

Report of the Performance and Compliance Co-ordinator

Subject: Performance Report for the Period Ending 31st July 2021

Introduction

The performance report follows the structure of the [Corporate and Resources Plan for 2021/22](#). This follows the approach of the Well-being of Future Generations Act with seven well-being objectives, with an additional section providing general governance information. Activities responding to Covid 19 recovery have been mainstreamed into work streams under each of the well-being Objectives.

The following report presents the performance to date up to 31st July 2021 for monthly data and quarter 1 (April – June) for quarterly statistics.

An explanation of RAG status is at the end of this introduction report.

Planning Service and Appeals

Relaxation of Covid 19 restrictions have allowed for more staff to be present within Llanion and an administrative presence is now available in DM office daily. DM staff will pilot a new way of returning to the office based on a new Risk Assessment.

Positively the % of all planning application determined within time periods ytd for Q1 saw the Authority return to this measure being above target at 84.68%. The Average time taken to determine all planning applications in days is showing an Amber RAG rating however the number of days has seen a slight fall from 109.75 at the end of quarter 4 2020/21 to 103 days, this however is longer than the 86 days for Q1 in 2020/21.

In Q1 one appeal was allowed and an application for costs at section 78 appeal was upheld in the reporting period, relating to planning application NP/19/0522/FUL.

Work Programme and Countryside Management

In terms of work programme activities the Warden teams' work to date has focussed primarily on matters relating to public safety (e.g. storm damage, cliff falls, ash dieback, etc) as well as ensuring that key PROW in and around key settlements are open and accessible. It has been a matter of 'all hands on deck' with regards to the cutting of the Coast Path as visitor numbers rapidly increased during the school summer holidays and with vegetation growth accelerating 'like never before'. Despite the above challenges conservation work has resumed in earnest and will continue to increase in the months ahead.

A number of measures relating to Countryside Management activities across work streams are in amber or red. This is the result of the current need to put these activities on hold due to the operations manager leaving their role.

Centres

In terms of centres all are open, including the gallery at Oriel y Parc with some limitations on numbers. All three centres have submitted this year's application for the Green Key Award.

Outdoor Engagement

In Q1 we saw the resuming of outdoor engagement activities, including volunteering work parties, supported walking opportunities, events and the opportunity to host in person outdoor engagement meetings. This has had a positive impact on delivery of a number of our projects including West Wales Walking for Well-being, Walkability, Roots/ Gwreiddiau and Pathways. A Youth Committee meeting was held outdoors at Carew Castle and included a 'secret shopper' review of some of Carew's services. At the end of July a joint Youth Committee/Youth Rangers event was held on the Castlemartin Range. The Authority's Community Archaeologist has been able to support excavations at St Patrick's chapel and Porth-y-Raw during Q1. The majority of education activities have been with Pembrokeshire based schools, with a focus on outdoor education activities and school grounds work.

The need for a second round of recruitment meant that the start of the First 100 Days project has been delayed.

Recreation Management

Four summer rangers were in post in July and were out on beaches and National Park sites on a daily basis, providing activities, information and advice to visitors. Ranger team have met with partners to discuss management and safety issues at local sites such as Abereiddi and Ranger Service Manager contributes to new weekly Cohesion meeting whenever possible.

Sufficient work completed on Pwll Cornel to open path to walkers. Remaining improvements will be undertaken in September with an official launch in autumn. The Beach wheelchair service was significantly impacted by COVID 19 in 2020/21, however through the new Beach Wheelchair Co-ordinator, a new online booking system and process has been implemented enabling the public to be able to access them from a number of host outlets during the summer season.

Conservation

Positive progress has been made across Biodiversity and Connectivity Projects. Expression of interests have been received for the Greening Agriculture SLSP project. The Conserving the Park scheme is operating a waiting list and is currently closed to new agreements. Stitch in Time RAG actions status has been moved to amber as no funding is currently in place for project continuation, officers are working

to seek continuation funding for the project and our INNS related work. Conservation work party volunteering opportunities resumed within Q1.

Responding to Climate Change Emergency

A number of activities are in red and amber. Installation of Phase 2 network of Electric Vehicle Charging points has commenced with WPD supplies. Major planning of installations underway but some delays expected due to high visitor usage of sites, production of electrical drawings and site visits. The worldwide global chip shortage continues to delay the Authority's outstanding electric van orders. In terms installation of Photovoltaic PV Generation at Cilrhedyn Workshop the consultant report has been received. However review and paper for Leadership Team delayed due to additional work required to look at alternative roofing arrangements. Report will go to Leadership Team for approval as soon as this work is complete.

The Authority has agreed to work with the other 2 NPAs on a procurement project. This work is being led by Snowdonia NPA.

Officers are progressing the collection and inputting of data in relation to the Welsh Governments Public sector net zero reporting guide and associated spreadsheet for 2019/20 and 2020/21. Elements of this will have an impact on the Greening our Equipment action which is currently in red.

5 Community decarbonisation projects were awarded funding through SDF in Q1.

Business Continuity Plan/ Approach

The Business Continuity Plan/ Approach was an area identified within the Audit Wales Resilience Report. In July business continuity activities to support this had not been commenced but had been programmed into this year's work activities, and work on this has now been initiated.

RIDDOR and Conflict Incident

The Authority had 1 RIDDOR incident in Q1, involving a Member of the public driving a Trumper on one of our sites into stream and falling off. One conflict incident was reported in Q1, this happened at car park at one of our sites where member of public was abusive to a staff member.

Response time FOI and SAR

1 FOI and one SAR response were not provided within required time frames. A meeting was held in August to consider potentially trend risks in this area and potential mitigating actions.

Explanation of RAG Status

RAG	What it means
Red	Close monitoring and/or significant action required.

	<p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Not meeting the target or set to miss the target by a significant amount. • Projects/ Project Development: Significant issues with the project e.g. project hasn't started within expected timescales, delays against critical milestones, failure to achieve project outcomes, significant challenges to operational delivery, issues with budget profiling or future funding concerns. Or project is on hold/ no aspect of the project can be delivered due to COVID 19. Risk project associated with has increased as a result of inaction. • Ways of Working: Significant delays with progressing ways of working activities. Critical activities, milestones and outcomes not being achieved. Lack of progress raises compliance concerns. Current area of work is on hold due to reprioritisation of work due to COVID 19 or other priorities. • Strategic: Strategic partnership or engagement failing to achieve desired outcomes, lack of sustainability within partnership, funding concerns or capacity concerns in terms of Authority involvement. • Covid 19 response/ recovery: Service on hold or phase cannot progress due to current regulations. Progress concerns around recovery planning response in this area. Significant implementation concerns with phase. Significant limitations to service delivery. Major Health and Safety concerns or impacts on the workforce.
Amber	<p>Light touch monitoring required and/or some action should be carried out to prevent movement to Red status or to ensure progress to Green status.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Performance is currently not meeting the target or set to miss the target by a narrow margin. • Projects/ Project Development: Minor or initial concerns around project performance and delivery e.g. some slippage in terms of timescales, initial concerns around progress towards project milestones, outcomes, operational delivery and budget profiling. Some future funding concerns. Measures have been put in place to address any previous major concerns and are being acted upon. Only part of the project is being delivered due to COVID 19/ adapted approach in place. • Ways of Working: Minor delays with progressing ways of working activities. Some activities, milestones and outcomes not being achieved. Measures have been put in place to address any previous major concerns and are being acted upon. • Strategic: Initial concerns on strategic partnership or engagement achieving desired outcomes, sustainability of partnership, funding or capacity in terms of Authority involvement. • Covid 19 response/ recovery: Only part of service is being delivered. Recovery planning activities initiated or in place but service not back to normal. Concerns around progress/ delivery in terms of recovery planning or service provision. Minor Health and Safety Concerns or

	impacts on workforce.
Green	<p>No action required.</p> <p>This would normally be triggered by any combination of the following:</p> <ul style="list-style-type: none"> • Measures: Performing is currently meeting the target. • Projects/ Project Development: Everything is functioning as expected, project performance is as planned with the project meeting milestones and outcomes. • Ways of Working: Progress is being made against areas for action within reasonable timescales. Milestones and Outcomes are being achieved. • Strategic: Healthy sustainable partnership in place, delivering against desired outcomes. • Covid 19 response/ recovery: Service back to normal/ or operating successful adapted approach. Regulations implemented. Effective Health and Safety practices are in place.
<p>Performance for some Measures are based on across year benchmarking and trend considerations, performance columns on previous year performance should be used to assess performance in these areas.</p>	

RECOMMENDATION:

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

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

Performance Report – Corporate and Resources Plan 2021/22 (April – July)

Well-being Objective – Prosperity

Work Stream: Planning Policy and Service

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					Comments
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	
% of all planning applications determined within time periods required ytd	47.27	66.31	84.68	82%		Green	↑	
Average time taken to determine all planning applicants in days ytd	86	109.75	103	<67 days		Amber	↑	
% of Member made decisions against officer advice (recommendation) ytd	0	7.14	0	<5%		Green	↑	0 out of 5. Welsh Government Target, part of APR benchmarking.
% of appeals dismissed ytd	66.67	75.00	0	>66%		Red	↓	Relates to one appeal
Applications for costs at section 78 appeal upheld in the reporting period ytd	0	0	1	0		Amber	↓	Planning application: NP/19/0522/FUL
% of planning applications determined under delegated power ytd	94.55	92.45	95.97	BM				
# planning applications registered ytd	118	553	159	Trend				
% of planning applications approved ytd	96.36	92.45	83.06	Trend				

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
TIR = Trend - Impact of COVID 19 and Recovery of Services

Performance Report – Corporate and Resources Plan 2021/22 (April – July)

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Strategic: Adoption of Supplementary Planning Guidance	Amber	Amber	→	Progress Status: In Progress/ Behind. Commencement of review delayed with delay in adopting the Local Development Plan 2. Second batch of supplementary planning guidance due to go to September NPA 2021 for approval for consultation.
Ways of Working: Initiate a review of our processes and use of technology to support an efficient planning application administration process	Amber	Amber	→	Progress Status: In Progress/ On Track. Meetings held this month with planning application database provider. This included implementing a workflow process within the database system to automate parts of the allocation, validation, consideration and determination of applications. This should allow progress in streamlining administrative processes and allow for better monitoring of the system. Further discussions arranged next month to discuss the new version of the planning application database which should be live shortly. There will be a point where the planning application database will need to migrate to a new hosted environment and this will require IT support to proceed. Better integration with office 365, which is being implemented as part of a wider Authority project will allow for further efficiencies in administrative processes. Relaxation of Covid 19 restrictions are allowing for more staff to be present within Llanion and an administrative presence is now available in DM office daily. This will allow for further consideration of the overall administrative processes.
Governance/ Engagement: Review the Authority’s Public Speaking Procedures	Green	Green	→	Progress Status: Complete/ Ahead. Action Completed July 2021. This piece of work has been completed and the guidance document is being translated.
Strategic: Prepare and engage with changes to regional planning processes, including the development of the SWW CJC and SD Plans.	Green	Green	→	Progress Status: In Progress/ On Track. PCNPA continue to be part of regional planning group for SDP preparation. Initial stages are being discussed.

