

PCNPA Well-being of Future Generations Assessment – National Park Management Plan

Title of what is being Assessed: National Park Management Plan (Pre Consultation)

Is this a staged Integrated Assessment: Yes. Stage 1: Pre Consultation. Stage 2: Post Consultation, prior to approval.

This assessment tool aims to ensure the appropriate steps are taken in our plan, policy and decisions making processes to:

- considering the Well-being Goals for Wales:
 - Prosperous - An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing fair work.
 - Resilient - A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
 - Healthier - A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
 - More equal - A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).
 - Cohesive communities - Attractive, viable, safe and well-connected communities.
 - Vibrant culture and thriving Welsh language - A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
 - Globally responsible - A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.
- 5 Ways of Working under the Well-being of Future Generations Act
 - Long-term - The importance of balancing short-term needs with the need to safeguard the long-term needs.
 - Prevention - How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.
 - Integration - Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

- Collaboration – Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.
- Involvement - The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.
- relevant future trends/ horizon scanning information.

Section 1 – Details of the Strategic Plan, Policy or Decision

Name of Strategic Plan, Policy or Decision being assessed	National Park Management Plan – A Partnership Plan for the National Park 2025-2029 (Review) Each National Park Authority must prepare a five-yearly Management Plan "which formulates its policy for the management of the relevant Park and for the carrying out of its functions in relation to that Park" (Section 66 of the Environment Act, 1995).
Department/ Service Area	Strategic Policy
Officer Responsible for Impact Assessment	Mair Thomas (Performance and Compliance Officer) / Michel Regelous (NPMP and Marine Officer)
Responsible Senior Manager	Name: Sara Morris Title: Director of Placemaking, Decarbonisation and Engagement
Timetable for the Assessment	Stage 1: Pre Consultation – May 2024 in advance of consultation document going to NPA 19th June. Stage 2: Assessment will be updated following consultation period prior to plan going for final approval.
Monitoring and Review of Assessment	Staged assessment, so assessment will be revisited after consultation period prior to final approval to take account of consultation feedback and any further revisions to the plan. Stage 1 assessment should inform any additional consultation or data gaps to consider during formal consultation period. Assessment should inform rewording where required within the Plan – to be captured in action plan at end of assessment. Assessment may identify actions that need to be taken forward as part of implementation of the plan – to be captured in action plan at end of assessment.

Chief Executive Sign Off – Completed Assessment and Summary/ Recommendations (Stage 1)	Sign off date:
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Section 2 – Aims and Overview of the Strategic Plan, Policy or Decision

What is its proposed purpose?
<p>The Environment Act 1995 requires the National Park Authority to prepare a Management Plan for the National Park. Each National Park Authority must prepare a five-yearly Management Plan "which formulates its policy for the management of the relevant Park and for the carrying out of its functions in relation to that Park" (Section 66 of the Environment Act, 1995). The current Management Plan is for 2020-2024. This draft replacement Management Plan – or Partnership Plan - is for 2025-2029. It builds on previous plans, reflecting updated legislation and policy, and incorporates learning from ongoing conversations with partner organisations and the public. It takes an iterative approach to planning, where the outputs and learning from one plan cycle inform the next.</p> <p>As part of the process, the National Park Authority has reviewed evidence and stakeholder input to identify the key issues that the Management Plan needs to address. These are described in the State of the Park section of this Plan, and include:</p> <ul style="list-style-type: none"> • promoting ecosystem recovery at scale and improving the state of wildlife on land and in the marine environment (as a milestone to clear recovery by 2050) • achieving favourable conservation status on high nature value sites • maintaining and enhancing species for which Pembrokeshire is uniquely important • increasing the connectivity of the landscape for wildlife • supporting use of the Welsh language and Pembrokeshire dialects • providing outdoor learning opportunities, in particular for children. • providing sustainable outdoor recreational opportunities for a full cross-section of society, and increasing the frequency of people’s participation. • managing potential / actual recreational pressures such as those arising from unauthorised camping and congestion. • reducing the significant waiting list for affordable housing in Pembrokeshire (over 5,000 in 2024)

- addressing the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities
- supporting the recovery of the increasing number of people suffering poor mental health post-Covid 19
- adapting to the changing physical and well-being needs of residents and visitors
- maintaining and extending sustainable transport and active travel options
- halving carbon emissions within the National Park area in the lifetime of this Plan (a milestone in achieving carbon-neutrality in the National Park area by 2050)
- proactively addressing the impacts of climate change on coastal communities and infrastructure reducing pollution from phosphates, nitrates and ammonia, and eliminating environmental harm from storm overflow sewage discharges

The Plan contains section on Special qualities of the National Park, which have been updated following specific public consultation on special qualities. The Special Qualities are captured under the following headings:

- Landscapes and seascapes
- Coastal scenery
- Wildlife
- Rights of Way
- Distant, uninterrupted views and open horizons
- Tranquillity
- Night Skies
- Patterns of use
- Heritage and Culture
- Earth Heritage
- Recreational Opportunity
- Community and Stewardship

Themes for partnership action have been included, with set of key outcomes and table of policies with key results and partners who will be responsible for their delivery. The themes for partnership action are:

- Conservation – Conserving and enhancing natural beauty and wildlife.
 - Policy L1: Conserve and enhance National Parks landscapes and seascapes.
 - Policy L2: Protect and enhance dark night skies.
 - Policy L3: Protect and enhance earth heritage.

- Policy L4: Protect and enhance natural soundscapes.
- Policy E1: Conserve and enhance biodiversity quality, extent and connectivity at scale.
- Policy E2: Conserve and enhance marine biodiversity
- Connection – Conserving and enhancing cultural heritage and Welsh language. Promoting enjoyment and understanding of the National Park.
 - Policy H1: Conserve and enhance landscapes of historic interest, Conservation Areas, monuments, buildings of interest, and their settings.
 - Policy H2: Promote the Welsh language and local dialects, and celebrate culture and creativity related to the landscape.
 - Policy W1: Provide and promote sustainable outdoor recreation opportunities for all.
 - Policy W2: Provide and promote inspiring outdoor learning and personal development experiences for all.
- Climate and natural capital – Managing natural resources sustainably
 - Policy N1: Contribute to a carbon-neutral Wales.
 - Policy N2: Adapt to climate change
 - Policy N3: Conserve and enhance soils and natural carbon storage.
 - Policy N4: Conserve and enhance water quality and restore natural watercourses.
 - Policy N5: Protect air quality
- Communities - Landscapes for lives and livelihoods.
 - Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes).

An annex is to be included on impact monitoring – the content of the annex has not been considered as part of this assessment, but will be considered during the next stage of the assessment after the consultation.

The Plan will be subject to further formatting, including addition of quotes from special qualities survey, other supporting information and pictures. These will be considered during the next stage of consultation, however some information on formatting and design have been provided to help ensure consultation document takes account of accessibility and inclusivity considerations.

This draft Management Plan for consultation sets out the purposes of the National Park, the action to be taken over the next five years, the partners involved and the measures of success providing an opportunity for general public, stakeholders and PCNPA staff to provide comment and shape the National Park management Plan 2025-29.

How does this relate to Well-being Goals and Ways of Working?

