data protection training using ELMS platform.	Amber	Amber	Progress Status: In Progress / Behind Officers are processing moving Data Protection Training and Cyber Security Training to ELMS from virtual DPO this will make training a lot easier and enable line managers to track completions/ follow up with staff. It will enable us to ensure all staff complete the training. Data Protection Training on ELMS has been reviewed, initial amendments identified have been applied by IT. Officer in process of testing and reviewing amendments, some further amendments will need to be applied and then translation to enable application of amendments to the Welsh version. Officer capacity has impacted on ability to finish testing review and additional amendments in September, so it is hoped this aspect of the work can be progressed in either October and November. Officer identified that the NCSC training is available in Welsh and English and that we could download the SCORM files to ELMS. HR have been asked to ensure all new starters complete the Cyber Security training as part of induction. Wider refresher training will be

				launched once data protection training is also live.
CS/ AGS #3853	Digital Skills: Implement Communication plan for Cyber Security, Digital Skills and Data Protection.	Green	Green	Progress Status: In Progress / On Track Updated ELMS training on cyber security and DP in progress. Cyber security training across 3 Wales NP (3 sessions over July, Aug, September) well attended. Authority team leaders post about ICO guidance on disclosing documents. Annual wellbeing reviews underway across the Authority - specific question about IT skills.
CS/ AGS #3854	Digital Skills: Deliver training programme for staff to increase confidence in use of Microsoft 365/ Team, Sharepoint	Green	Green	Progress Status: In Progress / On Track Training sessions held on 17th April, 13th May, 16th June.
CS/ AGS #3855	Record Management: Further progress restructure of F/Drive and movement of digital files where appropriate to Teams/ Sharepoint	Amber	Amber	Progress Status: In Progress / Behind Work currently focusing on Archive and Park Delivery mop up work. Decarbonisation currently reviewing relevant documents in Park Delivery. Meeting held with Head of Engagement and Inclusion to discuss historic records linked to previous recreation management department.
CS/ AGS #3856	Record Management: Update Records of Processing	Green	Green	Progress Status: In Progress / On Track Template issued to members of Management Team in June for them to work with officers in their department to complete. Will review progress of departments at end of October, with issuing of further reminders for those departments that have not completed the template. Following this Performance and Compliance Officer and DPO will review to address technical data protection areas and to follow up with officers on any queries.

CS #3859	Record Management: Identify solution to photo/video storage management risks.	Green	Green	Progress Status: Not Started / On Hold Work on this has not commenced yet. Work on Records of Processing currently being given priority.
CS #3858	Managing IT Resource: Pilot and implement new IT/ Systems Project request form (2 stage management team approval process.)	Green	Green	Progress Status: In Progress / On Track 2 IT requests for stage 1 have been completed and will be submitted to Managers team Meeting in September. Feedback from Managers on the form has been received. The form will be reviewed in the Autumn.