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Work Stream: Maintaining Public Rights of Way a Key Tourism Asset

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
Pembrokeshire Coast Path – Trip Advisor Overall Rating 1-5	5	5	5	5		Green	→	

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% of PROW open and accessible and meeting the quality standard ytd	86.83	86.87	86.87	85%		Green	→	
# of people using footpath (from fixed counters) ytd	10,322	160,039	89,038	Trend				This is a 26% increase on Q1 counter figures (70,714) for 2019/20.
# concerns reported for Coast Path and IROW ytd	2	200	93	BM				Q1 concerns for 2019/20 were 98. Impact of COVID 19 on Q1 2020/21 data in terms of restrictions, closures and recording impacts.

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Work Programme: Delivery of Authority's operational work programme for the PROW for 2021/22 (including seasonal cuttings and maintenance activities)	Amber	Amber	→	Progress Status: In Progress/ Behind. The Warden teams' work to date has focussed primarily on matters relating to public safety (e.g. storm damage, cliff falls, ash dieback, etc) as well as ensuring that key PROW in and around key settlements are open and accessible. It

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				has been a matter of 'all hands on deck' with regards to the cutting of the Coast Path as visitor numbers rapidly increased throughout the school summer holiday and with vegetation growth accelerating 'like never before'. Despite the above challenges the feedback on the standard of the Coast Path (in terms of general maintenance and accessibility) remains positive.
Work Programme: Activities to respond and increase resilience to the impact of coastal erosion and poor weather cycles on path (Reactive and planned work)	Green	Green	→	Progress Status: In Progress/ On Track. Sandy Haven Coast Path realignment of 500 metres of path, route has now been fenced by contractor and Public Path Creation Agreement in preparation; further groundworks to begin in September.
Ways of Working: Digital Park Project	Green	Amber	↓	Progress Status: In Progress/ On Hold. Further developments in terms of digital park project on hold. The departure of the Operations Manager means that we are having to look at alternative ways of providing GIS support to the team. Future developments will be tied to a wider corporate GIS strategy/ approach.
Ways of Working: Initiate work to agree standard specifications for signs to enable a more standardised and consistent approach to replacement	Amber	Amber	→	Progress Status: In Progress/ Behind. Progress has been slower than anticipated due to issues with the electronic Gravograph machine at Cilrhedyn. However, the speed and volume of producing timber route signs consistently will increase over the coming months as staff become more familiar with the new machinery.
Projects: Development of new footpath links and circular walks	Green	Green	→	Progress Status: In Progress/ On Track. Pwll Cornel: Sufficient work completed to open path to walkers; significant activity on social media welcoming opening of path, remaining improvements will be undertaken in September with an official launch in autumn. Moylegrove: majority of work completed, route currently under review to investigate possible diversion avoid costly engineering works on stream bank.
Strategic: Collaborate with PCC on delivery of RWIP and facilitation of Local Access Forum	Green	Green	→	Progress Status: In Progress/ On Track. Attended Local Access Forum meeting with updates provided on access reform and future farming support measures for access.

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Strategic: Participation in the Welsh Government's Access Legislation Forum.	Green	Green	→	Progress Status: In Progress/ On Track. NRW submitted Final Report to Welsh Minister for May deadline. No further updates for July.
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Work Stream: Sustainable Tourism and Recreation – Management, Promotion and Engagement

Measure – Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# visitors to Oriel Y Parc ytd	2,225	16,157	25,712	TIR			
Oriel Y Parc Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	Google Review Rating: 4.4
# Main website users ytd	59,310	83,240	124,544	BM				2020/21 ytd figures affected by complete Google Analytics data for May not being available due to issue caused by transfer to new website.
# Main website page views ytd	220,749	312,913	476,803	BM				

Measure – Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
	# attending pop up events across the Park	0	888	0	TIR	
# people engaged with through Summer Rangers business, tourist information and general public networking activities	0	1,282	0	TIR		Activities expected to commence in Q2.

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Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Engagement: Rangers Team (including summer rangers) visitor, community and landowner liaison activities during summer season 2021/22	Green	Green	→	Progress Status: In Progress/ On Track. The 4th summer ranger commenced in post in July so the team are now at full strength. Covid-safe working arrangements are in place which may impact on the numbers that the team are able to engage with compared to previous years, however the summer rangers have been out on beaches and NP sites around the county on a daily basis, providing activities, information and advice to visitors using the mobile information van and our information caravan when possible. Activities include rock-pooling and crabbing and looking at litter and marine plastic pollution. The summer rangers are posting daily on social media from their locations out in the Park.
Ways of Working: Development and Implementation of incident reporting system for sites, coast path, IROW for Rangers and Wardens.	Green	Amber	↓	Progress Status: In Progress/ On Track. Incident reporter app has been created and is being trialed, and further development will be linked to wider corporate GIS strategy/ approach.
Engagement: Delivery of Communicating out of Covid Strategy and associated messaging and digital campaigns (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. Work is ongoing to implement the Tread Lightly campaign, with a variety of activities planned for the summer holidays including engagement packs for Summer Rangers to assist in message delivery, a promotional film and geo-location advertising.
Ways of Working: External Sustainable Events Research (including responding to recommendations) (S6)	Red	Green	↑	Progress Status: In Progress/ Behind. Plans to refresh and move forward the research in autumn in place.
Project: Sustainability Support Activities for World Rowing and Beach Sprint Event (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Swansea university engaged with potential student projects. Press releases drafted. KPIS in live development.
COVID 19 Recovery Activity: Re opening of Oriol y Parc centre to visitors (informed	Green	Green	→	Progress Status: In Progress/ On Track.

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by risk assessment and adapted approaches.)				OyP continues to operate with a limited capacity. Room hire is now available in both rooms (with limited capacity) with the staff room relocating to its original location with mitigations in place to ensure social distancing. Slight revisions to the operation have been considered for guidance changes on 7th August including a slight increase to the number of visitors allowed onsite. Outdoor pop-up markets and craft workshops are taking place throughout July and August. Indoor events have not yet recommenced due to the reduced capacity.
Project: Re-positioning Oriel y Parc as Discovery Centre and implementing its interpretation plan	Green	Green	→	Progress Status: In Progress/ On Track. Submissions for a new tourist map for the centre have been received and are awaiting review. Currently awaiting delivery and production of new fingerpost signage and interpretive benches. VSM planning trip to other visitor centres in neighbouring counties for ideas and information.
Project: Development of Discovery points across the park (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. We are in the process of having 60 map panels fabricated which will then be distributed throughout the National Park, target date end of August.
Strategic Partnership: Collaboration with Visit Pembrokeshire on destination management and promotion	Green	Green	→	Progress Status: In Progress/ On Track. Visit Pembrokeshire set up and operational. PCNPA continues to engage with them to support their work.
Partnership Project: Celtic Routes	Green	Green	→	Progress Status: In Progress/ Behind. Cardiff based media and events specialists Orchard had been appointed to deliver the Celtic Routes Marketing and Delivery Contract. The main function for this contract will be to increase and spread visitor dwell and visitor spend across the Celtic Routes region (Carmarthenshire, Pembrokeshire, Ceredigion, Wicklow, Wexford and Waterford) and will involve building up knowledge of the Celtic Routes mission amongst businesses and facilitating a creative environment where ideas and partnerships thrive and to encourage wider creative supplier network. This contract is partly funded via the European Regional Development Fund through the

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				Ireland Wales Cooperation programme 2014-2020. The contract is being co-ordinated by Carmarthenshire County Council on behalf of the six partners.
Partnership Project: Ancient Connections	Amber	Amber	→	Progress Status: In Progress/ Behind. Following the community online consultation and evaluation panel, the public art commission contract was given to the internationally renowned artist Bedwyr Williams working with Contemporary Art Society. Bedwyr has proposed to create a series of giant beehives, three in St Davids Cathedral grounds and three in Ferns (Ireland). The structures will be modelled on traditional skeps, and although they will be much larger than a typical beehive, they are functional hives and would house real bee colonies. The artist has proposed that the communities in each location will take over the care for the bees and compare the unique flavour of the honey produced with their neighbours across the Irish Sea through exchange visits. Work will now begin on the community engagement plan before a final design is submitted. It is unlikely that this will need planning consent as the planning panel who looked at all five shortlisted proposals considered it low impact due to the fact that it does not require foundations, it is also made with sustainable materials and is clearly relevant to the heritage of the ancient monuments at St David’s Cathedral and stories of connection between St Davids and Ferns.
Strategic Partnership: Co-ordination of Managing Visitor Pressures and Visitor Experiences Document with partners (S6)	Amber	Green	↑	Progress Status: In Progress / On Track. Document complete and shared with all key partners for 2021.
Strategic Partnership: Pembrokeshire Water Safety Forum and mapping of coastal and foreshore incidents. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. The team have met with partners to discuss management and safety issues at local sites such as Abereiddi. Ranger Service Manager participated in an Oil Pollution training exercise held by HM Coastguard and the monthly Wales Beach Managers Meeting. Data from HMCG shows that there have been a large number of coastal incidents this

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				month, reflecting the high number of visitors on the coast. Use of stand up paddleboards and sit on top kayaks are seen as an emerging risk in Pembrokeshire by water safety partners.
Strategic Engagement: Liaison with Recreation Groups and Pembrokeshire Coastal Forum. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Quarterly PCF partnership meeting took place.
Strategic: Development of Sustainable Tourism Indicators in partnership with other NP Authorities	Amber	Green	↑	Progress Status: In Progress/ On Track. Discussion in progress on potential indicators including an ethical sustainability assessment and evaluation tool from PHE Public Health Registrar.