- Authority is required to comply with the Well-being of Future Generations Act, this plan will inform the Authority’s Well-being Objectives that are designed to maximise its contribution to achieving each of the well-being goals.
- Plan supports authority to apply sustainable development principle under Well-being of Future Generations Act in its ways of working, through focusing on outcomes for 2030, identifying policy interventions to address issues, is a partnership plan that for delivery will involve collaboration and involvement of a range of stakeholders, and takes account of wider national and regional strategies and policy agendas.
- Public Services Board partners are identified within the plan, with reference made to the Well-being Plan for Pembrokeshire.
- A table is provided in the document outlining how four complementary themes identified in the plan align and link with the Well-being Goals:

Theme	Description	Well-being goal
Conservation	<i>Conserving and enhancing natural beauty and wildlife.</i>	A prosperous Wales A Wales of cohesive communities A globally responsible Wales
Connection	<i>Conserving and enhancing cultural heritage and Welsh language. Promoting enjoyment and understanding of the National Park.</i>	A Wales of vibrant culture and thriving Welsh language A more equal Wales
Climate and natural capital	<i>Managing natural resources sustainably.</i>	A Wales of vibrant culture and thriving Welsh language A more equal Wales
Communities	<i>Landscapes for lives and livelihoods.</i>	A prosperous Wales A healthier Wales A more equal Wales

Is it new or existing and under review?

Current management Plan is for 2020-2024. This is a review for draft replacement Management Plan for 2025-2029.

What will change as a result of it and/or what changes are being proposed?

- Reduction to four themes for Partnership action from original five, the new themes are conservation, connection, climate and natural capital and communities. This more closely align with the Authority’s revised Well-being Objectives.
- Management Plan seeks to address following through its four themes of partnership action:

- Promoting ecosystem recovery at scale and improving the state of wildlife on land and in the marine environment (as a milestone to clear recovery by 2050)
- achieving favourable conservation status on high nature value sites
- maintaining and enhancing species for which Pembrokeshire is uniquely important
- increasing the connectivity of the landscape for wildlife
- supporting use of the Welsh language and Pembrokeshire dialects
- providing outdoor learning opportunities, in particular for children.
- providing sustainable outdoor recreational opportunities for a full cross-section of society, and increasing the frequency of people's participation.
- managing potential / actual recreational pressures such as those arising from unauthorised camping and congestion.
- reducing the significant waiting list for affordable housing in Pembrokeshire (over 5,000 in 2024)
- addressing the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities
- supporting the recovery of the increasing number of people suffering (experiencing) poor mental health post-Covid 19
- adapting to the changing physical and well-being needs of residents and visitors
- maintaining and extending sustainable transport and active travel options
- halving carbon emissions within the National Park area in the lifetime of this Plan (a milestone in achieving carbon-neutrality in the National Park area by 2050)
- proactively addressing the impacts of climate change on coastal communities and infrastructure reducing pollution from phosphates, nitrates and ammonia, and eliminating environmental harm from storm overflow sewage discharges

What are its anticipated notable outcomes (positive and negative)?

Positive:

- Reduced number of themes align closely with the Authority's revised Well-being Objectives, helping support Authority to drive delivery of the Plan internally and when working with strategic partners
- achieving favourable conservation status on high nature value sites
- maintaining and enhancing species for which Pembrokeshire is uniquely important
- increasing the connectivity of the landscape for wildlife
- supporting use of the Welsh language and Pembrokeshire dialects
- providing outdoor learning opportunities, in particular for children.
- providing sustainable outdoor recreational opportunities for a full cross-section of society, and increasing the frequency of people's participation.
- managing potential / actual recreational pressures such as those arising from unauthorised camping and congestion.
- reducing the significant waiting list for affordable housing in Pembrokeshire (over 5,000 in 2024)

- addressing the issue of high numbers of poorly paid seasonal jobs and limited employment opportunities
- supporting the recovery of the increasing number of people suffering (experiencing) poor mental health post-Covid 19
- adapting to the changing physical and well-being needs of residents and visitors
- maintaining and extending sustainable transport and active travel options
- halving carbon emissions within the National Park area in the lifetime of this Plan (a milestone in achieving carbon-neutrality in the National Park area by 2050)
- proactively addressing the impacts of climate change on coastal communities and infrastructure reducing pollution from phosphates, nitrates and ammonia, and eliminating environmental harm from storm overflow sewage discharges
- A range of more specific outcomes for 2030 for each theme area is set out in the plan.

Negative:

- Challenges in terms of meeting expectations of plan within a context of increasing budget pressures and competing delivery pressures.
- Authority and partners are facing challenging financial environment and pressures which could impact on ability to deliver or create new challenges/ issues. The Authority will need to work creatively and collaboratively with partners to address these issues. An example of this was the establishment of the toilet working group with PCC.
- Some interventions may cause tensions between different Park user groups or between or within communities and/ or visitors.
- Challenges around commercialisation of Park was highlighted within responses to Special Qualities survey in terms of pressures around adventure providers, the Authority as it looks at income diversification opportunities will need to consider how it can balance its own financial needs with these challenges. Linked to this is potential barriers that can be placed on some groups due to increases in charges for some services.

Detail the budget implications relating to it?

- Budget allocated for National Park Management Plan development.
- Plan sets strategic direction of Authority and will inform future prioritisation of resources for delivery against it. In some areas additional external/ project funding will be needed.
- Some areas are normally reliant on time bound project funding. However, there are opportunities of aligning different goals such as nature recovery and volunteering to develop projects that meet a number of objectives as seen with new funding secured for Pathways project.
- Authority and partners are facing challenging financial environment and pressures which could impact on ability to deliver or create new challenges/ issues. The Authority will need to work creatively and collaboratively with partners to address these issues. An example of this was the establishment of the toilet working group with PCC.

- Challenges around commercialisation of Park was highlighted within responses to Special Qualities survey in terms of pressures around adventure providers, the Authority as it looks at income diversification opportunities will need to consider how it can balance its own financial needs with these challenges.

Indicate which groups of people will be, or potentially could be, impacted upon by its implementation (e.g. service users, employees, volunteers, people living in particular communities)? Please include any equality or socio economic disadvantaged groups likely to be affected

1. Communities, Visitors, residents, stakeholders and the public in general
 - The Plan will influence future action that could affect people living in the Park in areas such as accommodation, employment, transport, access to the outdoors, heritage and culture, education, well-being initiatives and quality of the environment and landscape they live in. It could also impact on future resilience of communities within the Park area.
 - The Plan will influence actions that could affect future visitors to the Park including access and experience.
 - The Plan aims to increase access to the Park to underrepresented audiences and groups or those who face barriers to access.
 - The Plan aims to support use of the Welsh language and Pembrokeshire dialects.
 - The Plan aims to engage people in looking after the Park and influence behaviours of people when in the Park including recreational users.
 - Plan is part of developing an ongoing conversation about the Park with Communities and Stakeholders.
 - Plan aims to health support improved health outcomes, for those living in the Park or visiting the Park.
2. The work undertaken by NPA and other organisations involved in the delivery of the plan
 - The Plan identifies partnership themes that the NPA and partner organisations will look to address and could affect work they carry out across these theme areas: Conservation, Connection, Climate and natural capital, Communities.
 - For the Authority the partnership themes align with its Well-being Objectives and the details within the policy areas and results sections will influence priority actions and deliverables within the Authority's delivery plans. It will also highlight key areas for its future partnership work.
3. The long-term work of the NPA and other organisations involved in the delivery of the plan
 - Impact monitoring will be used to evaluate the direction and rate of travel. Where gaps are identified additional action may be required.
 - The land use planning dimension of the National Park Management Plan is put into effect through the statutory Local Development Plan for the National Park.

