

REPORT OF PERFORMANCE AND COMPLIANCE CO-ORDINATOR

SUBJECT: IMPROVEMENT PLAN PART 2 AND ANNUAL REPORT ON MEETING WELL-BEING OBJECTIVES 2017/18

Under the Local Government (Wales) Measure 2011, the Authority is required to publish an Improvement Plan Part 2 by 31st October. The Well-being of Future Generations Act 2015 also places a duty on the Authority to set out its Well-being Objectives and to demonstrate how these contribute to the Welsh Government's seven Well-being Goals. Under the legislation each year bodies must publish an annual report showing the progress they have made in meeting their objectives. They must also demonstrate how they have applied the 5 ways of working under the sustainable development principle of Long Term, Prevention, Integration, Collaboration and Involvement.

This document is both the Authority's Improvement Plan Part 2 and its annual report on progress made against its Well-being Objectives. It also acts as our annual equality report (see Objective 1, 3, 4, 5 and 6.)

This report outlines progress against the work programme proposed in the Authority's Corporate and Resources Plan for the year 2017/18.

Compliance

The National Park Authority is required to comply with the Well-being of Future Generations Act, Local Government (Wales) Measure 2011 and Equality Act 2010.

Human Rights/Equality issues

The document incorporates the Authority's annual equality report and Authority employment information at 31st March 2017 in line with the reporting requirements of the Equality Act 2010.

Sustainable Development Principles

The Well-being of Future Generations Act requires public bodies to act in accordance with the sustainable development principles. In this plan we have highlighted how the sustainable development principles are embedded in the Authority's work.

Welsh Language statement

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

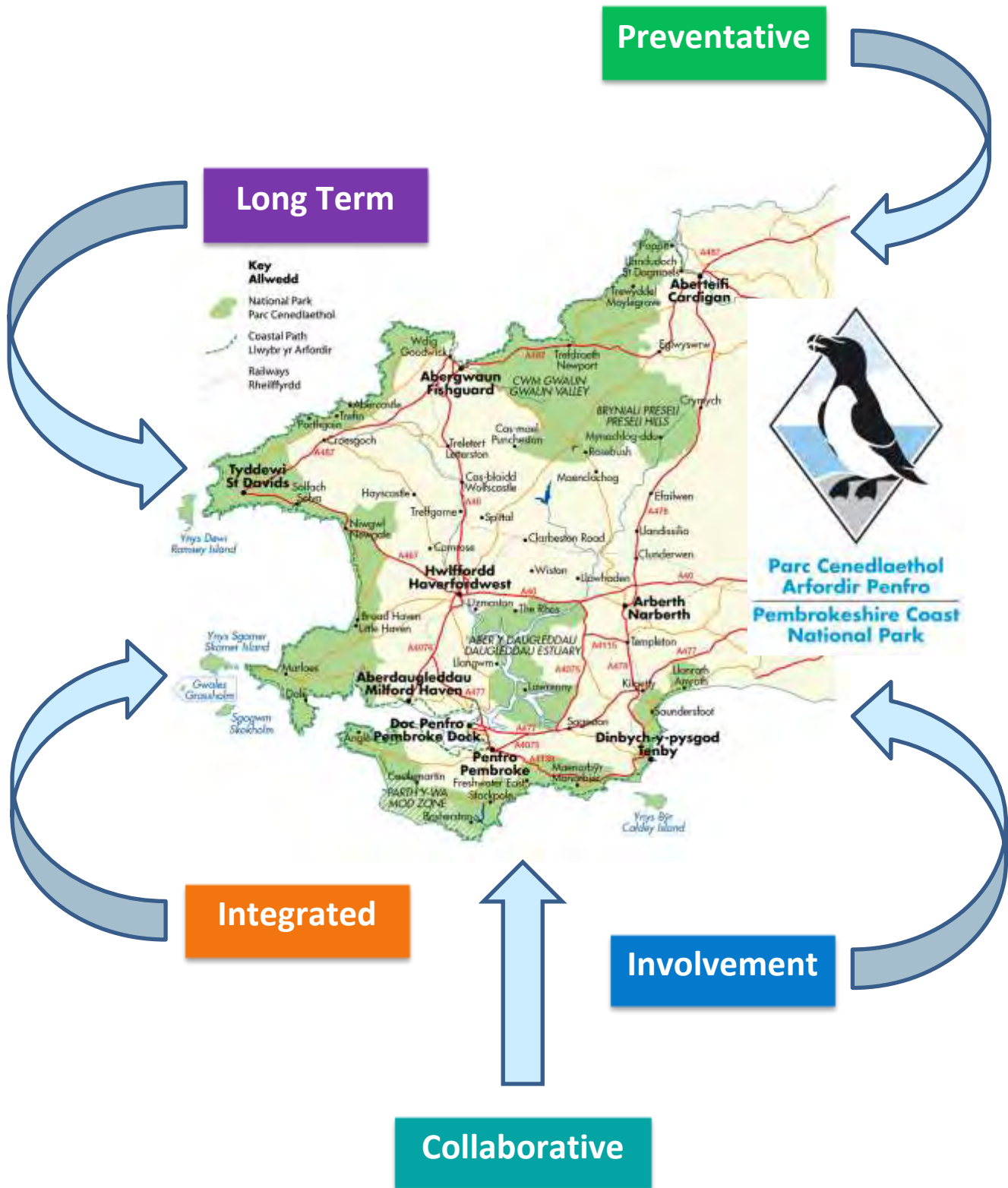
Recommendation:

Members are requested to approve the Improvement Plan Part 2 and Annual Report on meeting Well-being Objectives 2017/18

(For further information, please contact Mair Thomas, Performance and Compliance Co-ordinator)

Pembrokeshire Coast National Park Authority

Annual Report on Meeting Well-being Objectives and Improvement Plan Part 2 – 2017/18



Introduction

This documents sets out Pembrokeshire Coast National Park Authority's contribution and performance in 2017/18 against its well-being objectives. It also shows how we have applied the 5 ways of working under the Well-being of Future Generations Act in our work and acts as our annual equality report (see Objective 1, 3, 4, 5 and 6.)

We would like to thank staff, Members, volunteers, partners and communities within and beyond the Park for helping us deliver activities highlighted in this document.

During this period the Well-being Plan for Pembrokeshire was being drafted and this Plan will influence future work of the Authority.

Pembrokeshire Coast National Park

Pembrokeshire Coast National Park was designated in 1952 under the National Park and Access to the Countryside Act 1949. The National Park covers an area of 612km², with approximately 23,000 people living in some 50 community council areas. Most of the National Park is in private ownership with the Authority owning only about 1%.

Pembrokeshire Coast National Park Authority

The Pembrokeshire Coast National Park Authority was created as a free standing special purpose local authority under the 1995 Environment Act (the Act). The Authority consists of 18 Members, 12 nominated by Pembrokeshire County Council and six appointed by the Welsh Government.

Park Purposes and the National Park Management Plan

The Environment Act 1995 specifies that the Purposes of a National Park Authority are

- ❖ **To conserve and enhance the natural beauty, wildlife and cultural heritage of the park area**
- ❖ **To promote opportunities for the understanding and enjoyment of the special qualities of the area by the public.**

The Act also states that in pursuing the above purposes the Authority has a duty to seek to foster the social and economic well-being of local communities.

Every five years the Authority is required to produce a National Park Management Plan which sets out how it would like to see the National Park managed, not just by the Authority itself, but by the other agencies and organisations whose activities might impact on the Park.

The Authority is the statutory planning authority for the National Park area and is responsible for the preparation of the Local Development Plan.

Our Well-being Objectives and their contribution to the Welsh Well-being Goals

To encourage and support the development of sustainable employment and businesses, particularly in tourism & recreation.

Contributes to a 'Prosperous Wales' and a 'Resilient Wales' by encouraging the development of new and existing businesses and increasing the number of jobs while discouraging unsustainable use of natural resources. Maintaining and promoting tourist assets in the Park including the coast path should support a 'More Equal Wales' and a 'Healthier Wales.'

To improve the health of the National Park's ecosystems.

Nature based approaches and planning policies promoted by the Authority support the healthy functioning of ecosystems in the Park contributing to a 'Resilient Wales'. The Authority promotes a place based approach alongside working with landowners and communities on conserving the Park and promoting connectivity, this supports 'Wales of Cohesive Communities'.

To enable and encourage more people to improve their well-being by making a greater use of the National Park regardless of their circumstances.

Activity in the outdoors, such as walking, can improve the feeling of well-being, reduce stress and be inspirational. By promoting more regular use of the outdoors, encouraging volunteers and removing barriers to access this objective contributes to a 'Healthier Wales', 'More Equal Wales' and a 'Wales of Cohesive Communities.'

To continue to ensure equality is embedded within the work and culture of the NPA.

The Authority will continue to encourage a more representative range of people to become engaged and involved with its work and the National Park, contributing to a 'More Equal Wales.' It will use its Strategic Equality Plan to embed equality and diversity within the work and culture of National Park Authority.

To work alongside communities to help them make the most of the NPA.

Already many communities, communities of interest such as landowners and local groups are engaged with and contribute to the work of the National Park Authority from consultation responses to local environmental improvement projects. By taking a co-production approach, engaging with new opportunities such as the nature recovery plan for Pembrokeshire and developing our work to engage new audiences that are representative of society we will add to a 'Wales of Cohesive Communities.'

To protect and promote the local culture of language, arts and heritage of the area.

Pembrokeshire has a rich culture in the arts, heritage and language that the Authority supports. This is recognised as part of the area's distinctiveness contributing to a "Wales of Vibrant Culture and Thriving Welsh Language.'

To ensure our work makes a positive contribution to global well-being.

By working to reduce our carbon footprint, promoting resource efficiency within the Park, supporting the green growth agenda through SDF projects and educating people about the special qualities of the Park the Authority is contributing to a 'Globally Responsible Wales'.

Measures and actions were also established for governance and financial sustainability to support the Authority in effectively achieving the above outcomes now and in the longer term.

Funding

The Authority's net expenditure is determined by the Welsh Government, by allocating the annual National Park Grant and levy, which remained unchanged from 2016/17 at £3,939k. However this follows reduction preceding years; In 2014/15 the Authority absorbed a £349k, or 7.4%, reduction in the Grant and levy followed by a reduction of 4.12% in 2015/16 and a 6.04% for 2016/17. The total the N.P.A. Grant and Levy therefore fell by £782k from £4,721k for 2013/14 to £3,939k in 2016/17. The increased income from merchandise sales at the centres, car park income and other charges and grant income has compensated for the reduction in core funding.

Measuring Performance – Well-being Objectives

In order to measure our performance against our Well-being Objectives the Authority has looked to gather data across a number of new areas alongside existing key and statutory indicators. This data will form a baseline for analysis on performance against our Well-being Objectives going forward. It is recognised that indicators used will need to adapt to external changes and be reviewed to ensure they are fit for purpose as year on year data is collated and compared going forward.

The Authority is also looking at how it can utilise qualitative data to help support analysis of its contribution and performance against the Well-being Objectives to provide a more complete analysis.

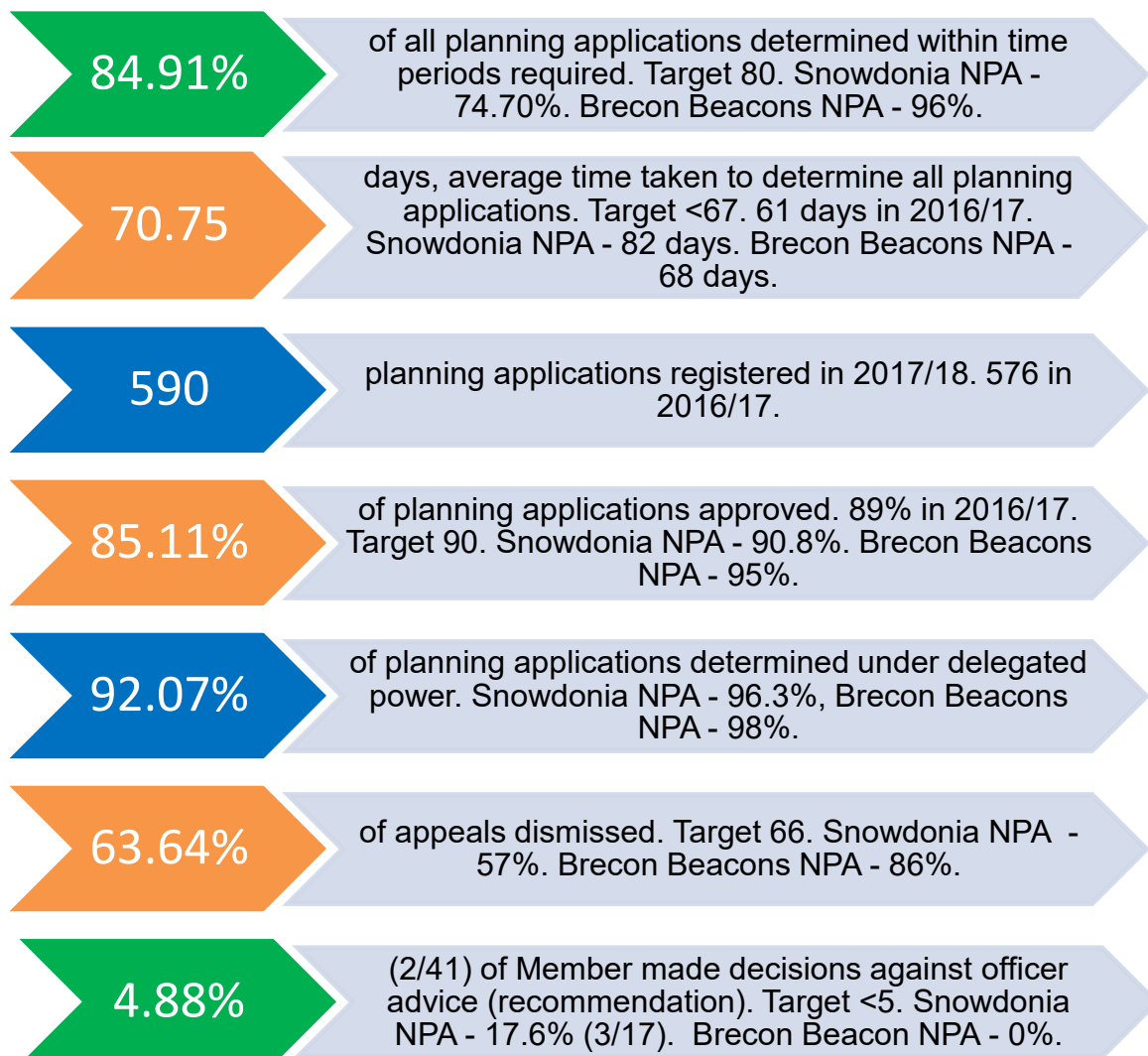
The Well-being of Future Generations (Wales) Act 2015 requires public bodies to act in accordance with the sustainable development principles of: Long Term, Prevention, Integration, Collaboration and Involvement. Throughout the document examples are provided of how we have applied these principles in practice.