Work Stream: Supporting Local Businesses and Sustainable Procurement

Measure – Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July					Comments
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	
% Authority spend locally (S6)	46.57	35.11	37.75	BM				£199,368 spent in SA postcode
% Invoices paid on time (Average) (S6)	94.84	95.37	95.65	97		Amber	↑	

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# of stall holders participating in fairs and events at Oriel Y Parc and Carew ytd	0	38	0	TIR		
# of artists and craft makers supported at Oriel Y Parc ytd	0	13	9	TIR		

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	RAG	RAG	Trend	Comments
Ways of Working: Commission external review of Authority Procurement activities (re sustainability, decarbonisation, supporting local supply chains and community benefits) (S6)	Amber	Amber	→	Progress Status: No Started/ Behind. Agreement to work with other 2 NPAs on this work. Work being led by Snowdonia NPA.

Work Stream: Employment Transformation and Skills Development in Pembrokeshire

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			Comments
	Actual	Actual	Actual	Target	Revised Target	
# Work experience placements provided ytd	0	2	0	TIR		There have been no work experience placements through HR
# attending volunteer training sessions ytd	99	297	164	TIR		Across 25 Training sessions in Q1.
# volunteer days – new volunteer opportunities (volunteer roles) ytd	N/A	N.A	70	BD		
# Kickstart Scheme placements initiated ytd	N/A	N/A	5	BD		5 Roles have been advertised through Webrecruit: Archaeologist Support Assistant Business Administration Customer Experience & Site Warden x 2 Planning Admin Support.
# Kickstart Scheme placements completed ytd	N/A	N/A	0	BD		

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	RAG	RAG	Trend	Comments
Ways of Working: Develop a wider range of volunteering opportunities, with step up and training opportunities.	Green	Green	→	Progress Status: In Progress/ On Track. No new roles being actively developed this month. In June Visitor Welcome role started with training in place. New role of Beach wheelchair volunteers advertised in May.
Project: Delivery of job placements under Kickstart Scheme [placements for 16 to 24 year olds on Universal Credit]	Amber	Green	↑	Progress Status: In Progress/ On Track. Four candidates have now applied through the Scheme. Interviews are being progressed in August.

Well-being Objective - Resilience

Work Stream: Conservation Land Management – Managing Land for Nature

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
Conservation Sites - % in line with their formal management plan	100	100	100	100%		Green	→	Conserving the Park now has a waiting list and is closed to new agreements.

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Work Programme: Delivery of Authority's operational work programme for conservation (with focus on priority activities) (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind. Some conservation work was put on-hold due to the impact of COVID-19 on Warden operations. The Warden teams' work to date has focussed primarily on matters relating to public safety (e.g. storm damage, cliff falls,

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				ash dieback, etc) as well as ensuring that key PROW in and around key settlements are open and accessible. It has been a matter of 'all hands on deck' with regards to the cutting of the Coast Path as visitor numbers rapidly increased during the school summer holidays and with vegetation growth accelerating 'like never before'. Despite the above challenges conservation work has resumed in earnest and will continue to increase in the months ahead.
Work Programme: Delivery of annual cutting of the fire break network (S6)	Green	Green	→	Progress Status: In Progress/ On Track. No updates for July.
Engagement: Engagement Activities with Dairy Industry/ Farmers (S6) / Project: Greening Agriculture SLSP project (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Expressions of interests in the scheme have been received and are currently being considered and progressed. Four EOI have been returned and it was decided in principle to work with all four farms on different aspects regarding Carbon emissions and sequestration. Meetings to be held with all farms to evaluate projects further and to gain more information about each individual business.
Strategic Partnership: Participation with Pembrokeshire Nature Partnership and delivery of Pembrokeshire Nature Recovery Plan (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Nothing further to report in July. The partnership allocated its biodiversity project grants in May and a new assistant partnership officer has been employed to assist the biodiversity partnership with delivery of the local places for nature grant.
Strategic Partnership: Participation with Pembrokeshire Grazing Network and Pembrokeshire Wildfire Group. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. There are several new sites in the scheme, so now the grazier for North region has all their ponies out on PGN sites and will remain at full capacity until October.
Strategic Engagement: Participate in opportunities to influence and support the design and delivery of the new Sustainable Land Management Scheme for Wales as it is developed. (S6)	Amber	Green	↑	Progress Status: In Progress/ On Track. Discussions held with Welsh Government team developing the new programme.

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Work Stream: Biodiversity and Connectivity Projects

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Scheme: Traditional Boundary Grant Scheme (S6)	Green	Green	→	Progress Status: In Progress/ On Track. We have now received quotes for a second tranche of works to be undertaken in the Traditional Boundaries Scheme.
Project: People, Paths and Pollinator Pilot Project (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Whole length of the coast path has now been surveyed for opportunities to improve habitat and connectivity. Plans implemented on NP sites. Wardens in the West are implementing changes to cutting regime.
Project: Implementation of Dawnsio ar y Diben SMS Coastal project work programme (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Project Officer Appointed.
Project: Habitat use of Coastal Belt by Adders. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Field phase completed. Radio interview given for Radio Wales Country Matters.
Project: Development of long term management plan for Southern Damselfly and Marsh Fritillary (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Marsh fritillary habitat survey will start in Sept. Nature Networks Funding secured which will help to implement practical habitat management for Marsh Fritillaries.
Project: Long Term monitoring projects Chough, Barn Owl, Carew Castle bats and Skylarks and further analysis of Chough Monitoring Data Set (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Awaiting reports for Chough surveys. Final Carew bat surveys to be carried out in the autumn.

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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Work Stream: Engagement and Volunteering in looking after the Park’s Ecosystem

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
Hectares - Invasive species removed at source/ injected ytd	21.50	54.15	45.49	Trend		
# Volunteer days – Invasive species work ytd	12	18.5	45	TIR		
# volunteer days – conservation ytd	44	279	275	TIR		Across 93 sessions.
# volunteer days – social action ytd	0	58	48	TIR		

Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
Project: Stitch in Time	Green	Amber	↓	Progress Status: In Progress/ On Track. Moved to amber as no funding currently in place for project continuation, officers working to seek continuation funding. Over July a total of 189.74 hours have been contributed by volunteers to Himalayan balsam work parties, including Molygrove Environment group Balsam bash at Penrallt garden centre, Friends of the National Park Balsam bash at Chapel Hill wood (x2), Voluntary Warden (West) balsam bash at Llanrhian/Porthgain, 2 Chapel Hill residents Balsam bash at Chapel Hill wood, and Voluntary Wardens (North) Balsam bash at Llwyngwair Manor. Best practice demonstration event organised by Cwm Arian.	
Project: Enhancement of picnic area and woodland area at Oriel y Parc (S6)	Green	Green	→	Progress Status: In Progress/ On Track.	

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				Meeting held with pollinator warden regarding maintenance over the summer and advice on next steps.
Project: Recruit and train specialist volunteers to carry out reptile, Marsh Fritillary and Southern Damselfly monitoring (S6)	Green	Green	➔	Progress Status: In Progress/ On Track. Meadow monitoring training day held at Trefin. Attended by 5 volunteers.
Partnership: Participate with Pembrokeshire Light Pollution Partnership, including carrying out community engagement activities where appropriate (S6)	Green	Green	➔	Progress Status: In Progress/ On Track. Partnership to work up SPG with PCC in development. Working with partnership to progress actions for potential application to IDA for reserve status. All work around SPG and other IDA designation will include community engagement.

Work Stream: Looking after Trees in the Landscapes

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised	Comments
# of applications for works to protected trees determined ytd	12	37	4	Trend		
# of new tree preservation orders made ytd	0	0	0	Trend		
# volunteer and social action days – tree planting ytd	0	131	59	TIR		Tree Matt fitting focused, including Youth Rangers, Pathways and Duke of Edinburgh sessions at Wolfcastle.