4. Staff of NPA and other organisations involved in the delivery of the plan

- To solve some of the challenges identified or pursue some of the opportunities identified staff may need to change and adapt their ways of working. Staff may also be working within a context of increasing budget pressures and competing delivery pressures.
- Working collaboratively with partners will be key to delivery of the plan.
- Plan could impact on areas relating to workforce skills, transport, housing, recreation and access to the outdoors and culture all areas that could impact on workforce recruitment, experiences and retention.

Is the policy related to, influenced by, or affected by other policies or areas of work (internal or external) and any assessments carried out on them?

Following areas highlighted within legislation/ policy and proposals and guidance and resources section of the plan:

External:

- Agriculture (Wales) Act 2023
- Countryside and Rights of Way Act 2000
- Environment Act 1995
- Environment (Wales) Act 2016 including the principles of sustainable management of natural resources
- Historic Environment (Wales) Act 2023
- National Parks and Access to the Countryside Act 1949
- Planning (Wales) Act 2015
- The Well-being of Future Generations (Wales) Act 2015

Following have not been included in the legislation/ policy section of the document, however relevant assessments recommends that they are added:

- Equality Act 2010, including compliance with Socio Economic Duty/ The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (the 2011 Regulations)
- Welsh Language Act 1993
- The Welsh Language (Wales) Measure 2011
- Social Partnership and Public Procurement (Wales) Act – including Socially Responsible Procurement Duty

Policy and proposals:

- Biodiversity Deep Dive 2022 (including the 30x30 target)

- Environmental principles, governance and biodiversity targets: White Paper 2024, which includes proposals for a statutory target framework for biodiversity in Wales, delivered locally through the Local Nature Recovery Action Plan, geared to improvement in the status of species and ecosystems by 2030 and their clear recovery by 2050
- European Landscape Convention
- Future Wales National Plan 2040
- Marine Area Statement
- National Parks UK Climate Emergency Response Statement
- Natural Resources Policy 2017
- Net Zero Strategic Plan 2022
- Noise and Soundscape Plan for Wales 2023-2028
- Planning Policy Wales Edition 12, February 2024
- South-West Area Statement
- Well-being of Future Generations (Wales) Act 2015 (including the five ways of working principles)
- Well-being Plan for Pembrokeshire 2023-2028
- Welsh Government's 2018 policy statement Valued and Resilient: The Welsh Government's Priorities for the Areas of Outstanding Natural Beauty and National Parks
- Welsh National Marine Plan 2019

Following have not been included in the legislation/ policy section of the document, however relevant assessments recommends that they are added:

- Welsh Government development of a Just Transition Framework, consultation ended March 2024. It sets out the approach on how we can move to net zero in a fair way.
- New Curriculum for Wales
- Welsh Government's Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised
- Welsh Government Cymraeg 2050 Strategy
- Welsh Government National Framework for social prescribing
- Welsh Government Priorities for Culture 2024 -2030 – Currently out for consultation
- Welsh Government's Young Person Guarantee – commitment to provide everyone aged 16-24, living in Wales, with support to gain a place in education or training, help to get into work or self employment.
- Welsh Language Communities Housing Plan

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Guidance and resources:

- Future Trends Report (2021)
- LANDMAP – the Welsh landscape baseline
- the Nature and Us / Natur a Ni vision (2023) for a 2050 where society and nature thrive together, and where people are more involved in decisions that impact on nature.
- State of Natural Resources Report for Wales 2020 / Bridges to the Future
- The State of Nature 2023
- Third UK Climate Change Risk Assessment: Summary for Wales

Following have not been included in the document, however relevant assessments recommends that they are added:

- Well-being of Future Generations: Well-being of Wales report (2023) and National Indicators and Milestones for Wales

Internal Plans/ Integrated Assessments:

- Local Development Plan 2 (to 2031) – Equality Impact Assessment carried out as part of the development process
- Corporate and Resources Plan and Well-being Objectives 2023/24 – 2026/17
- Equality Plan and Objectives 2020 - 2024 – Equality Impact Assessment carried out as part of the development process. Plan currently under review (Not currently referenced in the plan but reference should be made). Long term aims in the current Plan include:
 - Create a Park that is a Landscape for Everyone, this includes following equality objectives:
 - Equality Objective 1: By 2024, our promotion of the National Park as a destination will be representative of more diverse audiences and we will have removed some barriers to accessing the Park for underrepresented groups or those who face specific barriers. Resulting in a more diverse range of people benefiting from and experiencing its Special Qualities.
 - Equality Objective 2: By 2024, we will ensure that solutions developed to address opportunities and challenges identified in the National Park Management Plan are inclusive and take account of the Plans Equality Impact Assessment.
 - Our Services are accessible and inclusive by default and our projects are contributing to addressing inequality
 - Our workforce is diverse, we are an employer of choice and staff feel supported within an inclusive and fair work environment
 - A diverse range of people are able to influence the work of the Authority and decisions that affect the Park area.

- [Welsh Language Promotion Strategy – 2023 -2028](#) - Equality Impact Assessment carried out as part of integrated assessment as part of the development process. (Not currently referenced in the plan but reference should be made)
- Integrated Assessments related to recreational management considerations and decisions – Traeth Mawr, Freshwater East and variations to Car Parking Standing Orders (related to charging).
- Pembrokeshire Coast Youth Manifesto, which focuses on actions for the following:
 - Youth Empowerment
 - Living
 - Learning
 - Working

Following have not been included in the legislation/ policy section of the document, however relevant assessments recommends that they are added:

- Pembrokeshire County Council’s Strategic Equality Plan and Objectives, Welsh Language Strategy and Toilet Strategy.
- Biodiversity/ nature recovery action plans linked to Pembrokeshire Nature Partnership
- Pembrokeshire Climate Adaptation Strategy (this is however referenced in results section)

Section 3 – Evidence of demonstrating Consideration of: 7 Well-being Goals for Wales and 5 Ways of Working under the Well-being of Future Generations (Wales) Act and any relevant future trends/ horizon scanning information

Well-being Goals/ Ways of Working	How have the following been taken into account? Reference relevant evidence and information from engagement feedback.	Response/ Mitigation/ Any additional actions needed
A Prosperous Park/ Pembrokeshire/ Wales Prosperous – “An innovative, productive and low carbon society which recognises the limits of the global environment and	<p>Policy / Legislation:</p> <ul style="list-style-type: none"> • A range of relevant policy and legislative areas are referenced that relate to supporting a prosperous Wales particularly in relation to environment, climate and planning. • Potential gaps in legislation/ policy listed, relevant to delivery of this area include: <ul style="list-style-type: none"> ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> • Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially

