

Annex 11 to Partnership Plan report - Equality, Welsh Language and Well-being assessment summaries

Summary/ Recommendations from Assessment: Welsh Language

Strengthen reference to Welsh Language in Forward Section/ Amendments to Special Qualities section

It is recommended that stronger reference to Welsh Language is made in the forward as no explicit reference about role we can play in promoting Welsh Language is included.

Important that Welsh Language Pembrokeshire dialect, Welsh Language in specific communities within the North of the Park with existing and traditionally strong Welsh Language use are recognised alongside the development of wider Welsh Language speakers across Pembrokeshire. Additions/ changes in the special qualities to include greater emphasis on Welsh language could be strengthened, particularly as although it mentions “Welsh language enjoying a resurgence in the south of the National Park today” no reference is made in terms of importance of Welsh Language in communities within the North of the Park. Need to ensure that communities in the North of the park with existing and traditionally strong Welsh Language use are recognised alongside the development of wider Welsh Language speakers across Pembrokeshire.

Emphasis on dialect should also include reference to Welsh Language dialect (e.g. “Wes, Wes”) distinct to Pembrokeshire (focus at moment on dialect based on wording is focused potentially only on English Language.)

Focus on culture tends to be backwards looking and perhaps need to reflect how Welsh language related culture evolves, this is captured in statement within Eryri’s National Park Management Plan that we could perhaps look to echo somewhere in the plan: “Welsh language and culture has continued to evolve and is now an integral part of a new, inclusive, vibrant and contemporary culture.”

Well-being Goals – A Wales of Vibrant Culture and Thriving Welsh Language

On reviewing the table on links in terms of partnership themes and Well-being goals the Communities partnership theme does not have “A Wales of vibrant culture and thriving Welsh language.” However the key outcomes for 2030, policy areas and results linked to affordable housing, employment, services should support sustainable Welsh Language communities. “A Wales of vibrant culture and thriving Welsh language” should be added to the Well-being goals listed against communities.

Legislation/ Policy gaps

Wider policy and legislative framework linked to Welsh Language are not fully highlighted in the policy document. Assessment recommends additions be made to the plan within the legislation/ policy section.

Partners - Opportunities for Use/ Health and Well-being/ Social Isolation and bringing people together/ Supporting Learners – Learning Welsh/ Building Confidence/ Opportunities for People to learn about the Park in Welsh

Assessment identified that plan doesn't reflect range of partners that could support the plan to deliver policies and related/ outcomes / results linked to Welsh Language.

Community opportunities can provide opportunities for people to engage with others in Welsh and help break down social isolation and have positive impact on people's well-being. Welsh language can play important role in bringing people together in different areas: early years, mentrau iaith, learner initiatives, choirs, cultural events, history groups, Urdd. The Plan contains the following policy areas that can support this including: Policy H2: Promote the Welsh language and local dialects, and celebrate culture and creativity related to the landscape / H2/A Progress is made on the target for the number of people able to enjoy speaking and using Welsh to reach a million by 2050/ H2/B Landscape, cultural heritage, natural history and the arts are shared celebrated / W2/B Nature-based health services are delivered, e.g. walking programmes, mental health initiatives, and supporting people living with dementia./ W2/C Offer volunteering / citizen science and formal training opportunities.

However, this list of partners needed to help support delivery of this needs to be fully captured in the Plan against the results. With inclusion for example of Urdd Gobaith Cymru (Particularly with the Pentre Ifan site), Menter Iaith Sir Benfro, Learn Welsh Pembrokeshire – Dysgu Cymraeg Sir Benfro, Other community groups such as Merched y wawr and Pembrokeshire YFC, cultural venues, Early Years – Mudiad Meithrin Sir Benfro: [Cylch Meithrin](#), [Cymraeg i blant](#), [Clwb Cwtsh](#), [Cylch Ti a Fi](#)

It is important that Children accessing Welsh Medium education or being supported through language centres are able to access opportunities to learn about the Park in Welsh. This includes schools based in Pembrokeshire and schools visiting from outside the local authority. Schools, early years providers - Mudiad Meithrin Sir Benfro: Cylch Meithrin, Cymraeg i blant, Clwb Cwtsh, Cylch Ti a Fi, nurseries and Pentre Ifan Urdd site should be added to the list of key partners against: H2/A Progress is made on the target for the number of people able to enjoy speaking and using Welsh to reach a million by 2050.