Well-being Objective 1: To encourage and support the development of sustainable employment and businesses, particularly in tourism and recreation

Long Term Planning - Local Development Plan

During 2018/19 the Authority agreed the Deposit Local Development Plan (LDP) for consultation, in line with timescales set out in the Delivery Agreement for the Plan. The plan sets out planning policies to guide where development should and shouldn't happen in the Park until 2031. Under the plan parcels of land are allocated for housing, including affordable housing. The LDP also highlights areas that should be protected from development, such as open spaces, countryside and coastline. It also includes policies to support business and community developments. The Deposit LDP has been subject to a Sustainability Appraisal, Equality Impact Assessment and a Habitats Regulations Assessment and the preferred strategy also went out for consultation.

Planning Service – Implementing planning policy in practice





applications for costs at section 78 appeal upheld in the reporting period. Target 0. Snowdonia NPA - 0. Brecon Beacons NPA - 0.

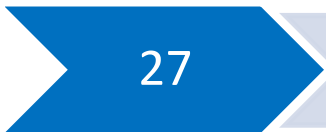
Annual Planning Performance Report 2016/17 – Sustainable Development

Every year the Authority submits to Welsh Government a planning performance report which contains our performance against the Welsh Government Sustainable Development Indicators and gives us an opportunity to provide context to our performance in these area. Measures include planning permission for new economic development on allocated employment sites and planning permission granted for renewable and low carbon energy development. Our report is published annually on our website.

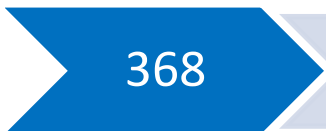
Visitors – Engaging people with the Special Qualities of the National Park



visitors to our centres across the Park.



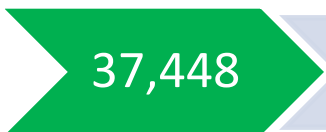
dark sky events were held by the Authority. These events provided opportunities to learn and enjoy the dark and stars you see as a result.



attendees across the Authority's dark sky events. Brecon Beacons NPA - 493 attendees across 6 dark sky events.



filming licences were issued by PCNPA in 2017/18. 68 filming enquiries were received in this time period.

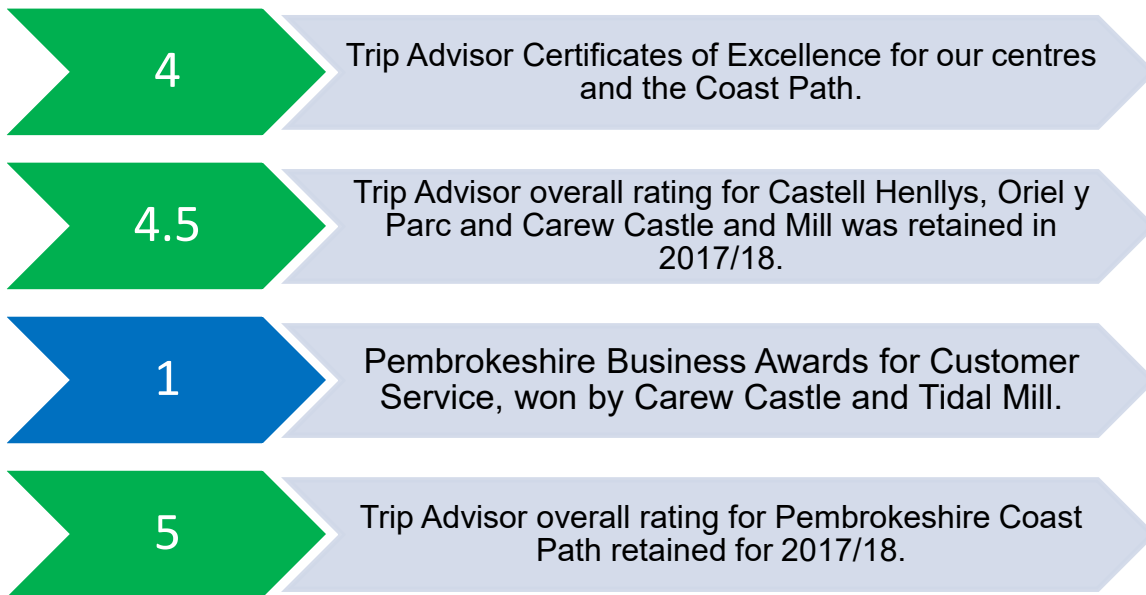


followers across our social media chanel with 272,099 hits to our main website.

Improvement Opportunities: New Website

In 2018/19 the Authority will look to develop a new website to improve our online offer.

Responding to feedback from visitors:



"Well worth the visit and good accessibility for a wheelchair... The welcome from the man at the entrance was very warm and he explained the best areas of the castle I would be able to see as a wheelchair user"

Visitor to Carew Castle

"I learned more in 2 hours here than in much of my school history lesson. Highly recommended."

Visitor to Castell Henllys

"So we weren't aware of the Graham Sutherland connection to the area, but we are now. The gallery spaces are great and the Sutherland room especially is fantastic. What an amazing treat to see his paintings in the area that inspired him so much."

Visitor to Oriel Y Parc Gallery

"Some great walks. Some easy and then there are those hard ones like Poppit Sands to Newport! Superb views and with the local shuttle buses so easy!"

Coast Path User

Improvement Opportunities: Customer Service

At an operational level staff regularly review and respond to Trip Advisor comments, enabling us to make responsive service delivery improvements on the ground.

Working collaboratively to take a long term view of tourist information provision

Piloting Summer Ranger	The Authority trialled a new approach to delivering information and engaging with people in the Tenby and Saundersfoot area over the Summer of 2017. A seasonal ranger provided on the spot information and activities in locations which high footfalls of visitors and interactions could complement and add to the visitor experience. Following this pilot two seasonal rangers have been appointed for the North and South of the Park for 2018/19.
Parkwise Sessions	The Authority has been engaging tourist providers within communities to become ambassadors for the Park through its Parkwise sessions. Sessions have been delivered to Bluestone National Park Resort staff in the south of the county and Pembrokeshire County Council visitor information staff. Work is underway to look at how similar sessions could be delivered to other tourist businesses across the Park.
Celtic Routes	The Authority is part of a 3 year INTERREG funded project between West Wales and East Ireland aimed at increasing tourism visits between the two countries with a specific focus on North Pembrokeshire.
Workshops with Tourism Businesses	The Authority commissioned three workshops to be undertaken in May and June 2018 across North Pembrokeshire aimed specifically at tourism businesses to understand how we can support the tourism trade in providing information to visitors.
Wales Coast Path	The Authority has been commissioned by the Welsh Government and Visit Wales to deliver a national marketing campaign for the Wales Coast Path throughout 2018 and 2019.
Coast To Coast	The Authority has continued to provide information to visitors and local communities of events and activities going on in the Park through its Coast to Coast publication. This publication is distributed to venues across Pembrokeshire and is also available online through the Coast to Coast App.
Interpretation Plans	The interpretation team are commissioning revised interpretation plans for North and South Pembrokeshire. Each plan will assess the full range of information provided by PCNPA (notice boards, leaflets, social media, etc.) and create a plan to modernise and update our approach. Work will be implemented from 2018-2020.

Maintaining the Coast Path and Inland Rights of Way in the Park for current and future generations

86.31

% of Public Rights of Way open and accessible and meeting the quality standard. This is an increase on the 2017/18 figure of 85.81%.

260

Concerns about Public Rights of Way standards were responded to in 2018/19.

Taking an integrated approach to maintaining and improving Public Rights of Way

The Authority has worked with Pembrokeshire Council and the Local Access Forum on reviewing the Public Rights of Way Improvement Plan. This is a statutory plan and the review aims to ensure the Authorities continue to identify, plan and prioritise improvements to their path networks effectively for the next 10 years. The plan will be subject to joint public consultation process between the Authorities in 2018/19.



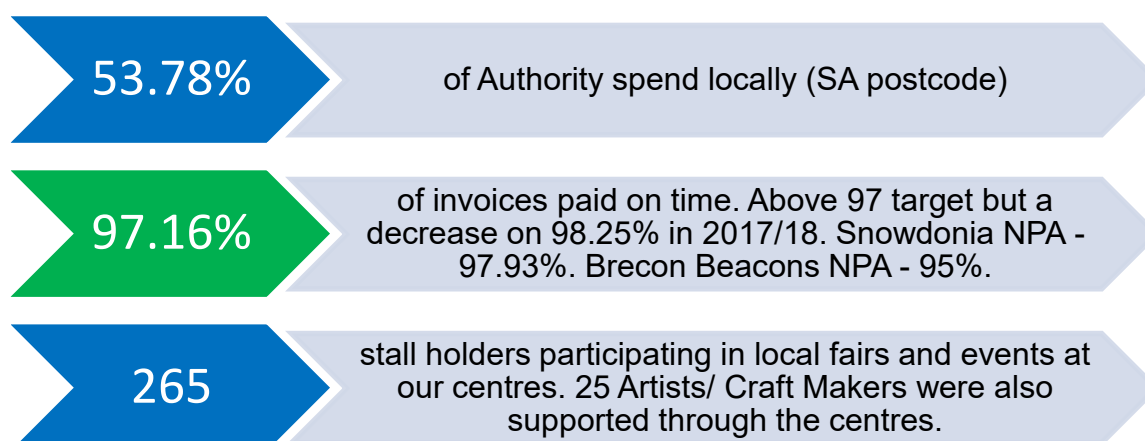
National Park Authority Warden teams work on a summer cut on a public right of way

New Ways of Working: The Digital Park Project will be looking at how to improve 'back-office' systems for Wardens and related teams, looking to improve areas such as work- recording, data collection and scheduling through a digitisation and streamlining of process.

Promoting sustainable tourism through working collaboratively with others

Events Guidance	<p>The National Park offers a great opportunity for outdoor events, attracting events such as Iron Man and other triathlon events. It is important that these events are run in a sustainable way and take account of an understanding of location issues and sensitivities. The Authority has been working with Pembrokeshire County Council to develop Events Management Guidance to assist the sustainable management of events.</p>
Naturally Connected Project	<p>This pilot project worked with seven tourism businesses across the National Park to assess and improve biodiversity on privately owned sites and improve visitor experience. Each participating business received an ecological survey of their land along with an ecological report, which recommended options that could enhance their land and buildings for wildlife. At Tyriet Farm volunteers built an otter holt, while at Brandy Brook camping trees were planted and hedges laid. Penrhiw Hotel improved their hay meadow with yellow rattle seeds, Picton Castle celebrated their meadow with a new interpretation board and Llwyngwair Manor Holiday Park received equipment and training to run river and pond dipping sessions to visitors.</p>
Castle Martin Ranger	<p>The Castle Martin Ranger has continued to liaise and work with recreation groups, including facilitating the Annual Climbing Meeting and the Annual Access & Recreation meeting.</p>
Visitor Giving	<p>LEADER funding was approved in 2017/18 for a Visitor Giving Feasibility Study.</p>

Supporting local businesses and long terms skills development



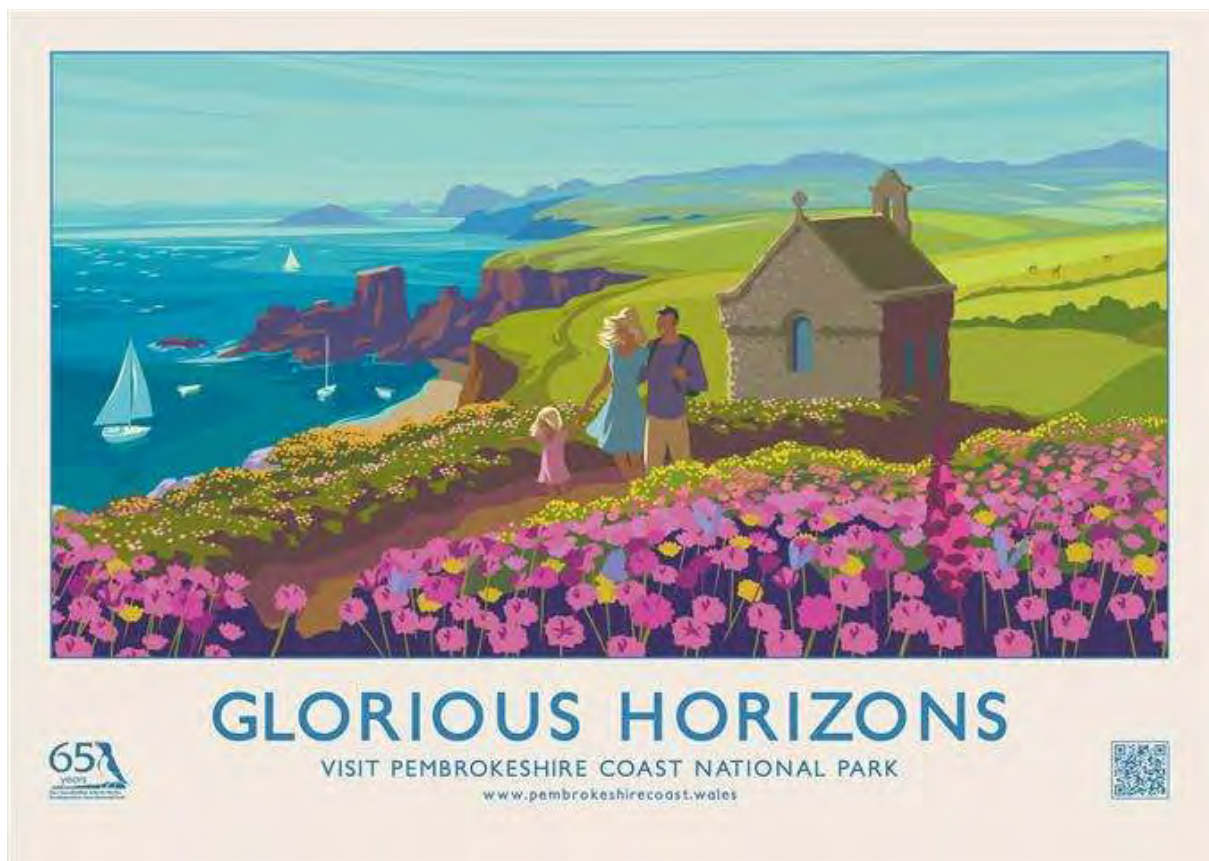
Supporting Local Contractors	In 2017/18 a new footpath was created at West Angle Bay. The improvements, including the construction of a surfaced footpath and fencing, were undertaken by local contractors alongside National Park Authority Wardens.
Skills in Action	The 2016/17 group of trainees completed their year on the programme funded by the Heritage Lottery Fund at the end of August. The Authority then extended the Skills in Action programme to offer two additional six-month traineeships. This programme gave apprentices the opportunity to learn a wide variety of practical conservation and estate management skills. Previous trainees having gained employment with a range of organisations in the countryside management sector.
Skills development	One element of the Pathways project is assisting participants with skills development and building confidence through providing relevant volunteering and training opportunities. Over the course of the project the Authority aims to track the ways in which individuals benefit from their experience of the project. The Warden teams have continued to host college, school and university work placements providing opportunities for people to develop countryside management skills.
Café Franchise and Concessions	The Authority supports a number of businesses through providing Café Franchise at Castell Henllys and Oriel Y Parc and suitable concession opportunities on our estate including opportunities for ice cream vans on a number of sites.
Stitch in Time	The Stitch in Time project has had a positive impact on local skills development. Feedback from a small business noted: "I have an excellent working relationship with the landowners and the leader of the project and the project has helped me in many ways as a small business. Including funding a pesticide course so I could then go on to treat any knotweed which has been found in the area of clearing."