<p>therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing fair work.”</p>	<ul style="list-style-type: none"> ○ Welsh Government development of a Just Transition Framework, consultation ended in March 2024. It sets out the approach on how we can move to net zero in a fair way. ○ Welsh Government’s Young Person Guarantee – commitment to provide everyone aged 16-24, living in Wales, with support to gain a place in education or training, help to get into work or self employment. <p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> ● Link between Conservation and Communities partnership themes and prosperous Wales are recognised in table and this link is captures within the key outcomes/ policy areas/ results for these themes. ● Potentially outcomes and results section under Communities could be strengthened to identify one that captures “fair work.” An amendment applied to Well-being Goal as part of Social Partnership and Public Procurement (Wales) Act 2023. As the “Where we are now section” under Socio-economic well-being notes: “While there appears to be no shortage of employment opportunities in Pembrokeshire, the jobs available are often low paid (over 25% of full-time workers earned less than £18,000 per year in 2017) and seasonal (winter benefit claimant rates are almost double those for summer).” ● Prosperous Wales should potentially be added against Climate and natural capital and Connection. This is because: <ul style="list-style-type: none"> ○ Connection – Important role heritage plays in terms of visitor economy in the Park. Supporting businesses to breakdown access to outdoor recreation for more diverse audiences in some cases can help increase their market reach. Water quality/ rights of way are key tourism assets that support the visitor economy of the Park. Policy W2: Provide and promote 	<p>Responsible Procurement Duty</p> <ul style="list-style-type: none"> ○ Welsh Government development of a Just Transition Framework, consultation ended in March 2024. It sets out the approach on how we can move to net zero in a fair way. ○ Welsh Government’s Young Person Guarantee – commitment to provide everyone aged 16-24, living in Wales, with support to gain a place in education or training, help to get into work or self employment. ● Consider strengthening outcomes and results section under Communities to identify one that captures “fair work.” An amendment applied to Well-being Goal as part of Social Partnership and Public Procurement (Wales) Act 2023. As the “Where we are now section” under Socio-economic well-being notes: “While there appears to be no shortage of employment
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	<p>inspiring outdoor learning and personal development experiences for all references learning, volunteering/ citizen science and training opportunities.</p> <ul style="list-style-type: none"> ○ Climate and natural capital – Policy areas/ results within climate closely align with aspirations of this Well-being goal in terms of “low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately.” In particular Policy N1: Contribute to a carbon-neutral Wales. N1/A Net Zero Wales is delivered. Targets include a carbon neutral public sector by 2030 and a carbon-neutral National Park by 2048. Collaborate with partners to deliver carbon neutral or low carbon options for energy, development, travel, food, to achieve a just transition to net zero and a circular economy. 	<p>opportunities in Pembrokeshire, the jobs available are often low paid (over 25% of full-time workers earned less than £18,000 per year in 2017) and seasonal (winter benefit claimant rates are almost double those for summer).”</p> <ul style="list-style-type: none"> ● In Partnership Themes Table with Links to Well-being Goals add A prosperous Wales against both Connection and Climate and natural Capital.
<p>A Resilient Park/ Pembrokeshire / Wales “A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).”</p>	<p>Policy / Legislation</p> <ul style="list-style-type: none"> ● A range of relevant policy and legislative areas are referenced that relate to supporting a Resilient Wales particularly in relation to environment, climate and planning. ● Consider making reference to biodiversity/ nature recovery action plans linked to Pembrokeshire Nature Partnership and Pembrokeshire Climate Adaptation Strategy (this is however referenced in results section). <p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> ● Resilient Wales should be added against Conservation, and Climate and natural capital. This is because: <ul style="list-style-type: none"> ○ Conservation – policies and associated outcomes/ results will support conserving and enhancing natural beauty and wildlife. With outcomes focused on: conserve and enhance landscape and seascape quality, promote ecosystem recovery at scale 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> ● Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ biodiversity/ nature recovery action plans linked to Pembrokeshire Nature Partnership Pembrokeshire Climate Adaptation Strategy. ● In Partnership Themes Table with Links to Well-being Goals add a Resilient Wales against Conservation, Climate and Natural Capital.

	<p>and improve the state of wildlife on land and in the marine environment (as a milestone to clear recovery by 2050), achieve favourable conservation status on high nature value sites, maintain and enhance species for which Pembrokeshire is uniquely important, increase the connectivity of the landscape for wildlife, reduce the impact of light pollution on wildlife, conserve earth heritage, conserve and improve soil health and enhance natural carbon stores, address the impacts of invasive species and plant pathogens, reduce pollution from phosphates, nitrates and ammonia and reduce plastics and microplastics in the environment.</p> <ul style="list-style-type: none"> ○ Climate and natural capital – In particular policies and associated results in terms of Policy N3: Conserve and enhance soils and natural carbon storage / Policy N4: Conserve and enhance water quality and restore natural watercourses./ Policy N5: Protect air quality/ Policy N2: Adapt to climate change. 	
<p>A Healthier Park/ Pembrokeshire / Wales “A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood”</p>	<p>Policy / Legislation</p> <ul style="list-style-type: none"> • Reference is made to Well-being Plan for Pembrokeshire 2023-2028 and to range of legislation that impacts on natural environment, which can have positive impact on public health and people’s well-being. • Reference should be made under Legislation/ policy to: <ul style="list-style-type: none"> ○ Welsh Government National Framework for social prescribing ○ Equality Act 2010, including compliance with Socio Economic Duty ○ New Curriculum for Wales ○ Welsh Government’s Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> • Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ Welsh Government National Framework for social prescribing ○ Equality Act 2010, including compliance with Socio Economic Duty ○ New Curriculum for Wales ○ Welsh Government’s Equality related plans, including development of

	<ul style="list-style-type: none"> • Reference should be made to the Authority’s Equality Plan and Objectives (currently under review), Authority’s Well-being Objectives and Authority’s Welsh Language Promotion Strategy. • Reference should be made to Pembrokeshire County Council strategic equality plan and objectives, Welsh Language Strategy and toilet strategy. <p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> • Link between Communities and a Healthier Wales in table and this link is captured within some of the policy areas/ results for these themes. In particular areas relating to wider health determinants such as accessing to adequate housing, poverty, access to services and active travel options. • Healthier Wales should be added against Conservation, Connection and Climate and natural capital. This is because: <ul style="list-style-type: none"> ○ Conservation - activities that help support and protect healthy ecosystems including protecting and enhancing air, water, soil quality and preventing pollution also have a positive impact on public health. ○ Connection – Theme contains result focused on: W2/B Nature-based health services are delivered, e.g. walking programmes, mental health initiatives, and supporting people living with dementia. Supports improve water quality at designated bathing beaches. Outcomes seek to support opportunities for people to connect both with the national Park’s special qualities and each other, which is important in terms of fostering people’s well-being. Maintaining assets such as rights of way ensures that people can continue to engage with recreational activities such as walking that are positive for their physical and mental well-being. Removing barriers to outdoor recreation and wellbeing opportunities and opportunities 	<p>the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised</p> <ul style="list-style-type: none"> ○ Welsh Government Cymraeg 2050 Strategy ○ Authority’s Equality Plan and Objectives (currently under review), Authority’s Well-being Objectives and Authority’s Welsh Language Promotion Strategy. ○ Pembrokeshire County Council strategic equality plan and objectives, Welsh Language Strategy and toilet strategy. <ul style="list-style-type: none"> • In Partnership Themes Table with Links to Well-being Goals add a Healthier Wales against Conservation, Connection, Climate and Natural Capital.
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	<p>promoted to more diverse audiences. Development of an accessible coast strategy. Providing outdoor learning, personal development opportunities.</p> <ul style="list-style-type: none"> ○ Climate and natural capital – activities that help support and protect healthy ecosystems including protecting and enhancing air, water, soil quality and preventing pollution also have a positive impact on public health. Includes specific result on “N4/B Environmental harm from storm overflow sewage discharges is eliminated, including working within the framework of the Drainage and Wastewater Management Plan for Cleddau and Pembrokeshire Rivers” which is an area of particular concern for people in terms of public health which came across in the special qualities consultation responses. <p>Note additional impacts relating to health are captured in the equality impact assessment.</p>	
<p>A More Equal Park/ Pembrokeshire / Wales “A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).”</p>	<p>Policy / Legislation</p> <ul style="list-style-type: none"> ● References should be made to: <ul style="list-style-type: none"> ○ Equality Act 2010, including compliance with Socio Economic Duty ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty: This is particularly important in terms of references later under Communities on support is in place for sustainable local supply chains. ○ Welsh Government development of a Just Transition Framework, consultation ended March 2024. It sets out the approach on how we can move to net zero in a fair way. ○ New Curriculum for Wales ○ Welsh Government’s Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> ● Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ Equality Act 2010, including compliance with Socio Economic Duty ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty: This is particularly important in terms of references later under