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Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
Work Programme: Delivery of 2021/22 work programme to manage ash die back on our estate	Green	Green	→	Progress Status: In Progress/ On Track. The team has re-commenced the survey of the rest of the authority's estate (i.e. Zone 2 and 3 sites - see previous committee reports), whilst the trees are in leaf and the disease more visible. Due to the nature of these sites, it is anticipated that the proportion of trees to be felled will be smaller, with a greater proportion entering the system for onward monitoring.	
See Responding to Climate Change Emergency Work Stream Section for information on Community Woodland SPSL Project					

Work Stream: Marine and Foreshore Environment

Data Available Quarterly						
Measure -	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# volunteer and social action days – beach, foreshore and river cleaning activities ytd	0	17	57	TIR		

Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
Project: Initiate development of sustainable seaweed collection policy.(S6)	Green	Amber	↓	Progress Status: In Progress/ Behind. Report may need tweaking following publishing of NRW report.	
Collaboration: Explore opportunities through partnerships to develop projects that can support/ enhance carbon	Green	Green	→	Progress Status: In Progress/ On Track. A seagrass report by marine ecology researcher for the Pembrokeshire Marine Special Area of Conservation	

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sequestration in the marine environment. (S6)				Relevant Authorities group was received in May. This was enabled by the European Marine Officer's joint working with Project Seagrass, and it provides a useful progression from the Milford Haven Waterway Environmental Surveillance Group's seagrass report in 2017.
Collaboration: Involvement with Foreshore Management Plan and collaborate on marine pollution prevention, contingency planning and response and support others in managing commercial gathering activity. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Partnership meeting with PCF took place.
Collaboration: Explore opportunities for joint working to improve water quality information and land management and to expand water quality work from the Waterway to the open coast. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. A second phase of the CLEAN project has been proposed and PCNPA is assisting in looking for funding sources. A final evaluation report of the Building Resilience in Catchments Project is in preparation by a consultant commissioned by Pembrokeshire Coastal Forum and PLANED.
Strategic Partnerships: Participate in Relevant Authority Groups for SAC areas and Marine protected areas management at a Wales/ Welsh Government level. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Ongoing action. The Authority continues to be represented on and contribute to funding Relevant Authority Groups for Pembrokeshire Marine SAC, Cardigan Bay SAC and Carmarthen Bay and Estuaries European Marine Sites. The Authority also represents Pembrokeshire Coast and Snowdonia National Parks on the Welsh Government Marine Protected Area (MPA) Management Steering Group, contributing to appraisal of funding bids to implement the Welsh MPA action plan. The NPA is also represented on the Wales Marine Action and Advisory Group (which brings together a range of interested parties to engage on the delivery of marine and fisheries divisional priorities and wider marine and fisheries work) and on the Marine Planning Decision Makers Group (which helps public authorities understand

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				and implement the Welsh National Marine Plan, adopted in 2019). Pembrokeshire Marine SAC Relevant Authorities Group met on 13th July.
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Work Stream: Planning - Sustainable Management of Natural Resources (SMNR) and Responding to Biodiversity Loss

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Collaboration: Work with regional partners to develop a South West regional approach to specialist advice on one planet developments and biodiversity enhancements conditions under Environment Section 6 biodiversity duty (including exploring opportunities for biodiversity enhancements to have a positive socio economic duty impact.) (S6)	Green	Green	→	Progress Status: In Progress/ On Hold. Whilst the joint tender process has taken place, recent changes in other Authorities has meant that this work is on hold.

Well-being Objective – Health & Well-being

Work Stream: Supported Walking Opportunities

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in Walkability supported walks ytd	0	201	151	TIR		
# Pembrokeshire participants in Walking for Well-being project walks ytd	0	107	88	TIR		

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Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Project: West Wales Walking for Well-being partnership project.	Green	Green	→	Progress Status: In Progress/ On Track. The project continued to gather pace post the easing of COVID-19 related restrictions, with walking programmes on offer in Pembrokeshire, Carmarthenshire and Ceredigion.

Work Stream: Promoting Health Benefits of the Park - Partnerships, Initiatives and Projects

Measure – Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# of online walk maps downloaded from PCNPA website ytd	2,259	9,794	13,258	TIR		2020/21 data affected by no data in May due to analytics issues with transfer to new website

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# volunteer days ytd	85	819.80	545.7	TIR		
# participants in volunteering and social action sessions involving physical activity ytd	4	819	660	TIR		
# participants in PCNPA led walks ytd	0	593	487	TIR		

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Project: Pathways Project	Green	Green	→	Progress Status: In Progress/ On Track.

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				The Pathways project had a planned finish in October of this year. Unspent funds mean that the work could be extended through into 2022, working with existing Pathways volunteers and complementing the Roots to Recovery project's activity with beneficiaries experiencing poor mental health. A new project plan and budget has been drafted for discussion.
Project: Roots to Recovery Project Bid (and project delivery if Successful)	Green	Green	→	Progress Status: Not Started/ On Track. Project planning continues for a start date of the 1st of September. 3 years of funding for the Roots to Recovery project, totalling £339,891 has been secured.
Ways of Working: Commission review of volunteer offer, to guide our long term approach	Green	Green	→	Progress Status: In Progress/ On Track. The final report is due in the early Autumn. In July a series of questionnaires were prepared for stakeholders in PCNPA volunteering activity. A survey for volunteers was launched in an on-line format. The consultants started on a series of meetings (both internal to the Authority and externally) to get a better understanding of volunteering in the National Park, highlighting good practice but also looking to identify opportunities for improvements
Strategic: Development of a National Park Management Action Plan for our Health and Well-being activities	Green	Green	→	Progress Status: Complete/ On Track. Action Plan approved by Members at July NPA.
Partnership: Co-ordinate the West Wales Nature Based Health Service Network	Green	Green	→	Progress Status: In Progress/ On Track. PHW invited to present on social prescribing plans at next WWSNBHS network meeting.
Collaboration: Support Public Health Wales with its strategic activities on social and Green solutions for health	Amber	Green	↑	Progress Status: In Progress/ On Track. Next WWSNBHS meeting will invite PHW to present on social prescribing.
Collaboration: Work with partners to develop and promote active travel and every day walking and cycling opportunities in the Park	Amber	Green	↑	Progress Status: In Progress/ On Track. Links with Ramblers have given rise to a number of family walks for train stations in the NP. The Community Rail Partnership is also involved. Let's Walk Pembrokeshire Partnership to be reviewed in autumn.

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Work Stream: Outdoor School and Play

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in PCNPA outdoor learning sessions ytd	0	1,904	1,600	TIR		2019/20 ytd – 2,658
% schools in National Park engaged with PCNPA outdoor learning sessions/ activities ytd	0	30.77	38.46	TIR		
% schools in Pembrokeshire engaged with PCNPA outdoor learning sessions/ activities ytd	0	20.97	20.97	TIR		

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Project: Pembrokeshire Outdoor Schools	Green	Green	→	Progress Status: In Progress/ On Track. In July PODs held an event for Primary School head teachers in Pembrokeshire. There were 10 attendees, who heard about how they could manage the development of a new Curriculum for Wales in their school with an outdoor focus. The July meeting of the PODS partners was held at Johnston Primary School (a school that has demonstrated a high standard of good practice in outdoor learning during the academic year) and included a tour of the school grounds by teachers. A PODS project extension proposal has been drafted, which will allow for the employment of a PODS Co-ordinator through until March 2023. Work on the website is almost complete, ready for a launch in the new academic year in September
Project: Roots/ Gwreiddiau Project	Green	Green	→	Progress Status: In Progress/ On Track.

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				2 farm visits for classes at Johnston school to East Hook Farm. Pupils conducted a meadow health survey, learning a technique for use in managing the meadow project at school. Visit attended by funder SHLNG representative and PCNPT.
Project: First 1000 days	Amber	Amber	→	Progress Status: Not Started/ Behind. With a second round of recruitment underway, we were unable to start the project in time for the school holidays as originally planned. An Autumn start is now envisaged for this work.

Work Stream: Planning Affordable Housing

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
% of housing units approved that are affordable ytd	0	102	0	See APR and Annual Local Development Plan monitoring report for context		
# affordable housing units approved ytd	0	68	0			

Work Stream: Workforce Well-being, Resilience and Development

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# Days Lost through Sickness Absence excluding Long Term Sickness	N/A	35 (June)	28 (July)	BD		YTD 2021/22: 92.
# Days Lost through Sickness Absence including Long Term Sickness	N/A	88 (June)	28 (July)	BD		YTD 2021/22: 236.

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% of hours lost as a result of Sickness absences per employee excluding Long Term Sickness	N/A	1.09 (June)	0.91 (July)	BD		Average YTD: 0.86
% of hours lost as a result of Sickness absences per employee including Long Term Sickness	N/A	2.60 (June)	0.91 (July)	BD		Average YTD: 2.05

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Covid 19 Recovery: Pro-actively manage and support our workforce in response to COVID 19 related developments during the year.	Green	Green	→	Progress Status: In Progress/ On Track. Ongoing support provided through Line Management structure.
Covid 19 Recovery: Planning and managing phased opportunities, for staff across different teams to return to their normal place of work or duties (or long term home working arrangements)	Green	Green	→	Progress Status: In Progress/ On Track. Flexible Working Policy to be approved at August Leadership Meeting. Office staff remain working from home on the whole. A new Risk Assessment is to be drawn up for DM staff who will pilot a new way of returning to the office.
Ways of Working: Activities to support PCNPA achieving Bronze level under Corporate Health Standard	Green	Green	→	Progress Status: In Progress/ On Track. Work recommenced on accreditation for CHS. HR resource will be focused on this in August, after new HR system has been completed rolled out.
Ways of Working: Creation of Training and Development Plan to support workforce resilience	Green	Green	→	Progress Status: In Progress/ On Track. Still awaiting a small number of Work and Wellbeing Reviews to be returned to complete Training Plan.
Ways of Working: Implementation of PCNPA People Plan	Green	Green	→	Progress Status: In Progress/ On Track. HR Strategy complete. Associated Action Plan in draft format with some actions already in motion.