Improvement Opportunities: Long terms skills development

The Pembrokeshire Well-being Plan identifies 'Recruitment and employment transformation framework' as one of its project areas. The Authority has identified as one of its activities for 2018/19 the need to explore at a strategic level opportunities for developing work based learning, apprenticeships, training schemes, secondment opportunities within the Authority. It will look to align this activity with the aspirations in the Well-being Plan.

3rd purpose of the National Park

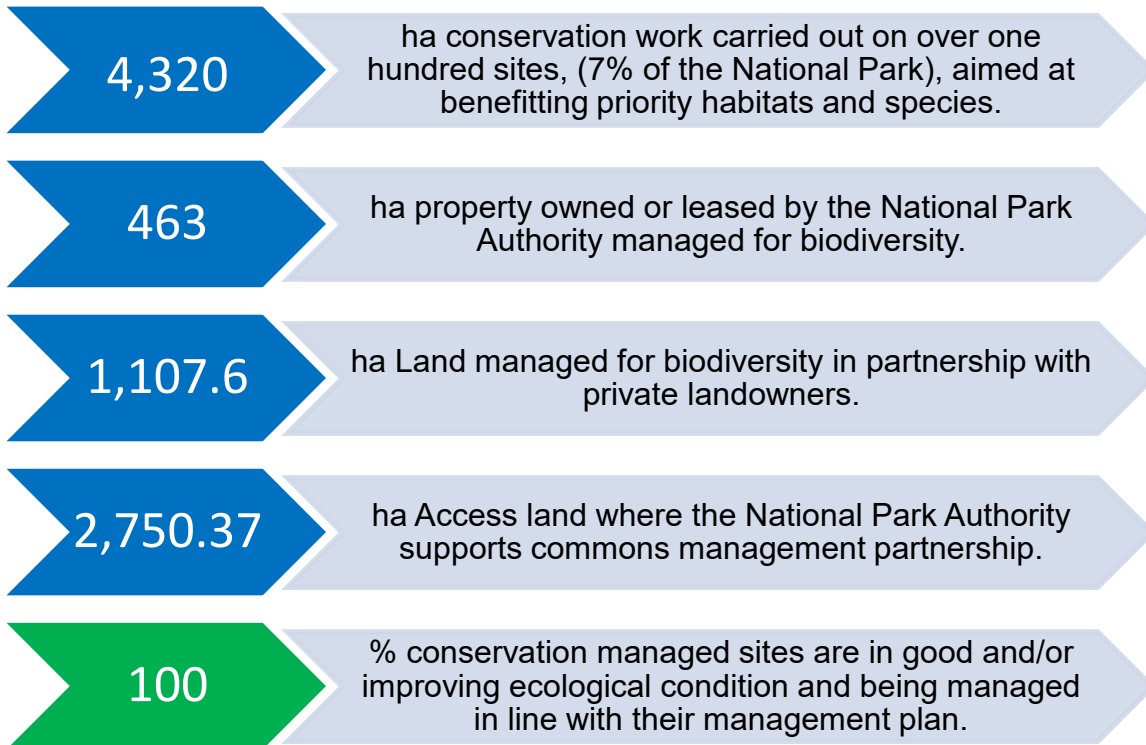
Over the last few year the National Park Authority has been involved in advocating for a 3rd purpose to be recognised in legislation and has been engaged with the Welsh Government in the review of designated landscapes in Wales. In May the Welsh Government's Future Landscapes Working Group published its 'Future Landscapes: Delivering for Wales – The Review of Areas of Outstanding Natural Beauty and National Parks in Wales.' This was followed by the Minister for the Environment Oral Statement to the National Assembly in March 2018. In this statement the Minister noted Welsh Government will not be changing the purposes of National Parks. In terms of activity that supports the social and economic resilience of communities the statement noted that there is no barrier to National Parks doing so within their existing purpose. As such activities the Authority has been pursuing under this Well-being Objective are compatible with current Park purposes.



The Authority launched a new retro railway poster featuring the Pembroke Coast Path at St Non's Chapel in 2017/18.

Well-being Objective 2: To improve the health of the National Park's Ecosystems

Protecting and enhancing the Park's Ecosystems through managing our own properties and working collaboratively with landowners and farmers



Progress – Site moves from Amber to Green

After many years being assessed as 'Amber' one particular site in the Manorbier area is now assigned a 'Green' status. The Authority has carried out grassland and grazing management for conservation and the meadow is now of good quality with a range of characteristic species. Whilst we are still dealing with some management issues (such as encroachment of bindweed and hogweed) the management of the site is settled and the purchase of new larger equipment meant it was possible to make good quality hay enabling disposal of the hay as forage rather than on site for composting. The grazing regimes are working well. Cough were also spotted feeding on the site in the winter of 2017/18.

The site offers a best practice example of restoration of amenity grassland for pollinators and this achievement has been reported to the Welsh Government under their action plan for pollinators. The site also demonstrates an excellent example of buffering a coastal Site of Special Scientific Interest, protecting and enhancing the special features and giving users of the Pembrokeshire Coast Path National Trail / Wales Coast Path the space to spread.

Working collaboratively to promote connectivity and enhance Natural Environment

38

hectares of new pollinators habitat has been created.

Seven new agreements have been made this year covering just over 55 hectares. These agreements focus on hay meadow management and restoration. Three of these are in close proximity to each other and are in turn close to the National Park Authority's Freshwater East property, forming a chain of land managed for wildlife. UK-wide, we have lost at least 98% of our hay meadows since the 1930s, so those that remain are very precious. The new agreements will also help restore several meadows to their former glory, following a period of more intensive farming.

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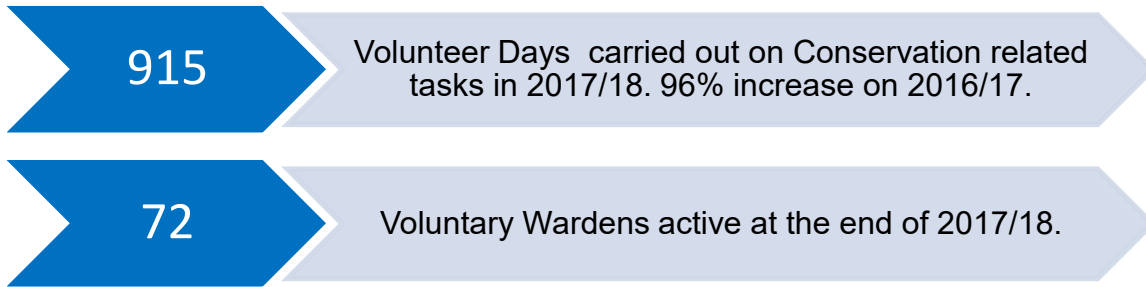
sites in the Mynydd Preseli Special Area were created for Conservation (SAC) this year. Overseen by North Warden Team.

The work was part of a partnership project involving the Pembrokeshire Coast National Park Authority, Natural Resources Wales (NRW) and the Pembrokeshire Nature Partnership. Natural Resources Wales identified three sites in Mynachlogddu namely Waun Isaf, Glynsaithmaen and Ty Cwta where existing rills and small streams could be enhanced for Southern Damselfly and other species by mechanical excavation. The SAC is designated in part because holds the second largest population of Southern Damselfly in Wales and possibly in Europe. The habitat on which the damselfly depends is in decline mainly to due reductions in cattle and pony grazing on the commons. Additionally, a number of new and complementary linear open water features were also created to provide greater opportunities for the target species.

Llanion Meadow – Thinking corporately about biodiversity

The Authority's headquarters in Pembroke Dock is not where you might expect to find an established half hectare wildflower meadow. About six years ago the Authority let the grass grow long to create a hay meadow with a single annual cut. It now contains a huge range of wildflowers including swathes of black knapweed, common catsear, birds-foot trefoil, yellow rattle and red clover.

Involving volunteers in conservation work that helps improve the health of the National Park's Ecosystem



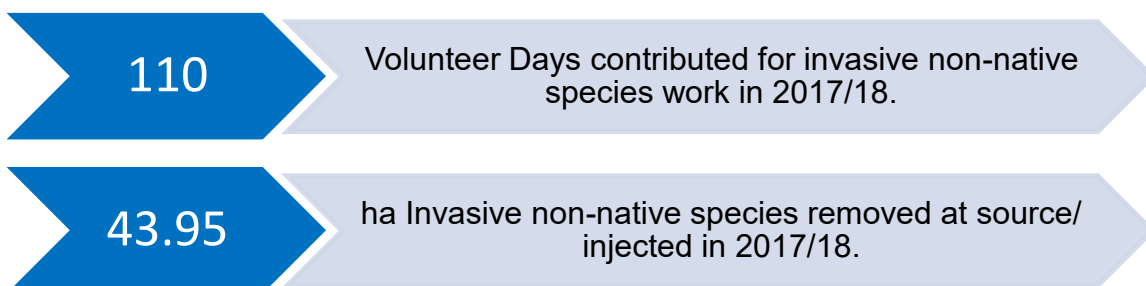
Llanferran Farm – Fencing for Conservation Grazing	Stock proof fencing is an essential part of any conservation grazing scheme and at Llanferran Farm, volunteers completed over a kilometre of replacement sheep net fence. This will allow ponies to graze Penbwchdy headland coastal heathland rather than breaking into grassland adjoining. Volunteers have contributed over 100 volunteer days on this activity with Volunteer Wardens, Friends of the National Park and Prince's Trust groups all contributing.
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Developing the skills of those engaging in protecting the Park

A study day was held on the 18th January and was opened out to all volunteers. There were 19 voluntary wardens, 13 Pathways volunteers and a Pathways group of 5 from Clynyfw Care Farm.

Volunteers who are part of the Pathways project are able to access training through their volunteering. Plans have been developed for a Park Ambassador Programme as part of Pathways with events in the training programme contributing towards the knowledge and learning required for Ambassadors. Training opportunities available through Pathways will also be made available where spaces allow to Volunteer Wardens.

Involving volunteers and communities in carrying out continued preventative work on invasive non-native species



Taking a Place Based Approach – Source to Sea Control in the Gwaun Valley

Source to sea control is now being implemented in the Gwaun Valley for Himalayan balsam and Japanese knotweed (with the exception of a single site where permissions have been withdrawn by the landowner). On the Clydach catchment the control will reach its confluence with main Nevern River in this coming year.

There is evidence that the resource required at each site is reducing year on year. Himalayan balsam sites in the upper reaches of the Gwaun Valley stopped showing balsam in September 2017. In the previous season control effort continued until first week of November.

One of our core volunteer groups, the Friends of Pembrokeshire Coast National Park, has been able to move from their original adopted tributary site and deploy their resources lower down in the catchment.



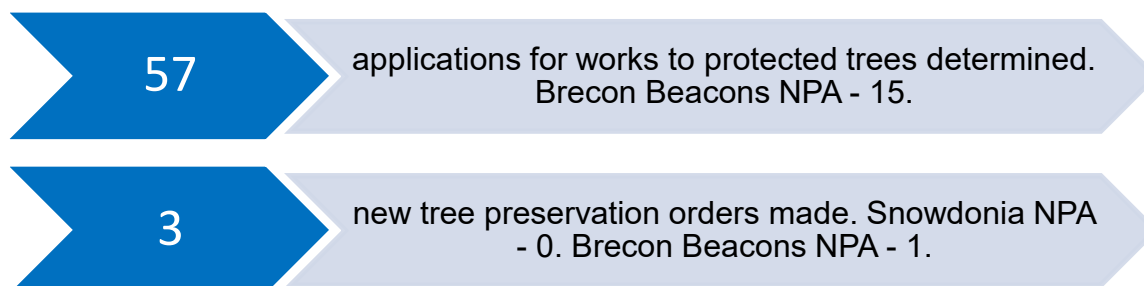
Volunteers contributing to tackling invasive non-native species

Promoting sustainable development and the protection of the special qualities of the Park through planning policy

0

approved developments contrary to landscape protection policies (LDP policy 8) in 2017/18. 0 in 2016/17. In 2015/16 there was 1.

Working to protect trees and woodlands in the National Park



Challenges to Protecting Trees in the Park 2017/18 – Illegal Felling

Around 30 trees were illegally felled in one of the groups of trees covered by a TPO (Tree Protection Order) on Freshwater East Local Nature Reserve. Despite officer investigations, press appeals to members of the public and even the offer of a cash reward the National Park Authority currently has insufficient evidence to pursue a prosecution.

Working collaboratively and taking an integrated approach to protecting and enhancing the Park's ecosystems

Pembrokeshire Nature Partnership	In 2017 the Pembrokeshire Local Nature Partnership was launched. This Partnership provides a strategic overview and forum for collaboration in implementing EU, UK, Welsh and local priorities for biodiversity action. A draft Nature Recovery Plan has been produced by the Partnership. The Authority has been involved through the partnership in a project with Bug Life called B-line. The aim of the project was to map strategic pollinator corridors across the South and West of Wales. As part of this the National Park's coastal habitats were highlighted as strategically important.
Pembrokeshire Grazing Network	This year the Pembrokeshire Grazing Network supported grazing on 40 sites covering a total of 328ha. In addition the network supports grazing on 9 of the Authority-owned sites, totalling around 240ha.
Fire Management Group	This Group comprises of key partners including Natural Resources Wales, the National Trust, Wildlife Trust South and West Wales, Welsh Government and the Mid and West Wales Fire and Rescue Service. It is administered by PLANED as a sub-group of the Pembrokeshire Sustainable Agriculture Network and is chaired by the Authority. Activities within 2017/18 included a comprehensive firebreak cutting programme carried out mainly within the Mynydd Preseli SAC. Controlled burning at Craig Rhosyfelin and Foel Dyrch. Liaison

	with and support to Pembrokeshire Adder Coordinator including incorporation of adder hibernacula data into controlled burning activities and wildfire fighting.
Pembrokeshire Coastal Forum	Officers from the Authority have worked with the Coastal Forum on the development of a Foreshore Management Plan. This plan will assist the Authority in prioritising its future work in this area.
Stitch in Time	In Lower Town Fishguard the Stitch in Time project is coordinating partners (Pembrokeshire County Council, Natural Resources Wales and a local community group) to ensure the most cost effective control strategy and to encourage others to step away from piecemeal management. In practice this has meant that Natural Resources Wales has re-allocated spraying budget originally intended for Himalayan balsam to Japanese knotweed control and the community group will now run volunteer work parties to eradicate balsam. This is a good example of how coordination makes the best use of everyone's resources.
Joint appeal with Dyfed Powys Police	During 2017/18 the Authority and Dyfed-Powys Police appealed to members of the public to stop camping in the dunes at Poppit Sands a Site of Special Scientific Interest, following a spate of incidents involving camp fires and littering.

Securing Funding for 2018/19 for conservation projects.