	<ul style="list-style-type: none"> ○ Welsh Government Cymraeg 2050 Strategy ○ Welsh Government National Framework for social prescribing ○ Welsh Government Priorities for Culture 2024 -2030 – Currently out for consultation ● Reference should be made to the Authority’s Equality Plan and Objectives (currently under review), Authority’s Well-being Objectives and Authority’s Welsh Language Promotion Strategy. ● Reference should be made to Pembrokeshire County Council strategic equality plan and objectives, Welsh Language Strategy and toilet strategy. <p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> ● Link between Communities, Connection, Climate and natural capital theme and a more equal Wales in table and this link is captured within some of the policy areas/ results for these themes. In particular areas relating to public transport, just transition to net zero, removing barriers to outdoor recreation and wellbeing opportunities and opportunities promoted to more diverse audiences, development of an accessible coast strategy, outdoor learning and personal development, nature based health services, affordable housing. ● Reference to More equal Wales could be added against Conservation theme, if recommendation from equality impact assessment implemented in terms of “The Conservation theme for partnership action makes no reference to role of people in delivering nature recovery and within this engaging wider range of people in support of nature recovery activities. Lack of representation within environment sector for some groups and barriers to participation are highlighted within range of reports relating to the sector. It would be beneficial to have an outcome for 2030 and policy around: “A wide range of people are supported to 	<p>Communities on support is in place for sustainable local supply chains.</p> <ul style="list-style-type: none"> ○ Welsh Government development of a Just Transition Framework, consultation ended March 2024. It sets out the approach on how we can move to net zero in a fair way. ○ New Curriculum for Wales ○ Welsh Government’s Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy ○ Welsh Government National Framework for social prescribing ○ Welsh Government Priorities for Culture 2024 -2030 – Currently out for consultation ● In Partnership Themes Table with Links to Well-being Goals add a More Equal Wales against
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	<p>participate in taking action for nature.” With result framed around development of nature recovery projects which also help increase range of people able to participate in these activities (example of this in practice include Pathways project securing funding to support INNS work, Natur am Byth project which outcomes include “inspired people in Wales from all walks of life to take action and mobilised diverse communities to care for the wildlife on their doorstep”, exploring skills development opportunities/ pathways to employment for underrepresented groups in terms of nature recovery.)” A policy in this area would support wider range of people to fulfil their potential no matter what their background or circumstances in terms of supporting nature recovery and conservation.</p> <p>Note additional impacts relating to equality are captured in the equality impact assessment.</p>	<p>Conservation, if following is addressed: The Conservation theme for partnership action makes no reference to role of people in delivering nature recovery and within this engaging wider range of people in support of nature recovery activities. Lack of representation within environment sector for some groups and barriers to participation are highlighted within range of reports relating to the sector. It would be beneficial to have an outcome for 2030 and policy around: “A wide range of people are supported to participate in taking action for nature.” With result framed around development of nature recovery projects which also help increase range of people able to participate in these activities.</p>
<p>A Park/ Pembrokeshire/ Wales of Cohesive Communities</p>	<p>Policy / Legislation</p> <ul style="list-style-type: none"> • Reference is made to Well-being Plan for Pembrokeshire 2023-2028. • Reference should be made to: 	<p>Recommended Actions/ Amendments:</p>

<p>“Attractive, viable, safe and well-connected communities.”</p>	<ul style="list-style-type: none"> ○ Equality Act 2010, including compliance with Socio Economic Duty ○ Welsh Government’s Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy ○ Well-being of Future Generations: Well-being of Wales report (2023) and National Indicators and Milestones for Wales ● Reference should be made to the Authority’s Equality Plan and Objectives (currently under review), Authority’s Well-being Objectives and Authority’s Welsh Language Promotion Strategy. ● Reference should be made to Pembrokeshire Council’s Welsh Language Strategy and Strategic Equality Plan (which has specific equality objective on: “To embed Community Cohesion; mainstreaming it within public bodies and the wider community, and support the celebration of diversity and inclusion while building resilient Pembrokeshire communities” and toilet strategy. <p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> ● Link between Conservation theme and a Wales of Cohesive Communities in table and this link is captured within some of the policy areas/ results for this theme. In particular those which look at how to support farmers/ land owners in terms of conservation and E1/J Locally-produced, environmentally sound and socially responsible food is supported, minimising negative impact of litter and pollution. ● Wales of Cohesive Communities should be added against Connection, Climate and natural capital and Communities. This is because: <ul style="list-style-type: none"> ○ Connection – outcomes seek to support opportunities for people to connect both with the national Park’s special qualities 	<ul style="list-style-type: none"> ● Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ Equality Act 2010, including compliance with Socio Economic Duty ○ Welsh Government’s Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy ○ Well-being of Future Generations: Well-being of Wales report (2023) and National Indicators and Milestones for Wales ○ Authority’s Equality Plan and Objectives (currently under review), Authority’s Well-being Objectives and Authority’s Welsh Language Promotion Strategy ○ Pembrokeshire Council’s Welsh Language Strategy, Strategic Equality Plan and
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	<p>and each other, which is important in terms of fostering well connected communities. Seeks to address recreational pressures which can lead to community/ visitor tensions.</p> <ul style="list-style-type: none"> ○ Climate and natural capital – supports community action in terms of decarbonisation through engagement with farm businesses and SDF. Seeks to promote accessible and affordable public transport which plays an important role in making communities viable and enabling people to connect with each other and services. Contain policies and associated outcomes/ results that will support communities in terms of adapting and responding to climate change. ○ Communities –Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes) and associated outcomes and results should support attractive, viable, safe and well-connected communities. 	<ul style="list-style-type: none"> ● In Partnership Themes Table with Links to Well-being Goals add a Wales of Cohesive Communities against Connection, Climate and Natural Capital and Communities.
<p>A Park/ Pembrokeshire / Wales of Vibrant Culture & Thriving Welsh Language “A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.”</p>	<p>Policy / Legislation:</p> <ul style="list-style-type: none"> ● Reference is made to Historic Environment (Wales) Act 2023, however potential gaps in legislation/ policy listed, relevant to delivery of this area include: <ul style="list-style-type: none"> ○ Welsh Government Priorities for Culture 2024 -2030 – Currently out for consultation ○ Welsh Government Cymraeg 2050 Strategy ● Reference should also be made to the Authority’s Welsh Language Promotion Strategy. Consideration should also be made to referencing Pembrokeshire County Council’s Welsh Language Strategy 2021-26. <p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> ● Link between Connection theme and a Wales of Vibrant Culture & Thriving Welsh Language recognised in table and this link is 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> ● Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ Welsh Government Priorities for Culture 2024 -2030 – Currently out for consultation ○ Welsh Government Cymraeg 2050 Strategy ● Reference should also be made to the Authority’s Welsh Language Promotion Strategy and Pembrokeshire County Council’s Welsh Language Strategy 2021-26.