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Well-being Objective – Equality

Work Stream: Strategic Equality - Our Workforce and Services

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# Integrated Assessments for Strategic Plans and Decisions completed ytd (Equality Impact Assessments form part of the integrated assessment)	N/A	N/A	0	Trend				
% workforce equality monitoring information completed on people management system	83.9	78.6	78.6	70		Green	→	

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Ways of Working: Embed the Socio Economic Duty in our decision making processes	Amber	Amber	→	Progress Status: In Progress/ On Track. Staged Integrated assessment taking account of socio economic duty being carried out aligned to high level strategy and associated follow on activities relating to this work. Summary of stage 1 of integrated assessment included in High level strategy paper that went to Members at July NPA. Officer due to attend EHRC Public Sector Leaders Forum: Socio Economic Duty in October,

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				which should provide insight and learning from other Public Bodies approaches.
Ways of Working: Ways of Working: Activities to address and further analyse Gender Pay Gap in the Authority.	Green	Green	→	Progress Status: In Progress/ On Track. Project will be aligned to new Corporate Strategy and associated grading structure. Preparation work has begun in anticipation.
Ways of Working: Develop corporate approach to Web Accessibility Regulation compliance.	Green	Green	→	Progress Status: In Progress/ On Track. Training continuing. Minor changes being made as issues discovered. Further work ongoing on reducing use of PDFs.
Ways of Working: Integrate equality training and awareness into the Training and Development Plan for the Authority.	Green	Green	→	Progress Status: In Progress/ On Track. New e-learning system ready to be rolled out to over 95% of staff. System to be rolled out in August. Equality training will be supplemented with face to face training for Centre staff. Content for 'class room' training being developed.
Ways of Working: Initiate activities to support us achieving Level 1 under the UK Governments Disability Confidence Scheme .	Green	Green	→	Progress Status: In Progress/ On Track. Recruitment Policy being drafted to support DCS and all new jobs advertised from August onwards will set out commitments to Disabled candidates meeting minimum job requirements.
Ways of Working: Sign up to the EHRC 'Working Forward' pledge .	Green	Green	→	Progress Status: In Progress/ On Track. In May HR pledged its support to the Working Forward initiative to show PCNPAs commitment to diversity and inclusion and help remove barriers to career progression and pay equality for women, ethnic minorities and disabled people. No response received. Chase response in August.
Collaboration: Explore with other National Parks, conservation and heritage providers opportunities to develop a scheme or initiatives to promote job opportunities within the sector to underrepresented groups.	Green	Green	→	Progress Status: In Progress/ On Track. 4 individuals applied through the Kickstart Scheme and will be interviewed in August. If successful the focus will be on support them and an evaluation of this objective will be undertaken in early 2022.

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Work Stream: Landscapes for Everyone - Inclusive Experiences and Social Inclusion

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	# of web wheelchair walks maps downloaded	111	379	504	TIR	

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# people engaged with through social inclusion activities	71	750	444	TIR		
# participants engaged with through social inclusion work with young people	61	188	98	TIR		
# of active Youth Rangers (Average for all quarters)	10	5	15	TIR		

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Project: Review of Beach Wheelchair Initiative and look at opportunities to further develop our offer	Green	Green	→	Progress Status: In Progress/ On Track. Beach wheelchair coordinator gathering detail and data for review report, due end of year.
Project: Experience for All Project (including responding to recommendations.)	Green	Green	→	Progress Status: In Progress/ On Track. Due to pandemic paper publication moved to autumn.
Ways of Working: Develop project checklist that can be shared with partners to ensure projects developed to address NPMP impacts are inclusive.	Amber	Amber	→	Progress Status: In Progress/ Behind. Awaiting Experience for All research to complete to enable recommendations to feed into to the development of project checklist. Have been looking at NRW's "By all

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				reasonable means- Least restrictive access to the outdoors" and its indicators of good practice and how these could feed into the checklist and information from report "Addressing the Lack of Diversity in the Environment Sector" from Young People Collective, Esmee Fairbairn Foundation and HUDL Youth Development Agency.
Project: Creation of more accessible circuit walk at reed bed, Freshwater East and access work at Carew Castle	Amber	Amber	→	Progress Status: In Progress/ Behind. This work is due to be completed in the Autumn. It was put on-hold due to COVID but work will resume once the main cutting season is over.
Project: Physical Access Improvements at St Non;s	Green	Green	→	Progress Status: Complete/ On Track. New path contract complete, awaiting Interpretation.
Project: Carew Castle Access Project	Green	Green	→	Progress Status: In Progress/ Behind. This project has been delayed and is still in the initial stages of planning. A brief has been written and we hope to undertake the work in February/March 2022.
Project: Upgrading beach access for wheelchair accessibility - make good the 'all ability' access path / boardwalk at Manorbier beach and Poppit Sands (SLSP)	Green	Green	→	Progress Status: In Progress/ On Track. Work on this project will proceed following the busy summer tourist season.
Project: SLSP All terrain electric scooters at Castell Henllys Iron Age Village	Green	Green	→	Progress Status: In Progress/ On Track. Mobility scooters have been ordered and are due to arrive at the end of August beginning of September.
Ways of Working: Initiate a process to explore the potential for developing an enhanced specification and inspection regime for easy access routes	Red	Red	→	Progress Status: Not Started/ On Hold. Work currently put on hold following departure of Operations Manager.
Collaboration: Review with the other 2 Welsh NPA the joint position statement 'Landscapes for Everyone' to ensure socio economic considerations are embedded within it	Amber	Green	↑	Progress Status: In Progress/ On Track. Paper due to be published in autumn 2021

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Work Stream: Engagement

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Engagement: Facilitation of Youth Committee	Green	Green	→	Progress Status: In Progress/ On Track. The two Youth Committee meetings in July focused on a review of the Pembrokeshire Youth Manifesto. The main aim being to agree a version for circulation and sharing. The final meeting before an August break was held outdoors at Carew Castle and included a 'secret shopper' review of some of Carew's services. At the end of July a joint Youth Committee/Youth Rangers event was held on the Castlemartin Range, bringing together young people from both groups for a celebration of their work so far this year. One of the Youth Rangers recorded a Welsh language commentary for the film produced by the Youth Committee earlier in the year.
Engagement: Facilitation of Volunteer Forum	Green	Green	→	Progress Status: In Progress/ On Track. Meeting held at the end of July, which covered both volunteering and PCNPA matters. Potential to re-visit the terms of reference for the group and adapt the focus.
Engagement: Engagement Action Plan group - engagement with Members, staff and Leadership Team to progress priorities within the plan/ identification of future priorities for the action plan	Green	Green	→	Progress Status: In Progress/ On Track. Report on the engagement action plan was presented to Audit and Corporate Services Committee in July and included shared learning report on Adapting our approach in response to COVID 19 Pandemic: Use of virtual/ digital approaches in 2020/21. HR manager met with members of the group to discuss training needs identified within the plan and self-assessment work, with proposal created following the meeting. Meeting of the group held 30th June.
Engagement: Involvement of Members, Staff, stakeholders and the public in the review of the Authority's priorities and Well-being Objectives	Amber	Green	↑	Progress Status: In Progress/ On Track. Members agreed high level priorities and 19 outcomes have been identified.

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Well-being Objective – Communities

Work Stream: Community Activities and Projects benefiting the Park and People

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# community project/ engagement activities ytd	19	521	411	TIR		
# social action participant days ytd	0	58	98	TIR		Including social action activities with Pembrokeshire College Environmental Conservation students and Army Prep Group.
# community events held at centres ytd	0	6	1	TIR		

Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
Engagement: Rangers community liaison work and participation in local Community Safety Partnership and Rural Crime Partnership	Green	Green	→	Progress Status: In Progress/ On Track. Ranger Service Manager contributes to new weekly Cohesion meeting whenever possible.	
Project: Stitch in Time project engagement with Communities	Green	Amber	↓	Progress Status: In Progress/ On Track. Moved to amber as no funding currently in place for project continuation, officers working to seek continuation funding. Over July a total of 189.74 hours have been contributed by volunteers to Himalayan balsam work parties, including Molygrove Environment group Balsam Bash at Penrallt garden centre, Friends of the National Park Balsam bash at Chapel Hill wood (x2), Voluntary Warden (West) Balsam bash at	

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				Llanrhian/Porthgain, 2 Chapel Hill residents Balsam bash, at Chapel Hill wood, and Voluntary Wardens (North) Balsalm bash at Llwyngwair manor. Best practice demonstration event organised by Cwm Arian.
Ways of Working: Centres engagement activity with local communities. (Individual one for each centre)	Green	Green	→	<p>CH: Progress Status: In Progress/ On Track. Pembrokeshire People First came to the site for a meeting to discuss future co-working and possible site visits and use of the tipi for their members. The stated that they could undertake a accessibility survey of the site with their members as well as provide diversity training in kind for use of the facilities. A number of various community groups have enquired about the use of the tipi for local activities.</p> <p>OYP: Progress Status: In Progress/ On Track. Local art exhibitions continued in July, with an Arts Council funded immersive installation by a local artist in the St Davids Room. Twice weekly pop-up markets in the courtyard have been organised for the Summer Holidays, with 6 stalls attending every Wednesday and Friday, starting Wednesday 28th July. A community networking event was scheduled to take place at the centre in partnership with local community group EcoDewi with talks arranged regarding grass cutting, verges and hedgerows this was unfortunately cancelled due to a variety of unforeseen circumstances, this will be rearranged ASAP. VSM took part in a final Happy Museum session, helping to evaluate the project. A partnership with local community group Eco-Dewi brought a small school group visit from Ysgol Penrhyn Dewi to view the new exhibition and have a tour with the artist.</p> <p>Carew: Progress Status: In Progress/ Behind. We continue to engage with our local community through the Community Council. Engagement with local schools etc. has been restricted due to Covid, although we have recently hosted two school visits.</p>

Performance Report – Corporate and Resources Plan 2021/22 (April – July)

Work Stream: Sustainable Development Fund – Supporting Community Decarbonisation Projects

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# SDF community decarbonisation projects approved ytd	0	12	5			April SDF Committee: 1 Renewable Energy (Solva Club House Solar Project.) 1 Transport (Paul Sartori Foundation Warehouse Carbon Reduction Initiative.) 2 Minimise Waste (Community Organised Allotment for Solva Tenants. Recycling Facilities Tenby United RFC.) 1 Other (Eco Dewi Community-led decarbonisation across St Davids Peninsula)
# SDF Community Decarbonisation Projects Completed ytd	0	0	0	Trend		
% of Sustainable Development Fund allocated ytd	4.86	77.87	26.99	100% (Annual)		£51,272 allocated ytd

Work Stream: Planning Service – Enforcement, Placemaking and Community Engagement

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
% of enforcement cases investigated (within 84 days)	100	78.15	97.78	BM		

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Average time taken to investigate enforcement cases in days	43	71.75	59	BM		
Average time taken to take enforcement action in days	74	103	78	BM		
# retrospective planning applications registered	0	8	6	Trend		

Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
Engagement: Planning Service engagement with Community Councils	Green	Green	→	Progress Status: In Progress/ On Track. Ongoing positive engagement with community councils including officers attending meetings where requested.	