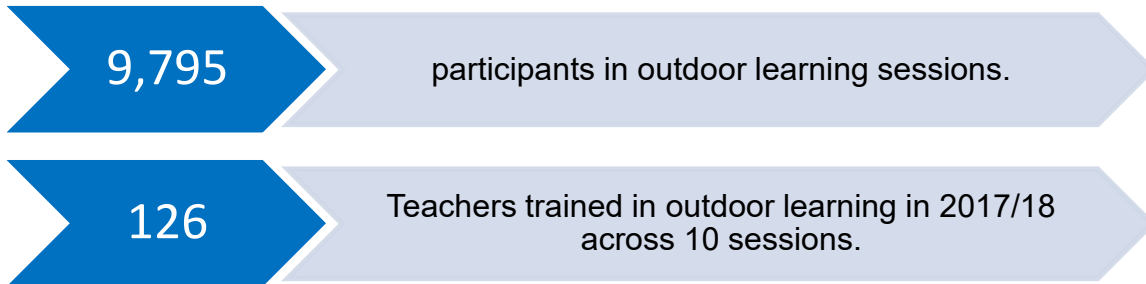
The Stitch in Time Project started in 2015 with funding from the Park Authority's Sustainable Development Fund (SDF) and has been able to continue its work with financial support from the Welsh Government. Funding was secured for continuation of the Castlemartin Ranger post for 2018/19.

Improvement Opportunities: Prioritisation of Conservation Projects

In 2018/19 the Authority will look to develop a framework to help prioritise and develop conservation projects, this will align with the development of framework for prioritisation for wider projects across the Authority. The Authority will also look at how it can secure continuation of funding for INNS work beyond 2019.

Well-being Objective 3: To enable and encourage more people to improve their well-being by making greater use of the National Park regardless of their circumstances.

Engaging children with outdoor learning and working collaboratively with teachers for long term health, well-being and educational benefits



<p>Pembrokeshire Outdoor Schools Partnership</p>	<p>The Pembrokeshire Outdoor Schools partnership was established to promote outdoor learning in Pembrokeshire. In 2016 funding was secured for an Outdoor Schools Co-ordinator to further develop partnership working with schools. During 2017/18 the Partnership continued to promote outdoor learning through supporting schools and teachers through providing a range of advice, resources, training and events. The partnership arranged an event for schools from across Pembrokeshire at the Field Studies Council's Orierton Field Centre to celebrate the great outdoors as a place for learning for children of all ages. More than 130 children took part from Stepside CP School, The Meads Infant and Nursery School, Lamphey Primary School, Ysgol Clydau, Ysgol Bro Dewi VA, St Dogmaels CP School and Tavernspite CP.</p>
<p>Wild Garden Outdoor Learning Space</p>	<p>A Ranger has worked with St Francis Catholic Primary School, Milford Haven to create wildlife garden by constructing 3 planters, 1 bug hotel, woodchip path, reed screens and hedgehog house with the help of the school pupils and Voluntary Wardens. A Ranger has been working with Pembroke Dock Community School to create an outdoor learning area and wildlife garden.</p>
<p>Creating an outdoor learning area for pupils with additional learning</p>	<p>The South West Ranger during 2017/18 has been working on a large re-landscaping project in the grounds of 'Stepping Stones' in Neyland. The aims are to 'rewild' sections of the lawn (wildflower meadow, sensory garden) and create peaceful, outdoor learning area for the pupils who all have additional learning needs. The work is conducted every Friday with an LSA and a selection of pupils ranging from 14-17 years old. So</p>

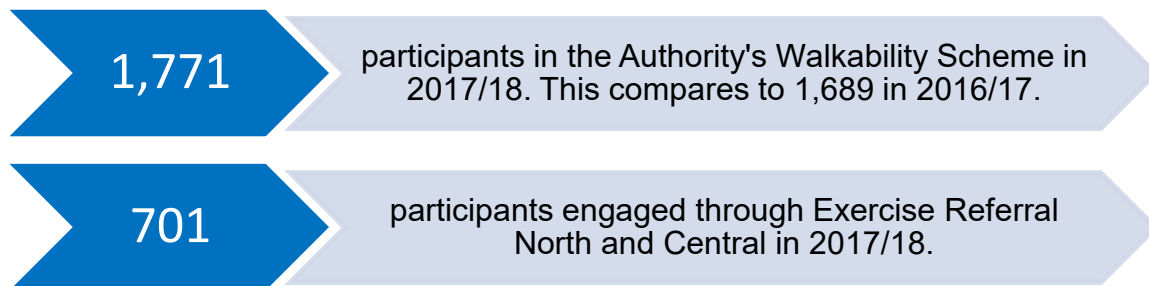
needs.

far they have created a barefoot walking trail and work has begun on a wild flower meadow complete with 2 bug houses.

Helping to facilitate a collaborative forum to increase access to health and well-being opportunities from the outdoors

During 2017/18 the Authority continued to facilitate the West Wales Nature Based Health Service Network which provides opportunities for commissioners to build links with those delivering services on the ground in communities.

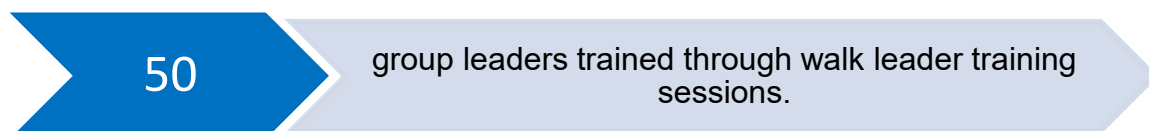
Providing supported walking opportunities through Walkability to remove barriers to accessing the outdoors and improve people's health and well-being



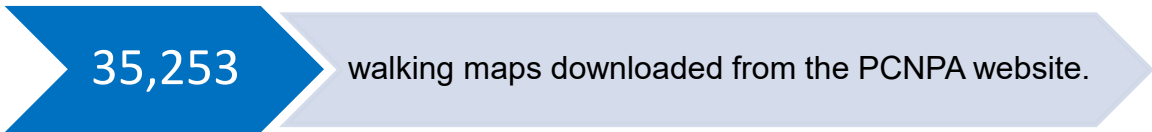
Groups engaged with through Walkability in 2017/18 included:



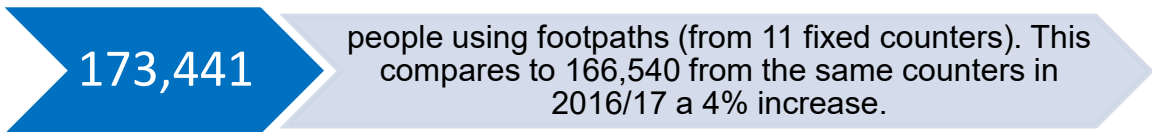
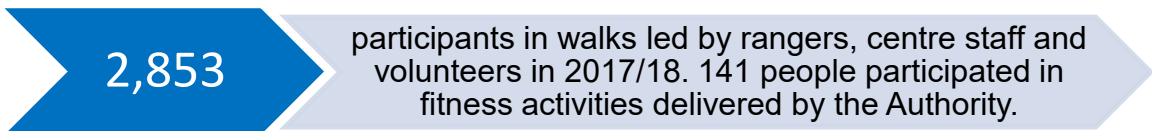
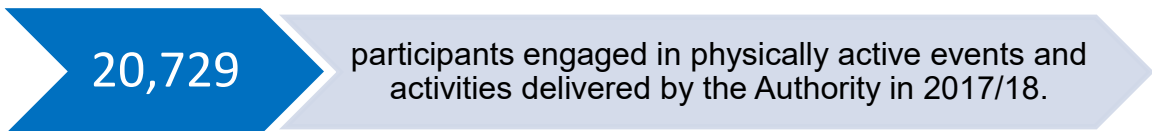
Helping others to be able to deliver future supporting walking opportunities



Promoting and providing walking and physical activity opportunities in the Park for positive health and well-being outcomes



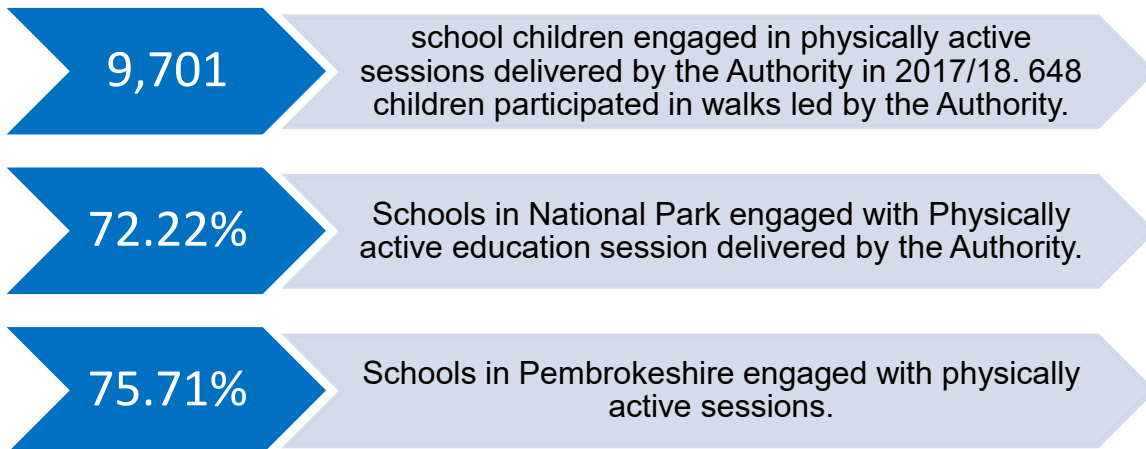
<p>Online Walking Groups Directory</p>	<p>A new free online directory of walking groups was made available on the Authority’s website with the aim to make more Pembrokeshire people aware of the opportunities on their doorstep and help improve their health and well-being. It includes details from more than 30 groups, from locations including St Dogmaels and Cilgerran in the north to Tenby and Llanteg in the south, with many organising walks all over the county and beyond.</p>
<p>Let’s Walk Pembrokeshire</p>	<p>The Authority has continued its involvement with the Let’s Walk Pembrokeshire initiative which aims to encourage people of all ages and abilities to take the first steps to making walking part of their daily routine. This included promoting walking events across specific months of October and May. Walkability now falls under the Let’s Walk Pembrokeshire umbrella.</p>



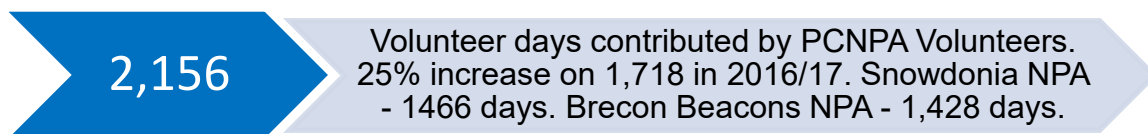
Working collaboratively to develop running offer

The Authority has been working in partnership with local running group to develop running events at suitable locations. This included a trial event in partnership with Pembrokeshire Harriers of a 7.5km circuit around St Brides Castle. Further running events on Newgale Beach were delivered during the year and were well attended.

Engaging children with fun physically active sessions contributing to long term health and well-being benefits



Providing accessible volunteering opportunities and community projects that prevent isolation and promote long term well-being.



Volunteer and Activity Co-ordinator	During 2017/18 the Authority appointed a Volunteer and Activity Co-ordinator to assist the Authority in developing its volunteer offer and support for volunteers. A volunteer handbook is in development.
Pathways – Increasing Access to Volunteering	Pathways is a PCNPA project funded by a grant from the Welsh Government. The project, which started in the Autumn of 2017, aims to help more people spend time in the outdoors by providing volunteering, learning and training opportunities in the National Park and nearby areas. At Ty Canol Woods (National Nature Reserve) volunteers worked alongside the Authority’s Community Archaeologist to clear scrub and bracken from around the ramparts of an Iron Age fort. At Lodge Park Woods on the National Trust’s Stackpole Estate, a Pathways group undertook woodland management, clearing ivy from ancient yew trees to ensure their continued good condition. Pathways volunteers gave a helping hand to the Ann’s Withybush Volunteer Ground Force team, who had been working for months to clear overgrown areas around the Bro Cerwyn Centre and Withybush Hospital. The two groups worked together to remove piles of vegetation from the site and transport them to the nearby civic amenity site.

Leading Sessions – Events and Activities

Volunteers with the Authority play an important role in delivering events and activities which promote the special qualities of the park and increase access to the outdoors. For example volunteers contributed 49.5 volunteer days to assist the Walkability project.

Taking an integrated approach to help deliver sustainable travel opportunities to access the outdoors

The Authority continued its financial commitment to Greenways Partnership which delivers the Pembrokeshire Coastal Bus Service for 2017/18 and for 2018/19.

More than 90,000 people travelled on the buses in 2017/18, compared to 85,000 in the previous year and 82,000 in 2015/16. The buses are run and funded by Pembrokeshire County Council and Pembrokeshire Coast National Park Authority.



The Strumble Shuttle, one of the popular coastal buses serving the Pembrokeshire coastline.

Working with Croeso Organisation to welcome refugees to the county

Through working with local Croeso organisations two refugee families based in the county attended an outing to Carew Castle. It was a great opportunity for the two families to meet for the first time and they had great fun exploring the castle. The opportunity enabled the families to talk about their experiences of castles in Damascus, Aleppo and Homs.

Well-being Objective 4: To continue to ensure equality is embedded in the work and culture of the NPA

Continuing to assess impact of plans and policies on protected characteristics



Equality Impact Assessments completed and one screening. Question on EIA included in preferred strategy consultation for Local Development Plan.

Providing skills development opportunities for underrepresented groups

Skills in Action	The two additional Skills in Action Trainees have a training action plan which helps them get the most out of their time as trainees. As part of their traineeship they have received first aid, flail mower, brush cutter and chainsaw training. Placed within the West Warden team, the Wardens play a key role in sharing their skills and knowledge with the trainees.
Pathways	Pathways project is offering opportunities for participants to develop new skills through learning and training opportunities delivered alongside their volunteering. Ten volunteers took part in the 'Introduction to Hedgelaying' course, working with the Carew Castle warden on a stretch of hedge on the perimeter of the site.
Supporting Learning Opportunities for Young People and Children with Additional Learning Needs	Through the Rangers the Authority has offered outdoor learning opportunities for young people and children with additional learning needs. 3 practical work sessions were run for the Discovery Group at Sir Thomas Picton School in Haverfordwest. The group is for pupils who are receiving extra support out of the classroom for a variety of reasons. The students conducted path improvement on the coast path near West Dale, gained new skills and experiences and there was full attendance at the sessions. Wednesday sessions have been delivered at Milford Haven Comprehensive School with pupils with additional learning needs and behavioural and emotional needs to assist them to complete construction of a new pond dipping platform and plant over 30 trees. The South Warden Team hosted a pupil from Pembroke School over the winter of 2017/18, providing them with the opportunity to develop countryside management skills across a number of sessions.

Have we seen an increase in the diversity of people applying for jobs with the Authority – What our equality monitoring data shows:

Number of Job Applications

2015/16	2016/17	2017/18
373	450	305

Job Applicants: Sex

Sex	2015/16	2016/17	2017/18
Female	38.9%	38.4%	37.4%
Male	61.1 %	61.3%	62.6%
Not Declared	0%	0.2%	0

Comment: There has been little change in the % of female and male applicants over the three years. With over 3/5 of applicants identifying as Male.

Job Applicants: Ethnic Origin

Ethnic Origin	2015/16	2016/17	2017/18
White	90.6%	89.1%	86.9%
Black and Minority Ethnic	0%	0.2%	0.3%
Not Declared	9.4%	10.7%	12.7%

Comment: Although approximately 1/10 of applicants across the years have not declared this information, the data available suggests that there has been little change in the number of applicants from Black and Minority Ethnic backgrounds, which remains low and the majority of applicants coming from a White ethnic background. The low level of job applicants from Black and Minority Ethnic Backgrounds makes it less likely that the Authority can increase the diversity of its workforce.