	<p>captured within the key outcomes/ policy areas/ results for these themes.</p> <ul style="list-style-type: none"> • Remove Vibrant Culture & Thriving Welsh Language which has been placed against Climate and natural Capital. • Wales of Vibrant Culture & Thriving Welsh Language should be added against Communities. This is because: <ul style="list-style-type: none"> ○ Communities – Results included relating to regenerative tourism, cultural tourism is important part of tourism offer in Park and it is important that cultural tourism offer is aligned with regenerative tourism principles while also providing opportunity to promote Welsh Language and Parks’ history and heritage. Policy area and supporting outcomes and results can support and foster sustainability of Welsh Language communities in the Park: Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes). <p>Note additional impacts relating to Welsh Language are captured in the Welsh Language impact assessment.</p>	<ul style="list-style-type: none"> • In Partnership Themes Table with Links to Well-being Goals add a Wales of Vibrant Culture & Thriving Welsh Language against Communities. Remove Vibrant Culture & Thriving Welsh Language which has been placed against Climate and natural Capital.
<p>A Globally Responsible Park/ Pembrokeshire / Wales “A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may</p>	<p>Policy / Legislation:</p> <ul style="list-style-type: none"> • A range of relevant policy and legislative areas are referenced that will contribute to a positive contribution to global well-being, linked to decarbonisation, climate and biodiversity. • Potential gaps in legislation/ policy listed, relevant to delivery of this area include: <ul style="list-style-type: none"> ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty ○ Welsh Government development of a Just Transition Framework, consultation ended in March 2024. It sets out the approach on how we can move to net zero in a fair way. 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> • Include reference to the following within the policy/ legislation section: <ul style="list-style-type: none"> ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty ○ Welsh Government development of a Just

<p>make a positive contribution to global well-being.”</p>	<p>Partnership Themes Table with Links to Well-being Goals/ Policy areas and results:</p> <ul style="list-style-type: none"> • Link between Conservation theme and a globally responsible Wales are recognised in table and this link is captured within the key outcomes/ policy areas/ results for these themes. • Globally Responsible Wales should potentially be added against Connection, Climate and natural capital and Communities. This is because: <ul style="list-style-type: none"> ○ Connection – Policy areas, outcomes and results under this theme play a part in supporting people to become globally responsible citizens. In particular results for “Policy W2: Provide and promote inspiring outdoor learning and personal development experiences for all” references learning, volunteering/ citizen science and training opportunities. ○ Climate and natural capital – Policy will support wider global efforts to reduce carbon emissions, this is a global risk area with areas of the world already facing serious consequences from impacts of climate change. Some areas within this theme interlink with Conservation theme and should support biodiversity and sustainable management of natural resources. ○ Communities – As an outcome for 2030 to become a model of regenerative tourism, with following result under: Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes).SE1/D Appropriate support and controls promote a regenerative tourism offer. Many popular tourism locations across the world are currently trying to balance the positive economic benefits of visitor economy against other negative impacts on communities, housing costs and environment. There is opportunities for us to learn from others across the globe such as New Zealand’s “Tiaki Promise” and to share our 	<p>Transition Framework, consultation ended in March 2024. It sets out the approach on how we can move to net zero in a fair way.</p> <ul style="list-style-type: none"> • In Partnership Themes Table with Links to Well-being Goals add A globally responsible Wales against Connection, Climate and natural Capital and Communities.
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	<p>learning with others. The results under this policy also reference: SE1/E Support is in place for sustainable local supply chains, which should have positive impact in areas such as decarbonisation.</p>	
<p>Long Term “The importance of balancing short-term needs with the need to safeguard the long-term needs.”</p>	<ul style="list-style-type: none"> • Due to the nature of Park purposes this balancing act is recognised throughout all the partnership themes and within the development of policy areas. • “Where we are now” section considers a range of challenges that require interventions with partnership themes and associated policies, outcomes and results providing a framework to support action to help prevent problems occurring or getting worse. • This includes challenges relating to climate change risks, decarbonisation, biodiversity loss, pollution, public health, health and well-being, sustainable communities, Welsh language, breaking down barriers to access opportunities within Park for some groups, tourism, recreational management and maintaining key assets within the Park (coast path, heritage sites) for future generations to enjoy. • Partnership themes within the plan align with the principles of the sustainable management of natural resources. 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> • Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.
<p>Prevention “How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.”</p>	<ul style="list-style-type: none"> • “Where we are now” section considers a range of challenges that require interventions with partnership themes and associated policies, outcomes and results providing a framework to support action to help prevent problems occurring or getting worse. • This includes challenges relating to climate change risks, decarbonisation, biodiversity loss, pollution, public health, health and well-being, sustainable communities, Welsh language, breaking down barriers to access opportunities within Park for some groups, tourism, recreational management and maintaining key assets within the Park (coast path, heritage sites) for future generations to enjoy. 	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> • Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.

<p>Integration “Considering how the public body’s well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.”</p>	<ul style="list-style-type: none"> Plan addresses issues identified within the Pembrokeshire Well-being Assessment. Partnership themes, policy areas and associated outcomes and results align with projects highlighted within the Well-being Plan for Pembrokeshire: <table border="1" data-bbox="607 384 1536 834"> <thead> <tr> <th>Partnership Theme</th> <th>Well-being Plan for Pembrokeshire Project</th> </tr> </thead> <tbody> <tr> <td>Conservation</td> <td>Biodiversity and the Nature Emergency</td> </tr> <tr> <td>Connect</td> <td>Reducing Poverty and Inequalities Strengthening Communities</td> </tr> <tr> <td>Climate and Natural Capital</td> <td>Climate Adaptation Decarbonisation and Net Zero</td> </tr> <tr> <td>Communities</td> <td>Reducing Poverty and Inequalities Strengthening Communities</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Management Plan policy provides a context for planning and managing the built environment. Development planning policies are set out in the Pembrokeshire Coast National Park Local Development Plan 2 (to 2031) for the National Park, prepared by the National Park Authority. Local Development Plan 2 is supported by Supplementary Planning Guidance on a range of topics, many of which are also of direct relevance to management planning. Local Development Plan 2 policy implementation is reported on via an Annual Monitoring Report produced by the Authority. Some of the key trends identified by the Annual Monitoring Report are highlighted in the Management Plan. Review of the adopted Local Development Plan 2 will start in September 2024. This Management Plan together with monitoring and review of the existing plan and evidence base will inform that Review. 	Partnership Theme	Well-being Plan for Pembrokeshire Project	Conservation	Biodiversity and the Nature Emergency	Connect	Reducing Poverty and Inequalities Strengthening Communities	Climate and Natural Capital	Climate Adaptation Decarbonisation and Net Zero	Communities	Reducing Poverty and Inequalities Strengthening Communities	<p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> Reference should be made to the following Authority Plan’s as all have a relationship with the National Park Management Plan: <ul style="list-style-type: none"> Equality Plan and Objectives (Currently under Review) Welsh Language Promotion Strategy Authority’s Well-being Objectives (captured within its Corporate and Resources Plan) Recommend following added to section on aligned key legislation, policy and guidance: <ul style="list-style-type: none"> Equality Act 2010, including compliance with Socio Economic Duty Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty Welsh Government development of a Just Transition Framework,
Partnership Theme	Well-being Plan for Pembrokeshire Project											
Conservation	Biodiversity and the Nature Emergency											
Connect	Reducing Poverty and Inequalities Strengthening Communities											
Climate and Natural Capital	Climate Adaptation Decarbonisation and Net Zero											
Communities	Reducing Poverty and Inequalities Strengthening Communities											