Well-being Objective – Culture

Work Stream: Historic Inspiration and Experiences

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Visitors to Carew Castle ytd	705	11,812	19,624	TIR			
Carew Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	Google Review Rating: 4.6
# Visitors to Castell Henllys ytd	793	3,238	5,497	TIR				2020/21 data impacted by COVID 19 closures. 2019/20 ytd - 9,221
Castell Henllys Trip Advisor rating 1-5	4.5	4.5	4.5	4.5		Green	→	Google Review Rating: 4.6

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Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants in historical activities and events ytd	27	588	3,350	TIR		2019/20 ytd – 4,014
# people engaged with through education programme at Castell Henllys ytd	0	192	10	TIR		2019/20 ytd – 1,057
# people engaged with through education programme at Carew ytd	0	48	24	TIR		2019/20 ytd – 549

Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
COVID 19 Recovery Activity: Re opening of Castell Henllys to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: In Progress/ On Track. Despite potential changes to the Welsh government guidelines, after discussion with the team we have decided to carry on with the measures that are currently in place to keep the team and the public safe.	
COVID 19 Recovery Activity: Re opening of Carew Castle and Mill to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: Complete/ On Track. This action is now complete. The Castle and Mill are open to the public and follow all risk assessments and safety precautions. A few small areas remain closed off due to Covid 19 safety.	
Project: Development of Interpretation in the exhibition room at Carew Castle	Green	Green	→	Progress Status: In Progress/ Behind. This project was delayed due to Covid 19, however much of the work has been started. We aim to have this completed in 2021 to open in the 2022 season.	

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Work Stream: Art Inspiration and Engagement

Measure - Data Available Monthly	2020/21 June	2021/22 July	2021/22 Current Period – June			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
# visitors to gallery at Oriel y Parc ytd	0	3,317	7,101	TIR		Gallery re-opened on 17th May following lifting of restrictions.

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
# participants school holiday art workshops for children	0	0	0	TIR		Activities expected to commence Q2.

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
COVID 19 Recovery Activity: Re opening of the gallery at Oriel y Parc to visitors (informed by risk assessment and adapted approaches.)	Green	Green	→	Progress Status: Complete/ On Track. Gallery is now fully open, following Covid-19 government guidance.
Project: School Holiday art workshops at Oriel y Parc	Green	Green	→	Progress Status: In Progress/ On Track. Art and Craft Workshops taking place on Wednesdays throughout the Summer Holidays. First Workshop took place on Wednesday 28th July.
Strategic Partnership: Joint curation of Exhibitions with Amgueddfa Cymru/ National Museum Wales	Green	Green	→	Progress Status: In Progress/ On Track. Successful opening of Land/Sea exhibition, with private previews proving popular with stakeholders, including a visit and tour for PCNPA members, trustees and leadership team. A training session took place with staff and volunteers with a tour from the artist. NMW colleagues also visited throughout the opening

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				week. A meeting is scheduled to take place in August to discuss possible associated events/talks for the Autumn. Visitor Service Manager is awaiting update for The Lost Words exhibition which is still being negotiated with the publishers.
Project: Develop a range of digital and supplementary online materials for exhibitions at OYP, to help more people to engage with art works on display	Green	Green	→	Progress Status: In Progress/ On Track. Land/Sea website is now live. New video content has been added and will be supplemented further as the exhibition continues.
Strategic Partnership: Participation in Inspire Pembrokeshire	Green	Green	→	Progress Status: In Progress/ On Track. The initial funded project has now come to an end with Planed taking over the running and administration of the new website and App which is due to go live soon. PCNPA will continue to be an important partner and the VSM will continue to represent PCNPA.

Work Stream: Historic Environment - Historic Buildings and Community Archaeology

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 - Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
% Buildings at Risk	5	5	5	<6		Green	→	
# listed building applications determined under CADW delegated scheme	N/A	N/A	6	BD				
# of archaeological sites where conditions have improved	10	170	43	Trend				
# of archaeological sites where conditions have improved with the help of volunteers and social action participants	1	142	76	TIR				

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# participants in heritage guardian sessions	N/A	N/A	10	TIR				
# of heritage guardian sessions	N/A	N/A	1	TIR				

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Scheme: Delivery of Safeguarding Ancient Monuments Scheme	Amber	Amber	→	Progress Status: In Progress/ Behind. During July, four scheduled monuments were visited and assessed for issues by heritage volunteers. While progress by volunteers to visit sites is positive, progress to assess the online submissions of visits by the Community Archaeologist is taking time. This is due to other activities and priorities from the work programme taking precedence at present. It is hoped that this will improve once other activities have reduced, for example community excavations will end towards the latter part of September.
Scheme: Heritage Guardians activities with schools and colleges	Green	Green	→	Progress Status: In Progress/ On Track. During July, three trips took place with Ysgol Gelli Aur, Pembroke to archaeological sites in the Preseli. This included 41 Welsh medium pupils from years three, four and five and 75 English medium pupils from years four, five and six. They also visited Castell Henllys as part of their trip and were given archaeologically themed activities to do on site. The trips were supported by the school, the Community Archaeologist, ranger team north and Castell Henllys staff. Some of the pupils were unable to visit in July due to having to isolate because of COVID. It is hoped that a trip can be arranged with the pupils who missed out during the autumn term, including a visit to see the excavation taking place at Waun Mawn. In addition to work with Ysgol Gelli Aur, the evaluator has been busy obtaining feedback from educational settings

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				that have participated in the project via a survey. It is hoped that more in-depths workshops can take place in the new academic year, to ascertain how to take the scheme forward for the longer term.
Event: Annual Archaeology Day	Green	Green	→	Progress Status: In Progress/ On Track. During July, an archaeology day planning meeting took place between the Authority and PLANED to discuss progress on actions and plans for the event. The content of the event as it stands was discussed, along with the platform and COVID advice as it stands for holding events of this type. It was agreed that this will be reviewed routinely and adaptations to the event delivery made accordingly. A timeline of actions and milestones was drawn up and shared amongst those involved in organisation of the event. A follow-on meeting has been scheduled for August to review progress with planning event and completing actions.
Project: Activities to support digital community archaeology interpretation offer	Green	Amber	↓	Progress Status: In Progress/ Behind. During July, both the digital scanning project of archaeological artefacts and the reconstructive model work of the Castle Point Old Fort scheduled monument have been delayed due to contractors being affected by COVID-19 issues. The Community Archaeologist is in close contact with the contractors to monitor the situation.
Project: Delivery of Community Archaeology excavations and projects (focus on opportunities linked to Castell Nevern and Ancient Connections project)	Green	Green	→	Progress Status: In Progress/ On Track. During July, the Community Archaeologist continued to produce bilingual vlogs of the St Patrick's Chapel excavation. This included carrying out a drone survey. In addition, the Community Archaeologist spent time excavating with the volunteers, helping with aspects of site tours and took part in a Welsh interview for S4C's Heno programme. The excavation concluded in mid-July and some interesting discoveries have been made. It is hoped that a talk will be delivered about the discoveries

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				at the 2021 Archaeology Day in November. During July, an excavation commenced at Porth-y-Rhaw, the Authority is supporting this through helping with publicity and helped recruit volunteers to take part. The Community Archaeologist attended the site to help with the excavation in July, included giving information to site visitors. The Community Archaeologist also appeared in the first week's vlog talking about the site, this was done bilingually and has since been posted on social media platforms. The excavation will conclude in early August. In addition to these excavations, the Authority is continuing to help plan and support two upcoming community excavations, Waun Mawn and Caerfai. During July, the Community Archaeologist put a call out for volunteers of the Waun Mawn excavation via the mailing list and also made the Friends of the National Park aware of the opportunity. In addition to excavations, the Authority continues to work with Nevern Community Council and also Durham University regarding Nevern Castle. The development of a guidebook, interpretation, conservation, access and maintenance work continues.
Project: LIDAR survey and associated activities	Green	Green	→	Progress Status: In Progress/ On Track During July, the majority of work associated with the tender brief were completed with minor details left to be amended. An agreement has been reached between the lead project partner, Gwynedd Council and the Authority, that the Authority will coordinate the procurement and tendering process for this project strand.
Strategic Partnership: Collaboration and activities with partners via Heritage Watch Scheme	Green	Green	→	Progress Status: In Progress/ On Track. During July, a meeting took place with the heritage crime lead for Dyfed-Powys Police and their communications officer. The development of a webpage/app by the Police Service was discussed and also broadening out the heritage watch scheme to cover the Dyfed-Powys area more broadly. Following the meeting, the heritage crime