Job Applicants: Age

Age*	2015/16	2016/17	2017/18
Under 29/30	45.6%	35.1%	29.8%
30 – 30/40	15.2%	19.6%	20.7%
40 – 49/50	13.7%	17.3%	18%
50 – 59/60	11%	15.5%	14.1%
60 and Over	3.2%	2.9%	4.9%
Not Declared	11.3%	9.6%	11.1%

Comment: *New age categories were introduced from 1st January and as a result this may impact on accuracy in relation to applicants whose age are on boundary ages.

The age bracket which has seen a reduction in job applicants across the three years is the under 29/30, this decline corresponds to the reduction in skills in action vacancies.

Job Applicants: Disability

Disability	2015/16	2016/17	2017/18
Identify as having a disability	1.6%	1.9%	1%
Identify as not having a disability	88.7%	89.3%	86.7%
Not Declared	9.7%	8.6%	12.1%

Comment: Although the number of applicants not declaring has increased to above 1/10 of applicants, the data available suggests that there has been little change in the number of applicants identifying as having a disability.

Job Applications: Religion or Belief, Sexual Orientation and Gender Reassignment

The Authority started collecting this data from January 2018 for job applicants. This data will be analysed at the end of 2018/19 reporting period.

Employees who have applied to change position

	Number of Internal Applicants	Number of Successful Applicants
2015/16	5	1
2016/17	21	8
2017/18	4	1

Comment: Numbers are too low to report against the protected characteristics as individuals could be linked to data provided.

Improvement Opportunities: Increasing diversity of job applicants

In 2018/19 the Authority is implementing changes to our recruitment application process, moving to an online process. It is hoped that this move will help attract a wider audience of applicants.

The Authority has identified as one of its activities for 2018/19 the need to explore at a strategic level opportunities relating to job entry routes and skills development. As part of this it needs to consider initiatives that can assist in increasing opportunities for underrepresented groups to apply and gain employment with the Authority and other organisations. For example the Government's Disability Confident Scheme.

In 2018/19 further work will be carried out to benchmark Authority against other organisations in the area. Wider work is also needed to look at breaking down traditional images and perceptions relating to National Park Authorities and who works for them including looking at the culture of the Authority to attract a more diverse pool of applicants.

Gathering, reporting and analysing our workforce diversity data

76%

equality monitoring information completed on Pobl y Parc. An e-mail from the Chief Executive was sent out encouraging staff to complete this information.

Employees: Sex

Sex	2015/16	2016/17	2017/18
Female	47.1%	48.3%	48.3%
Male	52.9%	51.7%	51.7%
Not Declared	0%	0%	0

Comment: There has been little change in the proportion of Female and Male employees across the three years, with 3.4% more Male employees than Female employees in 2017/18.

Employees: Ethnic Origin

Ethnic Origin	2015/16	2016/17	2017/18
White	67.7%	69.8%	76.2%
Black and Minority Ethnic	0%	0%	0%
Not Declared	32.3%	30.2%	23.8%

Comment: The proportion of employees providing this information has increased. Where employees have provided data there has been no change across the three years in the % of employees identifying as coming from a non-white ethnic background, this remains at 0%. This corresponds with a low number of job applicants from people identifying as coming from a Non- White ethnic background. It is important that the Authority promotes an inclusive culture and work environment despite its lack of ethnic diversity.

Employees: Age

Age	2015/16	2016/17	2017/18
20 years and under	1.3%	1.3%	1.3%
21 - 30	10.3%	11.4%	9.3%
31 - 40	16.8%	18.8%	15.2%
41 - 50	27.7%	26.8%	31.8%
51 - 60	28.3%	26.8%	28.5%
60 and Over	14.1%	14.8%	13.9%
Not Declared	1.3%	0%	0%

Comment: There has been a decrease of 5.7% in the % of under 40s in the workforce from 31.5% in 2016/17 to 25.8% in 2017/18. 10.6% of staff in 2017/18 were under 30. 42.4% of staff are over 50, with little change across the three years and there has been an increase in staff in the 41-50 age bracket of 5% from the previous year.

Employees: Disability

Disability	2015/16	2016/17	2017/18
Identify as having a disability	3.2%	3.4%	3.9%
Identify as not having a disability	61.3%	58.4%	68.2%
Not Declared	35.5%	38.3%	27.8%

Comment: The number of a staff not declaring has reduced by 10% from last year, however over 25% of staff have not provided this information. There has been little change in relation to the % of employees identifying as having a disability across the three years with the number remaining at 3.9%.

Employees: Religion or Belief

	2016/17	2017/18
No religion	22%	29.8%
Christianity	29%	28.4%
Other Religion	3%	3.3%
Prefer Not to Say	5%	6%
Not Declared	41%	32.4%

Comment: There has been an increase in staff providing this information, however just under a third have not provided it. The majority of staff either have no religion or are of the Christian faith. At the end of 2018/19 the Authority will be able to carry out comparison of workforce profile against profile of applicants. It is important that the Authority promotes an inclusive culture and work environment for people of all faiths or who have no religious beliefs.

Employees: Sexual Orientation

	2016/17	2017/18
Heterosexual	52%	58.3%
L, G, B or Other	4%	2.6%
Prefer not to Say	4%	5.9%
Not declared	40%	33.1%

Comment: There has been an increase in staff providing this information, however a third have not provided it. It is important that the Authority promotes an inclusive environment for staff that identify as Lesbian, Gay, Bisexual or Other. At the end of 2018/19 the Authority will be able to carry out comparison of workforce profile against profile of applicants.

Employees who left our employment during the year

2015/16	2016/17	2017/18
9	15	13

Comment: Figures exclude temporary staff at the end of contracts

Employees who left our employment during the year: Sex

Sex	2015/16	2016/17	2017/18
Female	55.6%	46.6%	53.8%
Male	44.4%	53.3%	46.2%
Not Declared/ No Information	0%	0%	0

Comment: The pattern across the years shows a fairly balanced split in relation to female and male staff leaving the Authority, taking into account the low numbers.

Employees who left our employment during the year: Age

Age	2016/17	2017/18
Under 40	26%	38.5%
40 - 60	33.3%	23.1%
Over 60	6%	38.5%
Not Declared/ No Information	33.3%	0%

Comment: The impact of younger staff leaving the Authority looks to have had a greater impact on workforce age profile than the impact of staff over 60 leaving the employment of the Authority.

Employees who left our employment during the year: Ethnic Origin, Religion or Belief, Sexual Orientation

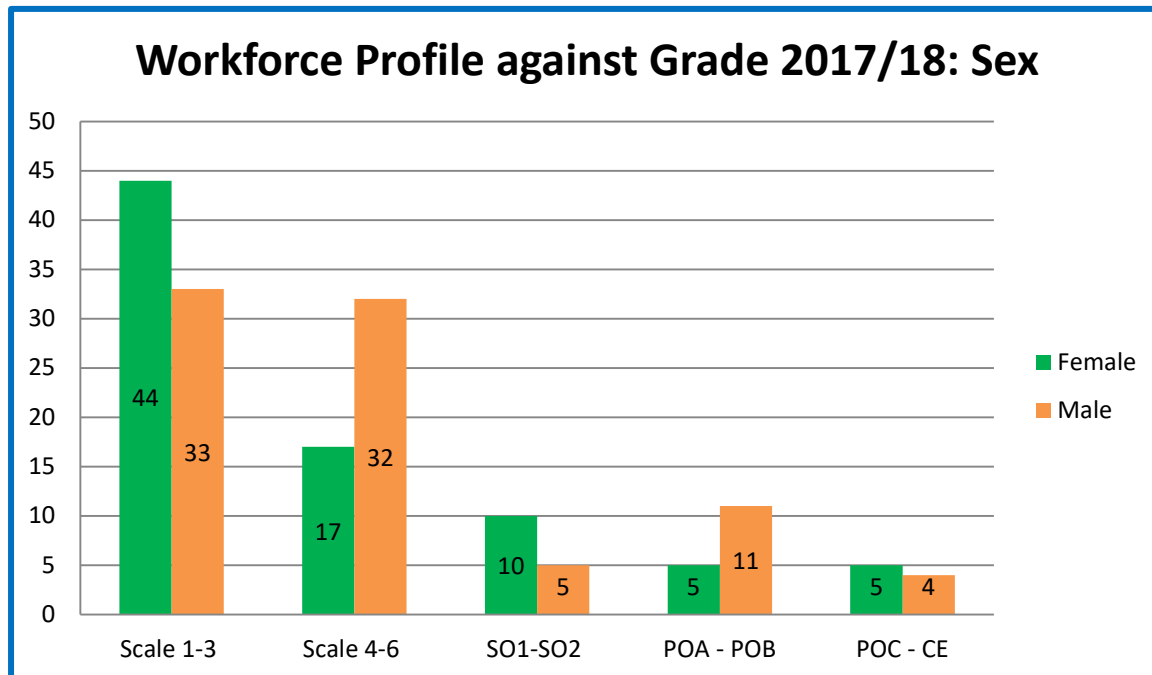
This data has been analysed internally by personnel to identify if any further actions are needed. The data set is too small for further reporting across these characteristics.

Improvement Opportunities: Supporting staff to create an inclusive work environment

Further work is needed to look at how effective the Authority is in promoting an inclusive culture and work environment due to the lack of diversity in the workforce in some areas, including looking at how line managers support and manage staff. Measures should be identified that can address any issues found.

In 2018/19 further work will be carried out to benchmark Authority against other organisations in the area. The Authority will also look to carry out periodic reports during 2018/19 to look at impact of seasonal posts on age profile of workforce.

Workforce profile against Grade: Sex



Comment: The Authority employs people in a large range of jobs, many of which have single post-holders and therefore monitoring by 'job' is not undertaken. We have amalgamated Grades to prevent identification of individuals. The Authority pays a supplementary living allowance to bring salaries to a level to match the Living Wage which effects posts graded Scale 1 into Scale 2. There are no other significant pay elements payable on top of the salary attached to grade. Figures include seasonal workers employed at that date and totals reflect that some staff have dual roles with different grades for each role. At a senior level the Authority is fairly balanced however due to the small number of roles, one or two changes in post can have an impact on this. There is a fairly even split of men across Scale 1-3 and 4-6, however women are more likely to be in scale 1-3 then 4-6. There has been a growth in the number of women in SO1 – SO2 from 7 in 2016/17 to 10 in 2017/18. There has been no change in the balance between men and women at POA – POB level between 2016/17 and 2017/18.

Workforce profile against Contract Type/ Work Pattern: Sex

	Female		Male		Total	
	2016/17	2017/18	2016/17	2017/18	2016/17	2017/18
Full Time	22	25	27	62	65	87
Part Time	50	49	28	18	45	67
Permanent	47	59	6	58	13	117
Temporary*	25	15	11	22	16	37

Comment: The decrease in relation to temporary posts and increase in permanent post is the result of a number of employees being moved from two year fixed term contracts to open ended contracts.

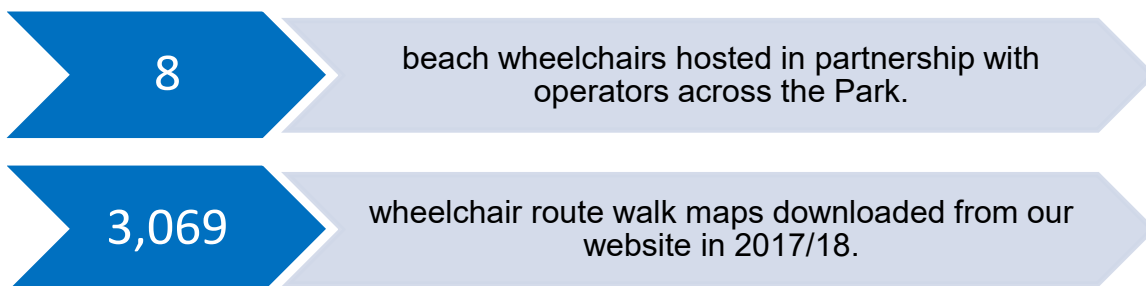
The Authority supports flexible working and has employees working a large range of

work patterns in terms of number of hours over varying days. Many staff work a flexitime scheme and all staff can request flexible working arrangements such as 9 day fortnights; requests are generally approved. Staff move in and out of arrangements as circumstances change.

Fair Pay - How the Authority is responding to changes to NJC scales

During 2017/18 a two year NJC pay award was agreed. However 2018 rates leave salary points 6-10 still beneath Living Wage so PCNPA will continue to pay allowance up to Living Wage £8.75ph. NJC agreement includes changes to the pay spine for 2019 and there are options that PCNPA could consider further in relation to this, following initial introduction of the issues at Leadership Team, Staff Reps and Employee Forum.

Promoting access for all and working collaboratively with others



Taking an integrated approach to promote accessible tourism

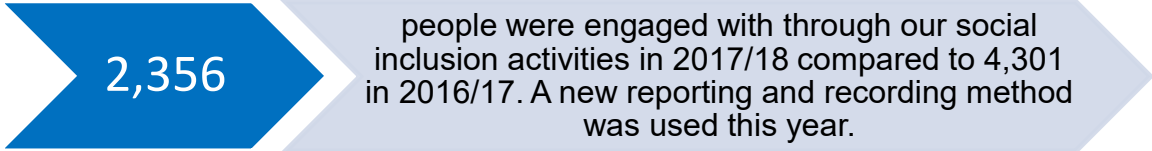
Working with relevant staff across the Authority our Tourism officer is carrying out a review of all PCNPA sites to look at their accessibility including physical and social aspects. This work will be further developed during 2018/19 and will help ensure an integrated and linked approach is taken to developing improved access opportunities within the Park. This information will also feed into the work of Parkwise to ensure providers are given information that will assist them in promoting accessible tourism within the Park.

Improvement Opportunities: Audit Report and Calendar

During 2017/18 personnel continued a programme of having posters on display in offices relating to a cross section of issues. A calendar of equality events was developed however further work is needed on publicising it and updating it for wider and ongoing use within the Authority.

Further work is needed during 2018/19 to progress auditing our customer facing and promotional services to identify gaps in service delivery and barriers for specific groups. There is some cross learning opportunities with the review being carried out across PCNPA sites.

Carrying out activities to remove barriers to accessing the outdoors



Organisations engaged with through our social inclusion work in 2017/18 included:

- | | | | |
|---------------------------------|-------------------|------------------------------|--------------------------|
| Princes Trust | Tenby Youth Club | Team Around the Family - PCC | MIND |
| St Davids Care in the Community | REACH | Elliot Hill Care Ltd | Haverfordwest Youth Club |
| Point Youth Centre - Fishguard | Communities First | Shalom House Palliative Care | Portfield School |

Youth Rangers PCNPA's Youth Rangers works with young people between the ages of 16 and 25. The group was set-up in 2013 for individuals that have a particular interest in and enthusiasm for the outdoors. The Youth Rangers meet at least once a month, usually on Saturday. During 2017/18 the group organised two residential trips, to Snowdonia National Park and Skomer Island as well as practical volunteering sessions across the National Park. Youth Rangers have also been involved in the Euro Parc Youth Programme, giving a voice to young people from national park areas across Europe. Individuals within the group are drawn from diverse backgrounds, with some in full-time education, others in work or seeking employment.