	<ul style="list-style-type: none"> • Reference should be made to the following Authority Plan's as all have a relationship with the National Park Management Plan: <ul style="list-style-type: none"> ○ Equality Plan and Objectives (Currently under Review) ○ Welsh Language Promotion Strategy ○ Authority's Well-being Objectives (captured within its Corporate and Resources Plan) • The four themes are based on National Park purposes and a list of key legislation, policy and guidance that they align with are listed. However, there are some gaps and it is recommended that following additions are made: <ul style="list-style-type: none"> ○ Equality Act 2010, including compliance with Socio Economic Duty ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty ○ Welsh Government development of a Just Transition Framework, consultation ended March 2024. It sets out the approach on how we can move to net zero in a fair way. ○ New Curriculum for Wales ○ Welsh Government's Young Person Guarantee – commitment to provide everyone aged 16-24, living in Wales, with support to gain a place in education or training, help to get into work or self employment. ○ Welsh Government's Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy ○ Welsh Government National Framework for social prescribing ○ biodiversity/ nature recovery action plans linked to Pembrokeshire Nature Partnership. 	<p>consultation ended March 2024. It sets out the approach on how we can move to net zero in a fair way.</p> <ul style="list-style-type: none"> ○ New Curriculum for Wales ○ Welsh Government's Young Person Guarantee – commitment to provide everyone aged 16-24, living in Wales, with support to gain a place in education or training, help to get into work or self employment. ○ Welsh Government's Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy ○ Welsh Government National Framework for social prescribing ○ biodiversity/ nature recovery action plans linked to Pembrokeshire Nature Partnership.
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		<ul style="list-style-type: none"> Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.
<p>Collaboration “Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.”</p>	<ul style="list-style-type: none"> Given the wide range of partners involved in delivery of National Park purposes, the Management Plan is a partnership plan; it is a plan for the National Park area, not just for the National Park Authority. A list of partners is included within the document and key partners who can contribute to delivery of results we are looking to achieve are listed in the tables for each policy. The Plan recognising that to deliver real lasting change and address/ develop solutions to the challenges the Park faces we have to work in partnership and collaborate with range of stakeholders – other public bodies, community organisations, landowners, volunteers, businesses, general public etc. See Equality Impact Assessment/ Welsh Language Impact Assessments for suggestions around strengthening depth of partners listed. 	<p>Partners will have opportunity to comment on the National Park Management Plan as part of the public consultation process.</p> <p>Note: See Equality Impact Assessment/ Welsh Language Impact Assessments for suggestions around strengthening depth of partners listed.</p> <p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.
<p>Involvement “The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the</p>	<ul style="list-style-type: none"> In 2024, the National Park Authority asked people what makes the National Park special to them, what the risks are to those qualities and what extra action is needed to protect them. The ‘statements of significance’ on the special qualities seek to capture the essence of people’s experiences of the National Park, and the nature of the special qualities that underpin them. It builds on previous public surveys on the special qualities and on landscape assessment. 	<p>Further opportunity for people to comment on the National Park Management Plan as part of the public consultation process.</p> <p>Note: See Equality Impact Assessment/ Welsh Language Impact Assessments for</p>

<p>diversity of the area which the body serves.”</p>	<ul style="list-style-type: none"> • The draft plan and associated assessments will be subject to public consultation and reviewed based on representations made. • Introduction has been included from Pembrokeshire Coast Next Generation • Plan is a partnership plan and recognises that a range of stakeholders will need to be involved in its delivery. Note: See Equality Impact Assessment/ Welsh Language Impact Assessments for suggestions around strengthening depth of partners listed. • Plan addresses issues identified within the Pembrokeshire Well-being Assessment. 	<p>suggestions around strengthening depth of partners listed.</p> <p>Recommended Actions/ Amendments:</p> <ul style="list-style-type: none"> • Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.
<p>Horizon Scanning – Future Trends Considerations</p>	<ul style="list-style-type: none"> • Top 5 risks identified by both experts and general public in AXA Foresight Report 2023: Climate Change, Geopolitical instability, Cyber Security, Energy risks, Pandemic and Infectious diseases • Pollution and Natural Resources and biodiversity risks come in as future 4th and 5th risk for those aged under 25 and those between 25-34. • Implications for Plan: <ul style="list-style-type: none"> ○ Climate Adaptation Risks ○ Climate and Nature Emergency ○ Impact Geopolitical instability and energy risks can have on supply chain and costs. ○ Growing Cyber Security Risks for stakeholders involved in delivering the plan. ○ Pandemic and Infectious diseases have impact for animal and plant species in the Park. Already seeing this in terms of bird flu and ash dieback. • AXA 2024 Foresight report took a different approach in terms of risk framing it around 100 reasons to love the future: “Life may be full of risks, but the future shouldn’t be one of them. Everyone should have the right to be hopeful about the future.” 	<p>Partnership themes on Conservation and Climate and Natural Capital and associated policies areas should support the Park to respond to these risks.</p> <p>The AXA 2024 report highlights the importance of the Plan engaging with young people / next generations to support development and delivery of solutions and a need for us to proactively promote with partners where interventions within this plan have had an impact on supporting delivery of a better future.</p>

Section 4 – Stage 1: Follow up Actions

Area to Address	Action	Responsible Officer	Timescales	Status
Policy / Legislation Listed	<p>Include reference to the following within the policy/ legislation section:</p> <ul style="list-style-type: none"> ○ Equality Act 2010, including compliance with Socio Economic Duty ○ Social Partnership and Public Procurement (Wales) Act 2023 – including Socially Responsible Procurement Duty ○ Welsh Government development of a Just Transition Framework, consultation ended in March 2024. It sets out the approach on how we can move to net zero in a fair way. ○ Welsh Government’s Young Person Guarantee – commitment to provide everyone aged 16-24, living in Wales, with support to gain a place in education or training, help to get into work or self employment. ○ Welsh Government National Framework for social prescribing ○ New Curriculum for Wales ○ Welsh Government’s Equality related plans, including development of the Climate, Rural Affairs and Environmental section of the Anti Racist Wales Action Plan once finalised ○ Welsh Government Cymraeg 2050 Strategy 	NPMP and Marine Officer		