There are already opportunities to learn Welsh in Pembrokeshire, and it is important that these opportunities are promoted. Learn Welsh Pembrokeshire – Dysgu Cymraeg Sir Benfro Menter Iaith Sir Benfro should be added to the list of key partners against: H2/A Progress is made on the target for the number of people able to enjoy speaking and using Welsh to reach a million by 2050.

Identification of potential need to explore building stronger connections with Menter Iaith Sir Benfro/ Learn Welsh Pembrokeshire – Dysgu Cymraeg Sir Benfro to help ensure that we are promoting and maximising opportunities they provide in Park area and exploring joint working areas, particularly in terms of community programmes and learning programmes and activities. Examples of activities they provide include: Coffi a chlonc (Coffee and chat), Taith Cerdded (Walks, some of which happen in Park area), Gwyl y Dysgwyr (Learners Festival). There could be potential opportunities to work with them on developing Welsh Learning trails for the National Park (similar to [National Botanical Gardens Welsh Learning Trails](#)) that are linked to learning levels – entry, foundation, intermediate, advance / linked to work Authority has previously done on Welsh in the landscape.

Regenerative Tourism/ Promoting Welsh Culture

It is important that the Welsh Language is considered when developing regenerative tourism approaches. Including looking at how we raise awareness of significance of Welsh Language to visitors and supporting and working with visitor economy to explore ways to promote the Welsh Language during the visitor experience. To support this Visit Pembrokeshire, businesses and cultural venues should be added to H2/A Progress is made on the target for the number of people able to enjoy speaking and using Welsh to reach a million by 2050 /H2/B Landscape, cultural heritage, natural history and the arts are shared celebrated.

Consideration could also be made to having a separate result linked to action within [Destination Management Plan](#) on Work with businesses to increase use of Welsh language within their businesses in a fun, engaging and accessible way for visitors. Key partners for delivery would be Visit Pembrokeshire, businesses and potentially Learn Welsh Pembrokeshire – Dysgu Cymraeg Sir Benfro (in terms of supporting people working within the visitor economy to learn Welsh).

Assessment also suggested considering whether SE1/D Appropriate support and controls promote a regenerative tourism offer could be extended to cover development of something similar to the [Tiaki promise](#), which provides example of how to interweave language / culture/ sense of place within regenerative tourism approaches.

Place names/ Names of Features in the landscape/ Signage

Bilingual signage and interpretation panels in the Park, alongside supporting Welsh Language Standards ensures that Welsh Language speakers and learners can access information in Welsh while also raising visibility of language to non Welsh speakers/ visitors. It is important that historical geographical names are safeguarded, and used extensively in conversations, on maps and in print, so that they are conserved for future generations. [List of Historic Place Names](#) (Royal Commission on the Ancient and Historical Monuments in Wales) plays an important role in supporting this. Eryri National Park Authority, the school of Welsh at Cardiff

university and the Welsh Language Commissioner have worked in collaboration to standardise a list of Eryri's lake names. H1/K Place names, e.g. field names, are celebrated and conserved should help support safeguarding historical geographical names in the Park. In terms of key partners schools, volunteers, community groups should be added, due to potential opportunities to learn from the "Perci ni" project and the range of crowd sourced digital projects helping to support the safeguarding of historic place names and raise awareness of them.