Minister for Environment, Hannah Blythyn AM met staff and volunteers from the Authority's *Pathways* project, which is funded by the Welsh Government.

**Pathways –
Removing
Barriers to
Volunteering**

The Pathways project helps support participants to identify what they want to achieve and what can be put in place to assist them with their volunteering experience. A key focus of the project is removing barriers people can face to accessing volunteering and its associated benefits. The project is also working with a range of groups from organisations such as Clynfyw Care Farm and Elliot's Hill Day Care to enable their service users to volunteer in the Park. Equality Monitoring is being carried out as part of this project and will enable future analysis in terms of how the project has interacted with underrepresented groups.

**Oriel y Parc –
Dementia
Friendly
Centre**

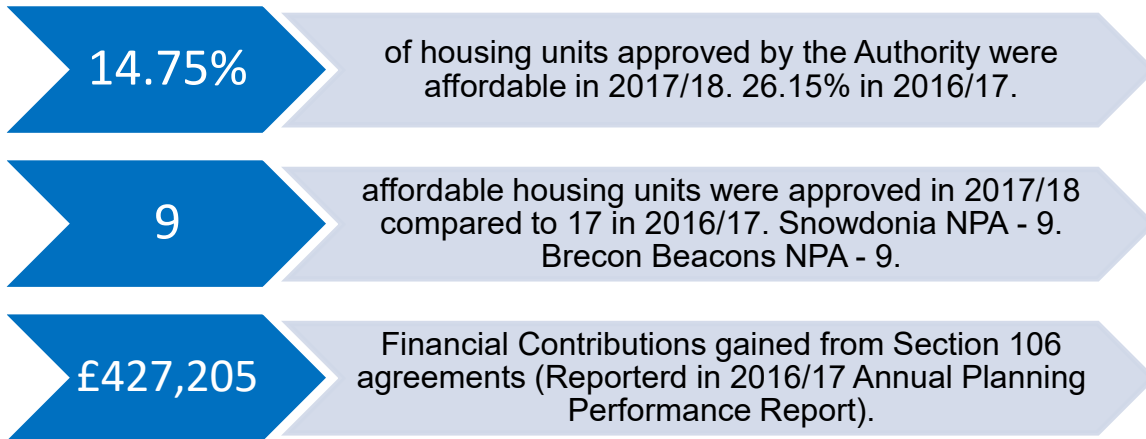
Oriel y Parc hosts the Memory Café which supports people living with dementia and memory challenges and carers. Dementia training was organised for staff at the centre and opened up to staff across the organisation and volunteers for April 2018.

Improvement Opportunities: Engagement action plan and engaging young people

Further work is needed in 2018/19 to develop an engagement action plan. The review of the National Park Management Plan offers an opportunity to pilot new approaches to engagement, this will include further developing our approach in relation to engaging with younger people.

Well-being Objective 5: To encourage communities to become engaged with the National Park

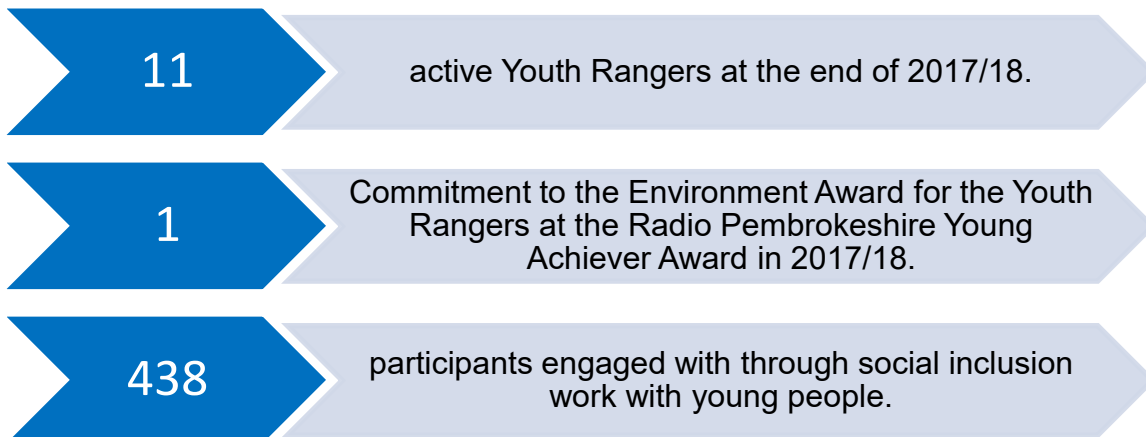
Use of planning policies to promote affordable housing



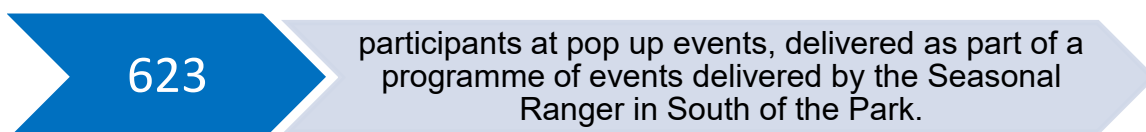
Improvement Opportunities: Affordable Housing

Challenges relating to delivery of affordable housing are being considered in the development of the revised Local Development Plan. For wider context to performance on affordable housing see Annual Local Development Plan monitoring report.

Looking to the future through engaging Young People in looking after the Park



Engaging existing community groups and new communities with community projects and events in the Park



New Footpath Linking the Village of Angle with West Angle Bay	The need for this route was identified by Angle Community Council. The Authority secured funding to develop the route from the Welsh Government's Rights of Way Improvement Plan grant programme and co-operation of the landowner. The 280 metre-long path means people will no longer need to walk along a narrow minor road, which becomes congested in the summer season with traffic visiting the beach.
Responding to Community Requests	The South Ranger worked with the Authority's volunteer wardens to clear vegetation from the old grist mill at Manorbier, which took several weeks following a community request to make the mill visible from the road and footpath.
Rangers attending Community Events	The North Ranger attended Fishguard and Nevern Shows over the Summer providing a good opportunity to engage with the local farming community. While the West Ranger attended Solva Edge Festival and delivered an "In the River Walk.'
Nevern Castle Excavation	Nevern Castle, a Scheduled Ancient Monument, was purchased by Nevern Community Council in 1980 for the benefit of the local community and visitors. A partnership was formed between Nevern Community Council, the Authority and Durham University, Dept. of Archaeology to research and excavate the castle. This annual excavation was carried out over June and July of 2017. Site tours were delivered and there was an open evening held for the public.

Groups involved with Authority's Work on Invasive Species included:

Pembrokeshire River Trust	Nevern Anglers	PCNPA Youth Rangers	Fishguard Environment Group
Cymdeithas Llandudoch	Llais Llanychaer	Friends of the PCNP	PCNPA Voluntary Wardens
Fishguard Community Council	Newport Paths Group	Workways	St Florence Community Council

Improvement Opportunities: Mapping engagement with communities

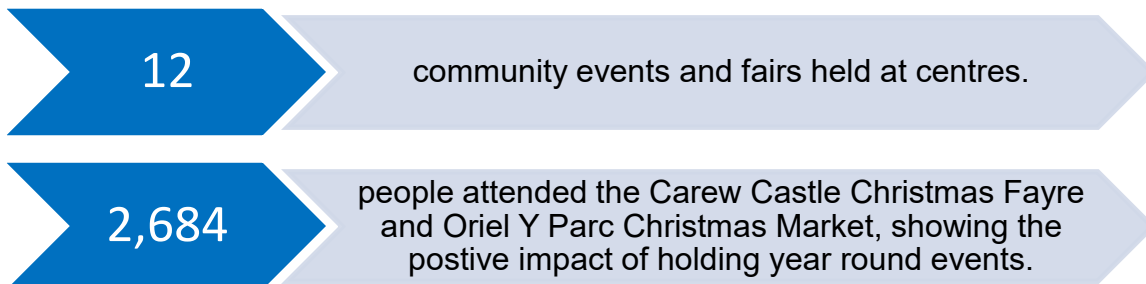
Further work is needed in terms of mapping engagement with communities. This will be done in part through performance reports for 2018/19 and the development of the Authority's engagement plan. Case studies of work carried out with communities are now included in performance reports.

Involving communities in interpretation activities

In 2017/18 interpretation officer's focus has been on visitor related interpretation activities. Activities that were carried out included consultation with community at Fresh Water East to re-purpose Freshwater East trail to be used on website and web walks, and to update local village panel. Work was carried out with North Ranger and Dinas community to develop interpretation for the old school.

As 2018 is Visit Wales Year of the Sea and as a coastal National Park we are trying to highlight to the public the hazard of marine litter and in particular, plastic. The Authority commissioned a local artist to make sculptures of sea creatures – three dolphins, a giant razorbill and a fish. The dolphins are full of visible marine litter and are being taken to different community events and activities, along with an interpretation board, to spread the message of conservation of our seas and shores. This aligns with many communities within the Park seeking to become plastic free.

Using the Parks assets to host opportunities for communities to come together

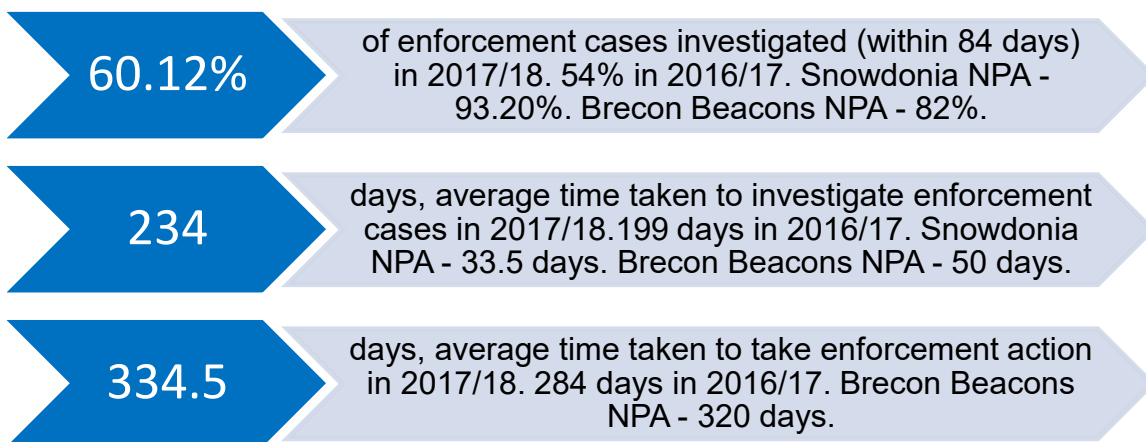


A Meeting Place	A range of community groups have used Oriel y Parc across the year to meet and get together. This includes local history club, plantos penfro a groups that introduces children to the Welsh Language through activities and the Memory café.
Supporting Community Art Groups	Oriel y Parc continues to support Community Arts groups by providing development and selling space for them. Pembrokeshire Craft Makers a local collective of craft makers, painters and photographers had work on display and for sale in August. Pembrokeshire Spinners and Dyers held a demonstration day in June 2017 at the centre.

Helping communities become custodians of the Park

Although a custodian scheme for Paths hasn't been developed a Beach guardian scheme is being developed and the hope is to launch it in 4 trial locations in the Autumn of 2018/19. The Rangers Service Manager has met with key partners including Keep Wales Tidy and Pembrokeshire County Council who are in support of the scheme the Authority is developing. The custodian scheme for heritage sites has now been started through the Heritage Guardian project which is working with local schools and is being led by the Community Archaeologist.

Planning Service – Enforcement times and document management system



Improvement Opportunities: Enforcement and document management system

The Authority's enforcement figures have been affected by quarter 4 data relating to programme to clear backlog of historic cases. The need to clear the backlog of historic cases has been carried forward to 2018/19 and once dealt with should result in longer term improved performance in this area.

Following issues with the supplier the implementation of the document management system was delayed and this action has been carried forward to 2018/19 with the aim of the system going live.

Involving and engaging people with the planning process

The Authority's Development Management Team provides a 30 minute planning surgery to assist members of the public with initial planning enquiries. The surgery has been useful in allowing members of the public to speak to a Planner prior to submission of a pre-application or formal application and allows advice to be provided on the process involved. The surgery appointments are also used by the public for general planning enquiries, particularly, in relation to permitted

development rights.

This has been a popular service and up take is always high. The surgery appointments help assist members of the public in understanding the level of detail/information that will likely be needed for a future development proposal as well as the process taken in decision making. It also assists with the understanding of whether a potential development proposal will require planning permission or not. Members of the public have advised that they value having the opportunity to discuss potential developments with a planning officer.

The Authority carried out targeted enforcement engagement over the summer of 2017/18 focused on Caravan sites. Through this focused work the Authority saw a fall in complaints relating to Caravan sites.

Use of Section 106 Agreements to increase access for the Community

A public footpath that had previously been closed since 1957 has now been reinstated, thanks to work undertaken by South Hook LNG as part of an agreement with the Pembrokeshire Coast National Park Authority. The reopening of the path is one of two countryside access improvements that were included in the Section 106 Agreement as part of the planning approval for the liquefied natural gas terminal.



A footpath was reopened as the result of an agreement between South Hook LNG and Pembrokeshire Coast National Park Authority.

Well-being Objective 6: To protect and promote the local culture of language, arts and heritage of the area

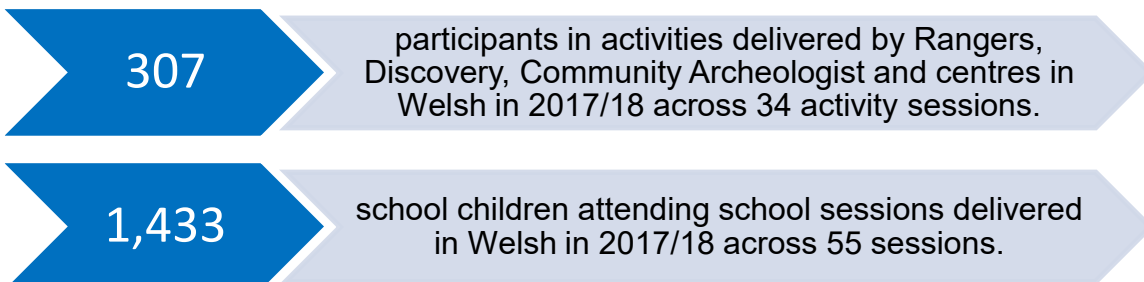
Developing Gateways to the National Park

Strategically placed interpretation resources can help increase the awareness of people that they are in the National Park and the Park's Special Qualities. In 2017/18 two new Interpretation Panels were developed, one at Saundersfoot Car Park the other in Tenby Museum.



At the end of the year the interpretation team have been involved in developments relating to Broadhaven car park and proposed enhancements that will help develop it as a Gateway to the Park. Interpretation Officers are also working with Tourism Officer on National Park site audit, assessing which sites would be best suited as Gateways.