	<ul style="list-style-type: none"> ○ Welsh Government Priorities for Culture 2024 - 2030 – Currently out for consultation ○ Well-being of Future Generations: Well-being of Wales report (2023) and National Indicators and Milestones for Wales ○ Authority’s Equality Plan and Objectives (currently under review), Authority’s Well-being Objectives and Authority’s Welsh Language Promotion Strategy. ○ Pembrokeshire County Council strategic equality plan and objectives, Welsh Language Strategy and toilet strategy. ○ biodiversity/ nature recovery action plans linked to Pembrokeshire Nature Partnership. ○ Pembrokeshire Climate Adaptation Strategy 			
<p>Communities – Outcome/ Result: Fair Work</p>	<p>Consider strengthening outcomes and results section in communities to identify one that captures “fair work.” An amendment applied to Well-being Goal as part of Social Partnership and Public Procurement (Wales) Act 2023. As the “Where we are now section” under Socio-economic well-being notes: “While there appears to be no shortage of employment opportunities in Pembrokeshire, the jobs available are often low paid (over 25% of full-time workers earned less than £18,000 per year in 2017) and seasonal (winter benefit claimant rates are almost double those for summer).”</p>	<p>NPMP and Marine Officer</p>		

Partnership Theme Table linked to Well-being Goals	Amend table to capture full contribution of partnership themes to Well-being Goals:		NPMP and Marine Officer			
	Theme	Description				Well-being goal
	Conservation	<i>Conserving and enhancing natural beauty and wildlife.</i>				A prosperous Wales A resilient Wales A healthier Wales A Wales of cohesive communities A more equal Wales* A globally responsible Wales
Connection	<i>Conserving and enhancing cultural heritage and Welsh language.</i> <i>Promoting enjoyment and understanding</i>	A prosperous Wales A healthier Wales A Wales of cohesive communities A Wales of vibrant culture and thriving Welsh language				

		<i>of the National Park.</i>	<p>A more equal Wales</p> <p>A globally responsible Wales</p>			
	Climate and natural capital	<i>Managing natural resources sustainably.</i>	<p>A prosperous Wales</p> <p>A resilient Wales</p> <p>A healthier Wales</p> <p>A more equal Wales</p> <p>A Wales of cohesive communities</p> <p>A globally responsible Wales</p>			
	Communities	<i>Landscapes for lives and livelihoods.</i>	<p>A prosperous Wales</p> <p>A healthier Wales</p> <p>A more equal Wales</p>			

			<p>A Wales of cohesive communities</p> <p>A Wales of vibrant culture and thriving Welsh language</p> <p>A globally responsible Wales</p>			
<p>* In Partnership Themes Table with Links to Well-being Goals add a More Equal Wales against Conservation, if following is addressed: The Conservation theme for partnership action makes no reference to role of people in delivering nature recovery and within this engaging wider range of people in support of nature recovery activities. Lack of representation within environment sector for some groups and barriers to participation are highlighted within range of reports relating to the sector. It would be beneficial to have an outcome for 2030 and policy around: "A wide range of people are supported to participate in taking action for nature." With result framed around development of nature recovery projects which also help increase range of people able to participate in these activities.</p>						

Sustainable Development Principle – 5 Ways of working	Consider including statement on how the sustainable development principles – 5 ways of working are being applied through the Plan.	NPMP and Marine Officer		
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5. Summary/ Recommendations from Assessment: WFG: 7 Well-being Goals for Wales / 5 Ways of Working and Future Trends/ Horizon Scanning

Legislation/ Policy gaps

Wider policy and legislative framework linked to equality, socio economic duty and health outcomes are not fully highlighted in the policy document. Assessment recommends additions be made to the plan within the legislation/ policy section.

Capturing contribution of partnership themes to Well-being goals

Assessment looked at relationship of partnership themes, policy areas and associated outcomes and results relating to them and identified that table in draft plan didn't capture the full contribution of partnership themes to Well-being Goals. The assessment recommends that the table is updated to the following:

Theme	Description	Well-being goal
Conservation	<i>Conserving and enhancing natural beauty and wildlife.</i>	A prosperous Wales A resilient Wales A healthier Wales A Wales of cohesive communities A more equal Wales* A globally responsible Wales

Connection	<p><i>Conserving and enhancing cultural heritage and Welsh language.</i></p> <p><i>Promoting enjoyment and understanding of the National Park.</i></p>	<p>A prosperous Wales</p> <p>A healthier Wales</p> <p>A Wales of cohesive communities</p> <p>A Wales of vibrant culture and thriving Welsh language</p> <p>A more equal Wales</p> <p>A globally responsible Wales</p>
Climate and natural capital	<p><i>Managing natural resources sustainably.</i></p>	<p>A prosperous Wales</p> <p>A resilient Wales</p> <p>A healthier Wales</p> <p>A more equal Wales</p> <p>A Wales of cohesive communities</p> <p>A globally responsible Wales</p>
Communities	<p><i>Landscapes for lives and livelihoods.</i></p>	<p>A prosperous Wales</p> <p>A healthier Wales</p> <p>A more equal Wales</p> <p>A Wales of cohesive communities</p> <p>A Wales of vibrant culture and thriving Welsh language</p>

		A globally responsible Wales
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* In Partnership Themes Table with Links to Well-being Goals a More Equal Wales should be added against Conservation, if following is addressed: The Conservation theme for partnership action makes no reference to role of people in delivering nature recovery and within this engaging wider range of people in support of nature recovery activities. Lack of representation within environment sector for some groups and barriers to participation are highlighted within range of reports relating to the sector. It would be beneficial to have an outcome for 2030 and policy around: “A wide range of people are supported to participate in taking action for nature.” With result framed around development of nature recovery projects which also help increase range of people able to participate in these activities.

Capturing “Fair Work”

Assessment recommends strengthening outcomes and results section in communities to capture “fair work.” Fair work is an amendment applied to A Prosperous Well-being Goal as part of Social Partnership and Public Procurement (Wales) Act 2023. This would help respond to issues identified in the “Where we are now section” under Socio-economic well-being which notes: “While there appears to be no shortage of employment opportunities in Pembrokeshire, the jobs available are often low paid (over 25% of full-time workers earned less than £18,000 per year in 2017) and seasonal (winter benefit claimant rates are almost double those for summer).”

Sustainable Development Principle – 5 Ways of Working

Assessment considered how the plan responds to Sustainable Development Principles and the 5 Ways of Working (Long Term, Prevention, Collaboration, Integration, Involvement) under the Well-being of Future Generations Act. There is strong alignment across all of the Ways of Working in part due to the nature of the partnership plan and the challenges it is looking to address. The Assessment recommends that a statement is included in the NPMP on how the sustainable development principles – 5 ways of working are being applied through the Plan.

Horizon Scanning and Future Risks

Top 5 risks identified by both experts and general public in [AXA Foresight Report 2023](#): Climate Change, Geopolitical instability, Cyber Security, Energy risks, Pandemic and Infectious diseases . Pollution and Natural Resources and biodiversity risks come in as future 4th and 5th risk for those aged under 25 and those between 25-34. Partnership themes on Conservation and Climate and Natural Capital and associated policies areas should support the Park to respond to these risks. The [AXA 2024 Foresight report](#) took a different approach in terms of risk, framing it around 100 reasons to love the future: “Life may be full of risks, but the future shouldn’t be one of them. Everyone should have the right to be hopeful about the future.” The report highlights the importance of the Plan engaging with young people (Next Generations) to support development and delivery of solutions and a need for us to proactively promote with partners where interventions within this plan have had an impact on supporting delivery of a better future.