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				<p>lead agreed to setup a meeting with the relevant organisations covering the Dyfed-Powys area regarding participating and contributing to a heritage watch scheme. During July a report was received about camp style fires taking place within the Castle Point Old Fort scheduled monument near Fishguard. The local PCSO submitted a police report and patrols by the local policing team, National Park Authority staff and also the designated heritage volunteer has been put in place to cover the summer period. The issue of camp fires appears to affect a number of protected sites during the summer camping months. As such, a post was put on the Facebook page to raise awareness of the issue and to encourage reporting. Key organisations, including the Fire Service, Police, Cadw and NRW shared the post. The English version has so far received almost 29 thousand views and the Welsh version almost six thousand. Finally, during July two new heritage volunteers were recruited to monitor heritage sites for issues. This includes two undesignated monuments that are associated with the bluestone at Stonehenge - Carn Goedog and Craig Rhosyfelin. Both sites are vulnerable to damage as people take away geological material from the site, as such the visits by the volunteers will hopefully help the Authority monitor issues at these sites.</p>
Strategic: Review of Conservation Areas within the Park	Amber	Green	↑	<p>Progress Status: In Progress/ On Track. Review of conservation areas progressing</p>

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Work Stream: Promoting the Welsh Language - Skills, opportunities and inspiration

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
% of staff with Welsh Language skills at Work Welsh Level 1 or above	N/A	N/A	35.5	BD		
# of staff who have completed Work Welsh online course ytd	0	19	1	Trend		
# events and activities delivered in Welsh ytd	0	10	4	TIR		2 Sessions with Welsh Learner Groups
# participants in events and activities delivered in Welsh ytd	0	59	68	TIR		
# education programme sessions delivered in Welsh ytd	0	5	9	TIR		
# participants in education programme sessions delivered in Welsh ytd	0	184	227	TIR		

Action	2021/22 June	2021/22 Current Period – July			
	RAG	RAG	Trend	Comments	
Project: Developing Castell Henllys as a Welsh Language Hub	Green	Green	→	Progress Status: In Progress/ On Track. Due to the increase in visitors currently it has been decided to postpone the beginning of the Dished i'r Dysgwyr until September.	

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Well-being Objective – Global

Work Stream: Responding to Climate Change Emergency

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Project: Network of Electric Vehicle Charging Points. (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind Installation of Phase 2 network commenced with WPD supplies, major planning of installations underway but some delays expected due to high visitor usage of sites, production of electrical drawings and site visits.
Ways of Working: Continuation of Centres achieving Green Key Awards and biodiversity and carbon and waste reduction is promoted on their sites. (S6)	Green	Green	→	CH: Progress Status: In Progress/ On Track The green key application has now been completed and sent in. OYP: Progress Status: In Progress/ On Track. Application submitted in June, awaiting feedback from green key representative. Carew: Progress Status: In Progress/ On Track The application for the Green Key award has been completed. We are waiting to hear if we have been successful.
Strategic: Monitoring progress against NPMP Responding to Climate Change Emergency Action Plan and realign our carbon methodology to the Welsh Government Methodology for public bodies.	Green	Green	→	Progress Status: In Progress/ On Track Welsh Government released its Public sector net zero reporting guide and associated spreadsheet in May (https://gov.wales/public-sector-net-zero-reporting-guide .) Scope broader in some areas to Authority's current methodology e.g. includes land use data. Initial meeting held in June with staff from relevant teams to discuss co-ordination of the collection of the data and to discuss the methodology. A follow up meeting was held in July, staff had begun trialling inputting data for relevant areas for 2019/20 which has been identified as the baseline year by Welsh Government, discussion had around some of the challenges and areas where we will need to improve our

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				records going forwards. A further follow up meeting has been arranged for August. Calculation for 2020/21 using old Methodology included in Annual Report on Meeting Well-being Objectives that was presented to July NPA. Activity status for 2020/21 of NPMP action plan updated and inclusion of additional SLSP projects.
Ways of Working: Create Environmental Management Recording System aligned to Welsh Government Methodology. (S6)	Amber	Green	↑	Progress Status: In Progress/ On Track The team reviewed progress on the formation of a baseline for 2019/20 and 2020/21 using the new Welsh Government Report Tool and associated conversion factors. Feedback on the use of the tool was given and the team aim to complete both reports by the deadline of October.
Ways of Working: Greening our Fleet. (S6)	Amber	Amber	→	Progress Status: In Progress/ Behind. The worldwide global chip shortage continues to delay the Authority's outstanding electric van orders with no delivery updates available.
Ways of Working: Greening our Equipment (S6)	Red	Red	→	Progress Status: Not Started/ On Hold. Work put 'on hold' following the departure of the Operations Manager.
Project: Greening our Buildings (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Greening of Buildings included with Carbon reduction measures, plan to deliver this progressing. Small scale measures on going as part of the Building Maintenance programme.
Project: Installation of Photovoltaic PV Generation at Cilrhedyn Workshop (S6)	Red	Red	→	Progress Status: In Progress/ Behind. Consultant report received, review and paper delayed due to additional work required to look at alternative roofing arrangements. Report to Leadership Team for approval as soon as this work is complete.
Project: Creation of exemplar Integrated site Plan and Monitoring/ data regime for Trefin site acquired through SLSP for carbon sequestration (in partnership with local community and with cross team involvement) (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Plans have been finalised for the majority of the site in partnership with other teams. Approval being sought from funder for detailed plans.

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Project: SPSL Community Woodland (S6)	Green	Green	→	Progress Status: In Progress/ On Track. A report will be presented to NPA in September updating members on the position in regard to the land purchase.
Project: Commons Resilience Project (S6)	Green	Green	→	Progress Status: In Progress/ On Track. £20K NRW Strategic Allocated Grant supporting the National Peatland Action Programme awarded to PCNPA. Currently looking for projects.
Project: Review the UKCP18 Climate Change predictions and implications for future management and adaptation at our Freshwater East site and implement the recommendations from the review at our Carew site. (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Contract has been let for Freshwater East site
Strategic Partnership: Participation in Pembrokeshire Energy Forum	Green	Green	→	Progress Status: In Progress/ On Hold. Meetings to recommence Summer 2021.
Strategic Engagement: Engagement with the Pembrokeshire Public Services Board's Environmental and Climate Change Risk Assessment for Pembrokeshire	Green	Green	→	Progress Status: In Progress/ On Track. The group's Climate Adaptation – Addressing climate risks in Pembrokeshire Communities application submitted to the Community Renewal Fund was successful at the first stage and selected as one of the projects PCC put forward to be considered at UK level. The project aims to develop a Pembrokeshire climate adaptation strategy ensuring the public and 3rd sectors influence strategic planning, place based planning and targeted climate actions on the ground. A second project submitted to the Community Renewal Fund by the Ecosystem Enterprise Partnership – Building Natural Solutions was also successful in selection and has progressed for consideration at UK level. It is intended to link with and complement activity to improve water quality and ecological resilience within the Cleddau and Milford Haven catchment.
Strategic Engagement: Participation in Local Government Decarbonisation Panel, and decarbonisation related activities of NDLS and PSB.	Amber	Green	↑	Progress Status: In Progress/ On Track. 2 contracts relating to decarbonisation have been agreed using SLSP funding. One provides support for internal efforts to decarbonise while the second is a baseline study

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				of carbon in the National Park. Both are collaborative projects across Welsh NPAs and AONBs and are being managed by the Authority. Through the LA Decarbonisation Strategy Group discussions have been held with Welsh Government on their new Net Zero plan which is due to be published in October.
Strategic: Continue to provide financial support for the Coastal Bus Service (via Greenways Partnership) (S6)	Green	Green	→	Progress Status: In Progress/ On Track. Budget currently remains in place.
Strategic: Engagement with relevant partners to explore opportunities to improve public transport and affordable sustainable transport opportunities in the Park.	Green	Amber	↓	Progress Status: In Progress/ On Track. Greenways Partnership engaged with, however pandemic has seen big drop in public transport use.

Work Stream: Special Qualities - Inspiration and Education

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	# Changing Coast photo submissions ytd	66	148	184	TIR	

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)			
	Actual	Actual	Actual	Target	Revised Target	Comments
	# participants in Cynefin related education sessions delivered ytd	N/A	N/A	1,572	BD	
# of Cynefin related education sessions delivered ytd	N/A	N/A	33	BD		
# participants in PCNPA's education programme ytd	0	2,234	1,758	TIR		2019/20 ytd – 3,249

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# participants in public events and activities programme ytd	0	2,350	3,463	TIR		2019/20 ytd – 7,603. Q1 figures includes 130 participants in PCNPA Dark Sky related events.
# volunteer days – conservation wildlife survey or monitoring ytd	32	88.5	115	TIR		2019/20 ytd – 69.50
# volunteer days – heritage sites monitoring ytd	7.5	62	3.5	TIR		

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Ways of Working: Activities to realign our education offer with the New Curriculum, focusing on 'Cynefin'	Green	Green	→	Progress Status: In Progress/ On Track Concluding busy Summer term of delivery. Resumption this term of visiting outdoor learning locations in the National Park, many teachers noting the wellbeing benefits for pupils and staff. Continued appetite for help to develop and maintain school grounds to enable outdoor facilities at school to support cross curricular teaching and learning. Fed into teacher inset focus on CYNEFIN concept at Ysgol Harri Tudur.

Governance, Financial Sustainability, Workforce Development and Resilience

Work Stream: Long Term Planning

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Strategic: Review of the Authority's priorities, well-being objectives and associated resources	Amber	Green	↑	Progress Status: In Progress/ On Track. Members agreed high level strategy, further work currently being developed.

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Strategic: Carew Causeway 5 year plan.(Year 3 activities)	Green	Green	→	Progress Status: Complete/ On Track. Works complete (Phases 1 & 2).
Project Development: Engagement with WG Sustainable Landscapes, Sustainable Places Scheme (Project bid development and delivery)	Green	Green	→	Progress Status: In Progress/ On Track. SLSP projects in progress of delivery by officers. Interim claim and reporting will be required for WG in Q3.
Ways of Working: Develop business continuity approach informed by our COVID 19 response experience	Amber	Amber	→	Progress Status: Not Started/ On Hold. As an area identified within the Audit Wales Resilience Report, business continuity activities will be programmed into this year's work activities.
Strategic Engagement: Monitor and respond to legislative, policy and operational impacts and opportunities as a result of UK withdrawal from EU.	Green	Green	→	Progress Status: In Progress/ On Track. Continue to monitor. Authority represented on Environmental Governance Group, however, proposals for legislation have not been included in the Welsh Governments legislative programme for the next year.