Providing opportunities for participants to engage and learn about with the Special Qualities of the Park in Welsh



Working collaboratively to increase understanding of Welsh in the Landscape

Authority staff helped deliver a Welsh in the Landscape course entitled Myny, Mini, Mwni aimed at staff and volunteers working for heritage organisations in Pembrokeshire. The two day free course based at Oriol y Parc and the Preseli Community Learning Centre in Crymych was conceived by an officer at the National Trust and delivered in partnership with PCNPA and Menter Iaith Sir Benfro.

Feedback from visitor to Castell Henllys:

"Ymweliad ardderchog. Hyfryd i glywed cymaint o Gymraeg, hefyd diddorol dros ben."

(Excellent visit. Lovely to hear so much Welsh, also incredibly interesting)

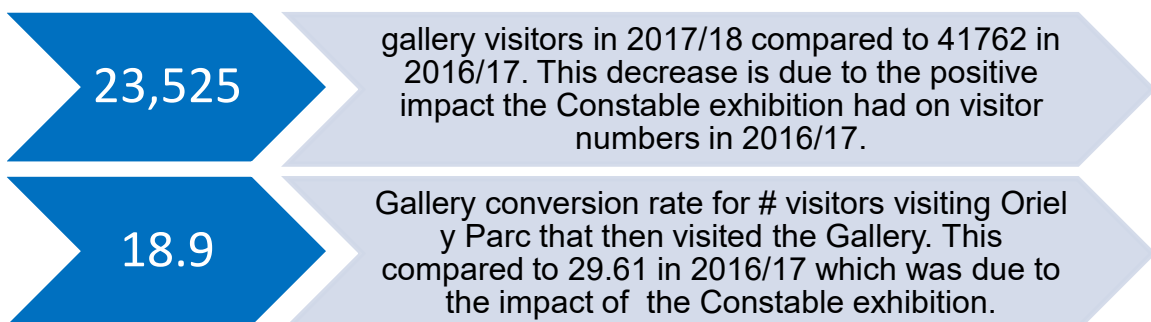
Staff Welsh Language Development Plan

During 2017/18 2 managers attended a laith 'Work Welsh' seminar. Existing PCNPA plans are being reviewed following new Employers Information Guidance from the National Centre for Learning Welsh. The Authority was also waiting on the issuing of the new National diagnostic tool. Everyday actions such as assessment of job needs, selection processes, and provision of training continued during the year.

Improvement Opportunities: Welsh Language Strategy

In 2017/18 the Authority developed a Welsh Language Strategy. Implementing and delivering on this strategy will act as a catalyst for improvement in this area.

Working collaboratively to enable people to access works of art from the National Collection and discover links between art and the landscape



Working collaboratively to deliver exhibitions at Oriel y Parc:

Stott of Oldham, Le Passeur (The Ferryman): Reflections on a landscape - Delivered in partnership with the Tate.

Sidney Nolan and Graham Sutherland, A Sense of Place - Delivered in partnership with National Museum Wales and the Sidney Nolan Trust.

Beth Robinson, My Ancient and Timeless Home - Delivered through Artist in Residence Scheme.

Improvement Opportunities: Working collaboratively for shared outcomes

In 2018/19 the Authority will work with National Museum Wales to refresh the strategy for the partnership. This work will ensure effective use of the gallery at Oriel y Parc to increase public awareness and appreciation of the cultural connection between people and landscapes for the longer term.

Promoting and engaging people with the historic environment

44,445

cultural participants in 2017/18 compared to 56,821 in 2016/17. With 11,284 participants in historical activities and events.

6,274

school children engaged with at education sessions at Castell Henllys and Carew

Popular Events in 2017/18 included:

Medieval Mayhem - Medieval themed family friendly activities at Carew.

Roman Day at Castell Henllys - A chance for people to explore history through being a Roman centurion or a wild painted warrior.

Open Air Theatre at Carew including - Nest, Billionaire Boy and A Midsummer Night's Dream.

Taking an integrated approach through Year of Legends themed activities

2017 was Visit Wales Year of Legends. 4,584 people attended Year of Legends themed activities delivered by the Authority. In partnership with Pembrokeshire County Council the Authority produced a series of short films and audio clips as part of the Pembrokeshire Land of Legends project funded by Visit Wales. The Authority Interpretation Officers identified a range of local folk tales and ghost stories that are linked to legendary locations around the Pembrokeshire Coast. With the help of Animality Productions the stories were re-imagined with audio stories narrated by storyteller Mary Medicott and videos starring National Park Authority staff members.

Helping people to look after historic buildings

5.5%

historic buildings at risk in National Park. The target is < 6%. Snowdonia NPA - 16% (1.34% taken off at risk list). Brecon Beacons NPA - 9%.

A collaborative effort in the re building of a Round House at Castell Henllys

In 2017/18 a team of hardworking volunteers helped to complete two vital phases of a project to rebuild a roundhouse at Castell Henllys Iron Age Village. Volunteers from Clynfyw Care Farm, Coleg Plas Dwbwl and PCNPA Pathways project all pitched in with the reconstruction project. Volunteers carried out important tasks including weaving hazel rods to create the 'wattle' layer of the wall.

Work to dismantle the original *Cook House* began in 2016 as it had reached the end of its effective working life. The internal supports, internal ring beam and outer wall uprights for the new roundhouse were then installed by National Park Authority Wardens.

The roundhouse is reconstructed in the same position as the iron age roundhouse based on archaeological evidence.



Involving community groups and others to restore historic sites of interest in the Park

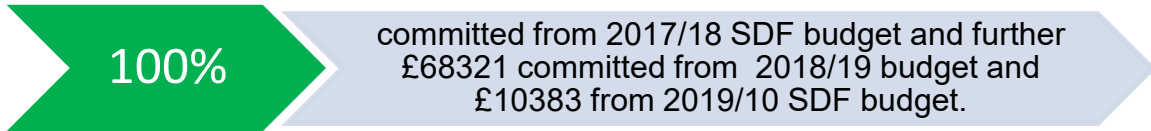
116

sites of historic interest different communities engaged with and made aware of through talks and activities.

<p>Vegetation Clearance</p>	<p>Through working with Coleg Plas Dwbl Students to carry out vegetation clearance the condition of Gors Fawr stone circle was improved. Similarly Pathways volunteers have been involved in vegetation clearance which has improved the condition of Ty Canol Iron Age promontory fort.</p>
<p>Repairing and Recording Damage</p>	<p>Pembrokeshire College Army Preparation Training students helped repair one of the cairns of Foel Drygarn and record the damage of hammered and chipped stones at Carn Meini. The group began at Foel Drygarn by repairing holes in the cairn that had been created by walkers wanting shelter. This Bronze Age site is a Scheduled Ancient Monument, so creating shelters is actually damaging the monument. The holes were infilled to stop them getting deeper. At Carn Meini a number of stones that had been hammered and a stash of broken up bits of bluestone were found.</p>
<p>Castell Henllys – Excavation</p>	<p>In early June Castell Henllys welcomed back Professor Harold Mytum and his team of students from Liverpool University as well as Dyfed Archaeological Trust with their team of volunteers to excavate the remains of the Cookhouse prior to its rebuilding. The excavation of this reconstructed house provided a unique opportunity for the archaeologists to study the effects of the use and deterioration of the house as represented in the soil, which allows us a better understanding of other Iron Age sites. Letters were also sent out to local primary schools to notify pupils of the dig and Castell Henllys agreed to let the children and their parents in for free. In total 14 families, 22 adults and 31 children visited the dig and participated in the organised archaeological activities.</p>
<p>Heritage Guardians</p>	<p>The Sustainable Development Fund is funding the Heritage Guardians/ Arwyr Amser project which began in January 2018. This project involves the Authority’s community archaeologist working with primary schools to encourage them to ‘adopt’ a local heritage monument.</p>

Well-being Objective 7: To ensure our work makes a positive contribution to global well-being

Supporting innovation and sustainable development in the Park



Projects supported in 2017/18 include:

Bee Wild West Wales -
Delivered by Bumblebee Conservation Trust this project through working with communities looks to use fun and interactive ways to engage, promote and enable action to make the National Park a buzzing haven for bumblebees.

Pembrokeshire Sustainable Shellfish Pilot Initiative -
Pembrokeshire Marine SAC aim to demonstrate, through education, raising awareness and the introduction of practical measures that it is possible to improve the sustainability of static fishing gear off the Pembrokeshire Coast .

Compost Heat Recovery - This project enables the expansion of a National Park based tree surgery business Arboculture to use an innovative compost heat recovery (CHR) system as an environmentally friendly source of heat for a kiln to dry firewood.

Pembrokeshire Outdoor Schools -
This PCNPA project provides funding for a part time Pembrokeshire Outdoor Schools project coordinator to contribute towards the development and delivery of a new programme of training and support for schools.

Little Green Grants – Working collaboratively with Communities

The Authority in collaboration with PLANED delivers the Little Green Grant scheme which helps communities to deliver sustainable development projects. In 2017/18 Support the Boardwalk received funding to enhance the Broadhaven Slashpond Boardwalk visitor experience by erecting a bird viewing platform/hide and providing supporting information to increase the visitor’s appreciation of the native wildlife. The new bird viewing area will be accessible to all allowing users to observe the habitat and its wildlife.

Well-being - Delivered by Keep Wales Tidy this project is increasing the awareness and understanding of Welsh culture and heritage and improve access to Wellsprings (sacred springs, holy wells and medicinal spas) in the National Park.

Marine Renewable Energy Supply Chain - This Pembrokeshire Coastal Forum project is assessing the supply chain capabilities of Pembrokeshire companies with the potential to diversify into the Marine Renewable Energy (MRE) industry.

Brynberian Community Centre - This project aims to refurbish Brynberian community centre, including the creation of a new Heritage Centre, which will deliver a sustainable, fit for purpose social hub for the village and the surrounding area.

Coleg y Mor Phase 2 - This Sea Trust project aims to build upon the success of their Phase 1 project through expanding their outdoor educational activities and in addition diversify into eco-tourism activities.

Sustainable Seaweed Management - This Greenseas Resources Ltd project focuses on the management of seaweed blooms in the Milford Haven Waterway as a way to address the issue of high nutrient levels affecting water quality.

Slipper Limpet Haemocyanin Study - This project by Mikots Ltd is a research study to investigate the extraction of haemocyanin from the invasive non-native slipper limpet and compare it against existing haemocyanins used in pharma products.

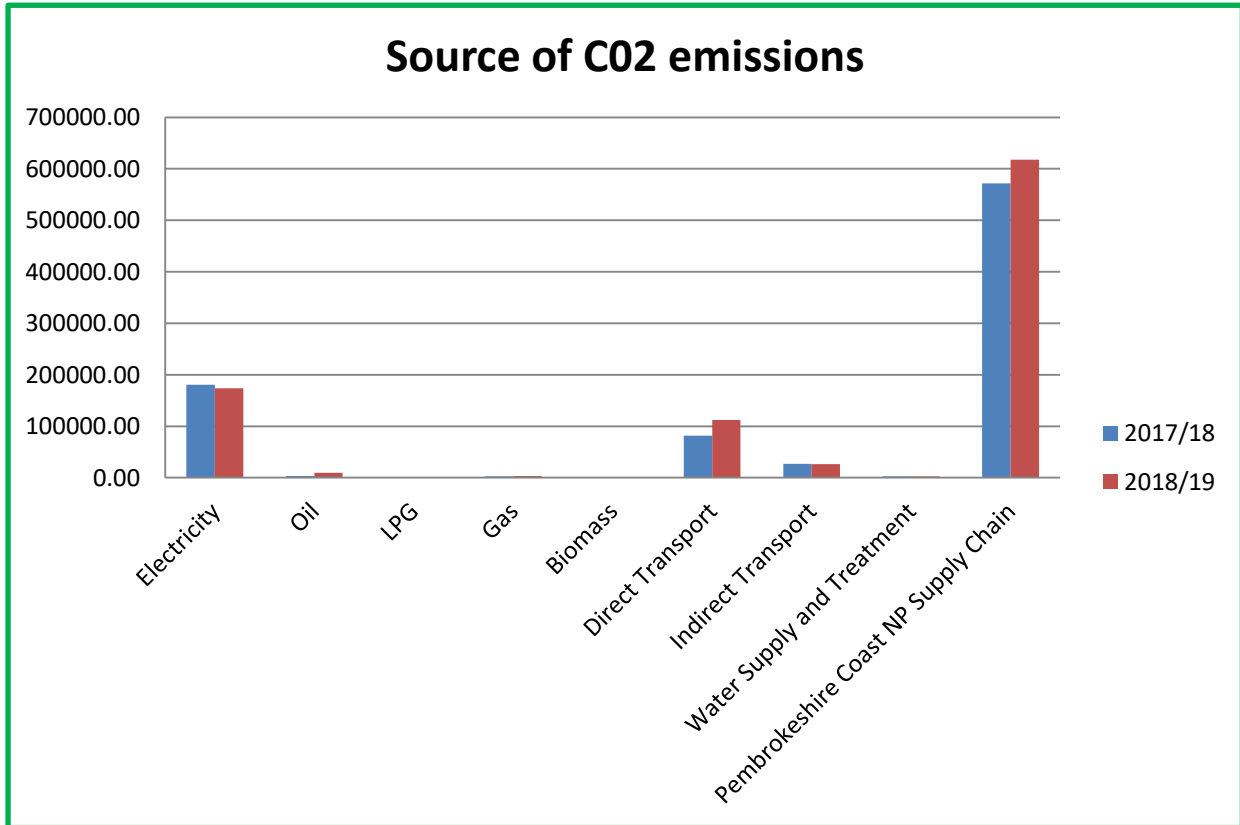
Solva Care - Development - Building on the best practice trialled in the pilot phase by Solva Community Council this project looks at integrating the new voluntary services with services being delivered by the Local Authority and private domiciliary care providers.

Naturally Connected - This PCNPA project involved working with an ecologist to pilot new conservation engagement initiative with tourism business who own land in the National Park.

Assessing how we are performing in terms of our CO2 emissions

946,712

carbon emission Kg in 2017/18. This is an increase on 2016/17 870,313. Further information and analysis below.



Analysis of CO2 Emission figures and cross comparison

- The method of calculation is based on the DEFRA carbon calculator also used by the National Trust. Please note this figure has not been independently verified.
- Data is showing an increase in relation to carbon emissions on last year, however there are some variables relating to how some figures were calculated across the two years which suggests an underestimation in some areas for 2016/17. This issue has now been addressed for future reporting to enable greater accuracy for comparison year on year.
- Direct Transport Calculation – This has been amended for 2017/18 to make the calculation more accurate and recording processes have been amended to improve accuracy and cross comparison for 2018/19. Ongoing work is needed to review Direct Transport including working with staff and teams to identify effective ways to reduce mileage while ensuring effective delivery of services.

- Oil purchased – An estimate figure was used for 2016/17 calculation, actual figure was obtained by finance for 2017/18 which was three times higher than the estimate for 2016/17.
- LPG purchased – A figure has not been provided by Castell Henllys staff for the amount used by the café, therefore last year's figure has been used.
- Indirect Supply Chain – Significantly more has been spent in 2017/18 on agriculture and forestry products compared with 2016/17.
- Electricity and Natural Gas – Electricity and Natural Gas use are down for 2017/18.
- Indirect Transport –The kilometers travelled by suppliers is down. This is possible due to the inclusion of a number of new local suppliers.

27,253

KwH renewable energy produced from Llanion and OYP PV panels in 2017/18, compared to 24,287 in 2016/17 .

Promoting and increasing access to electric charging points

The Authority has an existing electric vehicle charging point at Oriell y Parc, it's usage in 2017/18 was 771 KwH compared to 739 KwH in 2016/17. In 2017/18 the Authority secured funding for 2018/19 to deliver a network of electric vehicle charging points across the Park. This work is being done collaboratively with other partners in the region to ensure an integrated network of electric vehicle charging points can be developed and lead to growth in usage.

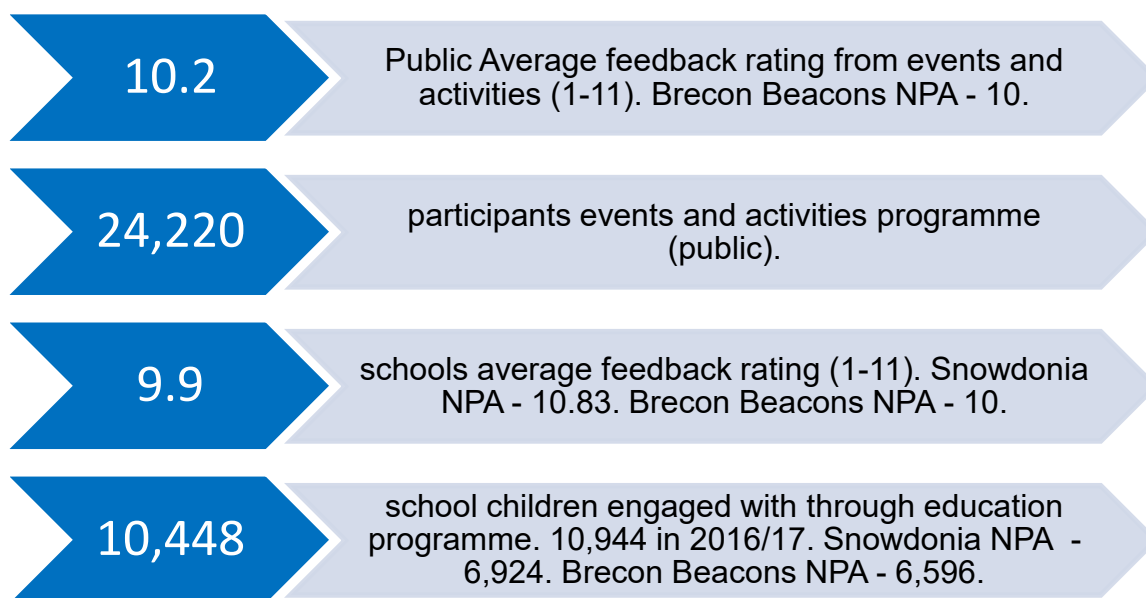
Improvement Opportunities: Reducing Authority's CO2 footprint

Through improving our data recording processes and analysis of data year on year the Authority will be able to identify where it needs to make improvements in reducing its CO2 emissions. From this years analysis there is a need to look at direct transport and work with staff to identify effective ways to reduce mileage while ensuring effective delivery. Two actions identified for the Corporate Plan 2018/19 that in the long term should have a positive impact are activities on greening the Authority's fleet and reviewing resource efficiency within the Authority. Working and learning from others will assist the Authority in contributing long term to the Well-being Plan for Pembrokeshire's project to develop a Carbon Neutral County.

Working collaboratively to contribute to wider evidence bases on biodiversity and ecosystems

Data Mobilisation Project	A total of 19,841 new species records were mobilised from the Authority's paper and electronic data files and incorporated into the West Wales Biodiversity Information Centre database. The records are separated in the WWBIC database into 178 surveys. Flowering plants were by far the most prevalent group, with 17,110 records imported under this taxon.
Marsh Fritillary Monitoring	Several of our sites (mostly in the Mynachlogddu area) are monitored each year for marsh fritillary breeding success. Like 2016, 2017 seems to have been another poor year. This species is one of the fastest declining butterflies in Europe. It is vital we keep up our management of these places and make them even more resilient by adding others nearby. Based on last year's findings, Pembrokeshire supports almost a fifth of the breeding population in Wales, with South West Wales overall representing its main stronghold.
Choughs and Bats	The Authority continues to carry out annual Chough monitoring and the monitoring of bats at Carew Castle.

Engage with Schools and public through activities to increase understanding of the special qualities of NP and Climate Change



Broad Haven School Eco Group	Pupils of Broad Haven School Eco Group, visited Broad Haven beach with a PCNPA Ranger and did rock pooling at low tide. The pupils learned about species, habitats and marine conservation issues (plastic pollution.) They then proceeded to get their feet wet searching for seashore life.
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Discovering a local mountain – Ysgol Preseli

North Rangers assisted Ysgol Preseli with their welcome course for year 6 pupils. The Rangers lead the pupils on a walk from the school up to Foel Drygarn and talked about the importance of the mountain and the wider area.

Contributing to a Bee Friendly Community

As part of an initiative to make Newport a ‘Bee Friendly’ town a Ranger worked with year 6 pupils from Ysgol Bro Ingli to erect a (large) bug Hotel in the school grounds with the support of a Voluntary Warden. Many re-cycled products were used as well as getting the pupils to bring in items for the bugs.

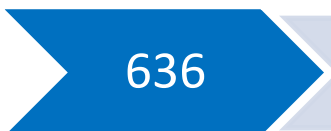
Improvement Opportunities: John Muir Family Awards

In 2017/18 0 John Muir Family Awards were awarded by the Authority. However broader John Muir Award related activities were carried out during the year. Further work is needed in 2018/19 to look at how the John Muir Family Awards can be promoted by the Authority and online.

Engaging with the Public Services Board to take an integrated approach

The Authority’s Chief executive chairs the Pembrokeshire Public Services Board and Authority Members had the opportunity to provide comment on the draft Well-being Plan for Pembrokeshire. The Authority’s Corporate and Resources plan for 2018/19 has been influenced by the draft well-being plan and local well-being assessment for Pembrokeshire.

Successfully involving people in recording changes to the landscape



Changing Coast Photo submissions in 2017/18 for crowdsourcing photography project that is documenting coastal change in Pembrokeshire.

Governance and Financial Stability

Thinking long term in terms of Financial Sustainability

Due to the current climate of restricted resources the Authority recognises the need to identify funding from alternative sources. In 2017/18 the Authority recruited an External Funding Manager to assist in identifying and pursuing these opportunities. On the 7th February 2018 the National Park Authority agreed to the setting up of a Charitable Trust to support work in the Pembrokeshire Coast National Park and enable funding to be generated from a broader range of sources.

During 2017/18 work has also been carried out to develop a more commercial and professional focus on retail.

Thinking Long Term – Developing Alternative Delivery Models

Members unanimously decided at National Park Authority meeting in September 2016, to move away from a 'traditional' visitor centre model of service and invest in a package of new initiatives. As part of this process the Tenby visitor centre was closed in December 2016. However in the National Park Authority meetings held in November 2016 and February 2017 Members decided to extend the period of community engagement regarding potential changes to the future provision of visitor service in Newport until October 2017. Following this Members instigated a Community Asset Transfer for the building and agreed to work with Newport Town Council at the March 2018 National Park Authority meeting.

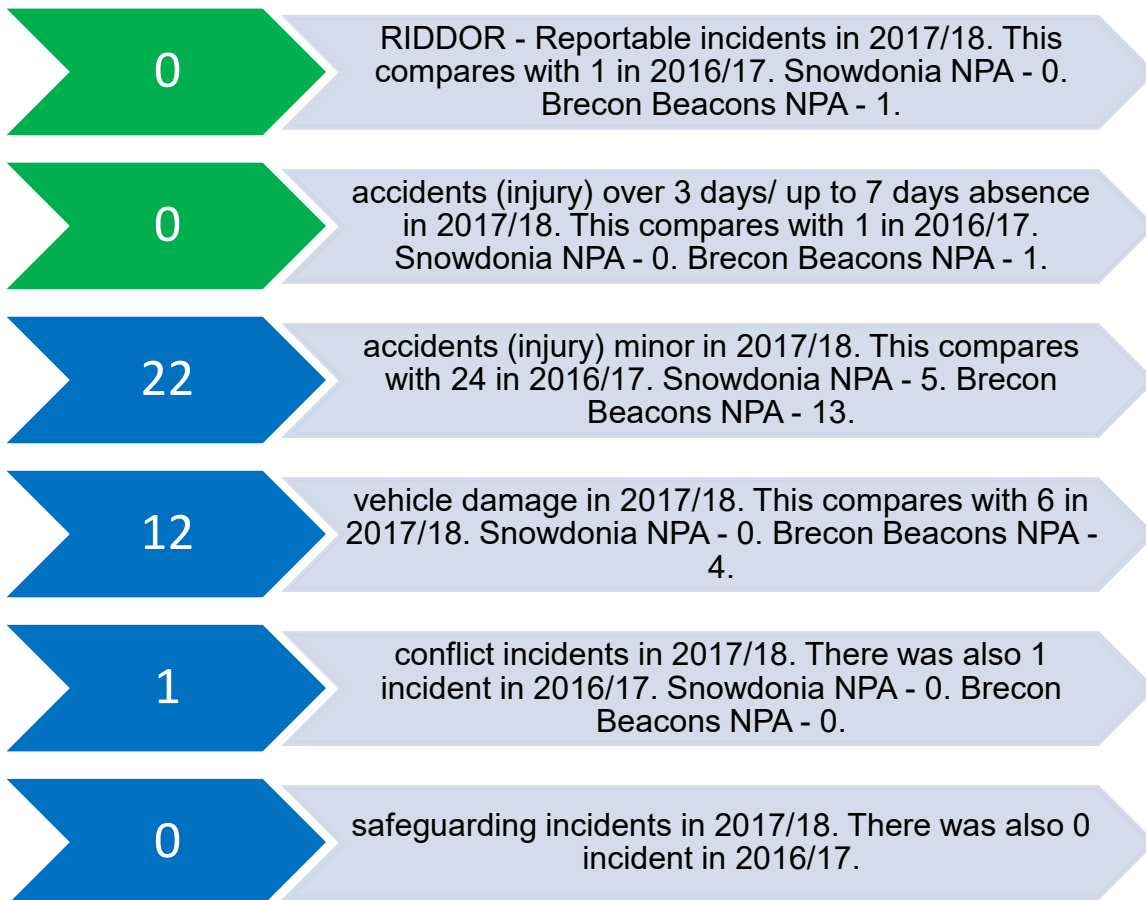
As part of the range of new initiatives a pilot summer ranger was trialled in Tenby and Saundersfoot area, running pop up events and engaging with local businesses. Following this pilot, Summer rangers have been appointed for both the North and South of the Park for the 2018/19 Summer Season. Seminars have been organised for 2018/19 for North Pembrokeshire with Pembrokeshire Tourism, looking at new ways of delivering visitor information.

Health and Sickness

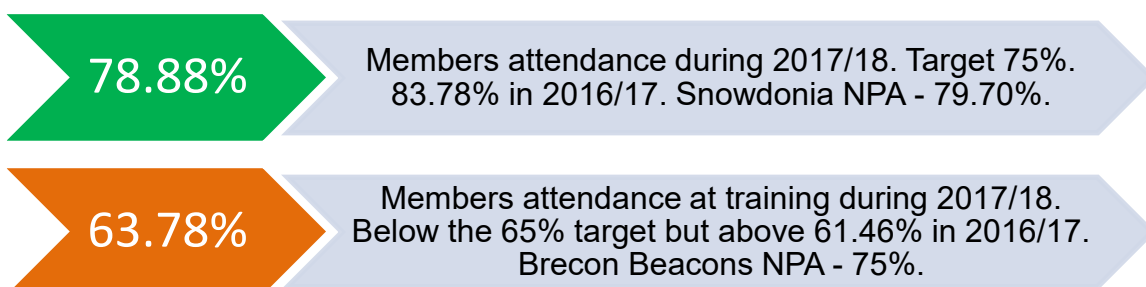
5.83

days lost due to sickness/ # full time equivalent staff in 2017/18. This compares to 7.82 in 2016/17. Benchmarked: Snowdonia NPA - 7.2, Brecon Beacons NPA -12.23 (not including trainees.)

Continuing to monitor health and safety incidents



Working collaboratively with Members - Attendance and Training



Working towards achieving Advanced Members Charter

In 2017/18 the Authority saw a number of new County Council representatives and Welsh Government appointee Members. A number of training sessions and workshops were held for Members during the year including corporate induction and planning training. The Member Development Strategy Working Group met in September to discuss current situation and next steps. Evidence has continued to be collated for submission to Welsh Local Government Association for the Charter. A report is being presented to next meeting of Member Development Strategy Working Group.

Responding to Welsh Language Commissioners Directions

0

complaints concerning the Welsh Language made to the Authority in 2017/18. This compares to 1 in 2016/17.

1

complaint to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards in 2017/18. Snowdonia NPA - 1. Brecon Beacons NPA - 0.

In Quarter 1 a complaint was made to the Welsh Language Commissioner. The Authority was found to have failed to comply with Standards 4, 5 and 7 and directed to take certain action to prevent continuation or repetition of failure. The Authority has responded to the directions and has amended its letter head and carried out activities to raise awareness of the need to send out bilingual letters when the Language Preference of the correspondent is not known.

The Welsh Language Standards annual report for 2016/17 was agreed by the National Park Authority in June 2017 and submitted to Welsh Language Commissioner.

38%

posts advertised as Welsh Language Essential in 2017/18, 10 posts in total. This compares to 52% in 2016/17.

The Authority continued to carry out media monitoring in 2017/18

99.45%

Positive or neutral media coverage in 2017/18. Above the 80 target. 99.71% in 2016/17.

Wales Audit Office Governance Review and Pilot Work

In 2016/17 the Wales Audit Office undertook a Governance review of the Authority. As part of this surveys and workshops were carried out with staff and Members. During 2017/18 the Authority received feedback on this engagement activity. Areas identified for improvement from this work were scrutiny, communication, engagement, the appraisal process, equality and the Welsh Language.

During 2017/18 the Wales Audit Office, looked at the 'Setting up of the Pathways Project' as part of its work on developing new approaches to Audit. The Wales Audit Office spoke with Staff, Members and service users as part of this process. The Authority will use the feedback from the pilot work carried out with the Authority and others to inform how it demonstrates the five ways of working in its work and decision making.

Preparation for General Data Protection Regulations

During 2017/18 the Authority carried out activities to prepare for the General Data Protection Regulations that came into force on the 25th May 2018. This included awareness raising through sessions at Staff Meeting and presentations to Members. An internal group was set up and activities focused on addressing accountability measures within the regulations in line with Information Commissioner's Office guidance. This included creation of data register, creation of data impact assessment template for the Authority, appointment of Data Protection Officer, review of data protection policy and privacy notice. The Authority will continue through 2018/19 to support staff to deliver on General Data Protection Regulation compliance and embed the accountability measures within our working practices.

Get in touch:

Comments on this document may be e-mailed to info@pembrokeshirecoast.org.uk with the subject Corporate Plan or in writing to PCNPA, Llanion Park, Pembroke Dock, SA72 6DY.

If you require this document in an alternative format, i.e. easy read, large text, audio please contact info@pembrokeshire.org.uk/ 01646 624800