Work Stream: Fundraising and Income Generation

Measure – Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
	£ from sponser a gate scheme ytd	1,200	6,000	7,200	TIR	
£ from cashless donation pilot Oriol Y Parc ytd	0	183	330	TIR		There were 37 donations in July totalling £147
£ Centres Merchandise ytd	4,255.90	53,190.52	91,726.41	TIR		2019/20 ytd – 100,320.76
£ Admissions Carew & Castell Henllys ytd	3,189.46	54,957.95	99,355.21	TIR		2019/20 ytd – 109,329.10
£ Centres Other Income ytd	70.07	10,662.05	20,597.57	TIR		2019/20 ytd - 27,863.53
£ Cafe Rental Income – Castell Henllys and Oriol Y Parc ytd	0	10,000	10,000	TIR		

↑ Improving Trend → Static Trend ↓ Worsening Trend BM= Benchmarked against previous year BD= Baseline Data
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£ Carew Cafe Sales Income ytd	1,095.23	25,302.00	45,961.46	TIR		2019/20 ytd - 29,560.42
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Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Strategic Partnership: Providing continued support to Pembrokeshire Coast National Park Trust.	Green	Green	→	Progress Status: In Progress/ On Track. During July NPA there was a presentation to Members on the Trust's impact and performance during financial year 2020.21.
Ways of Working: Funding Progress for Prioritised Projects	Green	Green	→	Progress Status: In Progress/ On Track. During July there was an open call to all Officers and Members for large-scale project ideas, aligned to PCNPA's new priorities. The window closed at the end of July and there were over 40 project ideas submitted. There will be an update on next steps in August.

Work Stream: Health and Safety

Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# RIDDOR (Reportable Incidents) ytd	1	2	1	0		Red	→	Member of public drove Trampler into stream and fell off
# accidents (Injury) over 3 days/ up to 7 days absence ytd	0	0	0	0		Green	→	
# accidents (Injury) Minor incidents ytd	0	3	4	Trend				
# vehicle damage incidents ytd	1	6	2	Trend				

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# conflict incidents ytd	0	0	1	Trend				In car park at one of the sites member of public was abusive to staff member
# safeguarding incidents ytd	0	0	0	Trend				

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Ways of Working: Delivery of Health and Safety Training Programme 2021/22	Green	Green	→	Progress Status: In Progress/ On Track. H&S Safety Training Plan being drawn up. H&S training through new e-learning package to be rolled out in August.
Ways of Working: Develop a Digitised Health and Safety Reporting process	Amber	Amber	→	Progress Status: In Progress/ Behind. Review of providers undertaken in June. Work will commence on project in August as new HR system has been rolled out and resource will become available to explore discussions with potential providers.
Ways of Working: Develop a digitised site inspection process	Amber	Amber	→	Progress Status: In Progress/ Behind. Work initially put 'on hold' but some site inspection processes have been added to the current GIS approach (e.g. ash dieback, bridge inspections, site visits after storm events, etc) with more to be developed over time.

Work Stream: Improving how we work: Digital Approaches and Infrastructure

Actions	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Project: IT back up infrastructure project	Green	Green	→	Progress Status: In Progress/ On Track. The infrastructure upgrade work continue with the final two areas in progress and on track - Migration to Exchange 2016 and Firewall upgrade.

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Ways of Working: Digital Transformation activities, focusing on developing a strategic digitalisation plan.	Green	Green	→	Progress Status: In Progress/ On Track. Following approval, the Microsoft 365 license agreement has been signed and licenses ordered. The preparatory infrastructure upgrade is nearing completion and will be following in early September with technical training and readiness assessments. Improvement opportunities and priorities have been identified as a result of the AS IS mapping for the Ranger Team within Countryside, Community and Visitor Services and will be reviewed during a TO BE workshop with stakeholders in August
Project: Implement and train staff in new HR system	Green	Green	→	Progress Status: In Progress/ On Track. Over 95% of staff on system. Seasonal staff to be put on at the beginning of August. Early staff feedback is very positive. As staff become familiar with the system, additional functionality will be turned on.

Work Stream: Members Development and Governance

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July					
	Actual	Actual	Actual	Original Target	Revised Target	RAG	Trend	Comments
	# Committee Webcasts ytd	10	8	12	Trend			
# People viewing online webcasts for Committees ytd	63	234	279	BM				
% Member Attendance at Committee ytd	92.27	85.03	85.57	75		Green	↑	
% Member attendance at training ytd	79.17	64.81	64.81	65		Amber	→	

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Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Governance: Support Members with virtual Committee Meetings and carry out activities to support move to potential hybrid or face to face meetings.	Green	Green	→	Progress Status: In Progress/ On Track. All public Authority/Committee meetings continue to be held virtually while COVID-19 regulations remain in place. An options report on the means of holding hybrid/multi-locational meetings was discussed at NPA in June and officers have been requested to develop options for an exemplar replacement of the Green Room for consideration at a future meeting.
Governance: Relevant Delegations are in Place	Green	Green	→	Progress Status: In Progress/ On Track. Extended delegated powers working well. Due to ongoing COVID-19 restrictions, a report to extend delegated powers was presented to a meeting of the NPA on 16 June 2021 where it was agreed to an extension of delegated powers until 30 March 2022.
Governance: Support to the Member Support and Development Committee and achieving the Wales Advanced Charter for Member Support and Development	Green	Green	→	Progress Status: Complete/ On Track. Advanced Charter submission has been submitted to the Welsh Local Government Association. Awaiting confirmation of Panel review date.

Work Stream: Corporate Compliance and Standards

Measure - Data Available Monthly	2020/21 July	2021/22 June	2021/22 Current Period – July			
	Actual	Actual	Actual	Original Target	Revised Target	Comments
% Positive/ neutral media coverage ytd	98.53	100	100	Trend		
# formal complaints received ytd	8	1	3	BM		

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Measure - Data Available Quarterly	2020/21 Q1 (April - June)	2020/21 Q1 – Q4 (April - March)	2021/21 Current Period: Q1 (April – June)					
	Actual	Actual	Actual	Target	Revised Target	RAG	Trend	Comments
# complaints concerning the Welsh Language made to the Authority ytd	0	0	0	BM				
# complaints to Welsh Language Commissioner regarding alleged failure to comply with Welsh Language Standards ytd	0	0	0	0		Green	→	
% of new and vacant posts advertised Welsh Language essential ytd	0	31.82	18.18	BM				3 posts advertised for Castell Henllys and 1 for Trainee Planner.
# Welsh Language Impact Assessments completed ytd (Completed as part of integrated assessments)	0	1	0	Trend				
# Data Protection Impact Assessments completed ytd	0	1	1	Trend				New HR system DPIA signed off. 3 in progress (Website, Beach Wheelchair, Microsoft 365)
# Data Protection Breaches reported to ICO ytd	0	0	0	0				
# of Freedom of Information requests	4	16	4	Trend				
# of Environmental Information Requests responses ytd	10	24	5	Trend				
# of Subject Access Requests	0	1	2	Trend				

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% of Freedom of Information responses within required timeframe ytd	100	93.75	75	100%		Red	↓	1 response outside 20 working days. Meeting held in August to look at potentially trend risks in this area and potential mitigating actions.
% of Environmental Information Regulations responses within required timeframe ytd	90	95.83	100	100%		Green	↑	
% of Subject Access Requests responses within required time frame ytd	No SAR's Received	100	50	100%		Red	↓	1 response outside calendar month timescale. Meeting held in August to look at potentially trend risks in this area and potential mitigating actions.

Action	2021/22 June	2021/22 Current Period – July		
	RAG	RAG	Trend	Comments
Ways of Working: Respond to Audit Wales recommendations – 5 Ways of Working.	Green	Green	→	Progress Status: In Progress/ On Track. Audit Wales presented findings of Resilience Review to NPA in May. Action plan has been created to respond to the proposals for improvement within the document and was presented to Audit and Corporate Services Committee in July.
Accountability Respond to Internal Audit Recommendations.	Green	Green	→	Progress Status: In Progress/ On Track. All agreed Audit recommendations being actioned.
Accountability: Further develop corporate approach to data protection compliance.	Green	Green	→	Progress Status: In Progress/ On Track. Evaluation feedback meeting held in June between PCNPA and Data2Action and action plan in place to guide priority activities in terms of Authority developing corporate data protection approach. A number of DPIA's in progress with two completed and signed off in July,

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				one on Microsoft 365 and one on online Beach Wheelchair booking. Data Protection Policy that had been reviewed by DPO went to Leadership Team for comment. Privacy Policy for Employees linked to new HR system produced.
Accountability: Communication of corporate policies and standards.	Amber	Amber	→	Progress Status: In Progress/ On Track. Senior Management and HR issuing guidance to staff in relation to COVID 19 situation and impact on Authority work and work place. Awaiting new share point system to be in place to re look at how policies displayed on system to staff. Corporate Document monitoring spreadsheet in process of being updated.
Accountability: Annual performance report on Welsh Language Standards	Green	Green	→	Progress Status: In Progress/ Complete. Action Completed June. Annual report agreed at NPA on the 16 June. Report submitted to the Welsh Language Commissioner.
Accountability: Annual Equality report	Green	Green	→	Progress Status: In Progress/ On Track. Annual Equality Performance Report 2020/21 incorporated into the Annual Report on Well-being Objectives/ Improvement Plan approved at NPA held on the 28th July.

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