Sustainable Communities where Welsh Language can thrive

The Welsh Government's Welsh Language Communities Housing Plan notes that sustaining a strong economy as well as a sufficient supply of affordable homes is necessary to creating vibrant communities where the Welsh language can thrive. The draft NPMP captures the challenges the Park faces in terms of this in its "Where we are now section. This carries through to following results under Policy SE1: Foster socio-economic wellbeing of National Park communities (in pursuit of National Park purposes) - SE1/A Appropriate homes for local communities are delivered through the planning system and joint working, and local lettings policies applied. / SE1/B An evidence base on types and needs of homes is developed (e.g. relationship with Welsh language, sharing data on second / holiday homes, considering options regarding local shared ownership).

Although SE1/E Support is in place for sustainable local supply chains and this should help local small enterprises further work is needed to make Pembrokeshire an attractive/ viable option for young people to stay in from employment perspective (in particular in terms of issues of low paid (over 25% of full-time workers earned less than £18,000 per year in 2017) and seasonality. Potentially outcomes and results section under Communities could be strengthened to identify "fair work" in order to seek to help address above issue. Fair work is an amendment applied to Well-being Goal as part of Social Partnership and Public Procurement (Wales) Act 2023. Outcome is included on "support an appropriate range of employment opportunities", so this could be amended to reference "fair work" with an additional result and key partners added to the table. It would be beneficial to explore with partners potential opportunities linked to Community Micro-Enterprise Programmes and Social Enterprise Programme, co-operatives building on the work PLANED is already doing in this area and whether this could be added to as part of additional result created about fair work. Actions supporting delivery of outcomes and results within partnership themes for conservation and climate objectives could lead to training and job opportunities. This is particularly important when thinking about role regenerative farming role could play for next generation of farmers within Welsh speaking communities in the Park. The Conservation theme for partnership action makes no reference to role of people in delivering nature recovery. 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.” Next generation of farmers should be viewed as key partners in supporting to deliver this result.

Summary/ Recommendations from Assessment: Equality/ Socio Economic Disadvantage and Inequality of Outcomes/ Health Inequalities and Outcomes

General

Assessment identified a number of suggestions for improving accessible formatting and ensuring feel of document in terms of imagery and phraseology is inclusive. It also recommended that explicit reference be made to Pembrokeshire Coast Youth Manifesto and role National Park Management Plan and partnership working plays in helping to achieve calls for actions within it.

Partners

Range of partners listed does include those who can assist with breaking down barriers to Park and supporting people to access health benefits of the Park. It also includes key stakeholders who can work collaboratively to address key challenges linked to water quality, affordable housing and transport. However, review of list shows that we are potentially missing some groups and that it would be beneficial to provide greater visibility to wider range of groups. Examples include Pembrokeshire Young Farmers Club, Pembrokeshire Pride, Span Arts – We Move, Faith Groups, EYST.

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.

Community/ Visitors: Widening Access/ Experiencing and Benefiting from Special Qualities in the Park/ Welcoming Park for All

There are awareness, access and affordability issues in terms of tourism and recreational opportunities within the Park and a need to promote and support the Park to become an inclusive Park that is a Landscape for Everyone. Some people from protected groups or experiencing socio economic disadvantage face additional barriers to accessing opportunities in the Park and feeling welcome within the Park (this can be compounded by intersectionality considerations).

Targeted projects and schemes can help increase access to the Park in short term and long term for those that face potential barriers to engaging with the Park, however there is a need to ensure the long term legacy of these projects (learning from some of the issues that arose in terms of limited legacy impact of Mosaic projects for National Park Authorities involved and issue that projects tend to be time

bound and reliant on securing project funding). There is a need to ensure our approach is following the social model rather than the medical model of disability and that solutions and projects are developed with those they are seeking to benefit. Importance of making connections with range of grassroots organisations and learning from those who are already engaged in increasing access, including looking at representation and information provided (see videos from Muslim Hiker referenced above.) Issue of lack of diversity in PCNPA workforce and wider outdoor/ environmental workforce can create additional barriers, particularly for diversity in terms of ethnicity. Residents and tourists may be targeted in terms of hate crime due to their disability, gender identity, religion or belief or religious dress, race, ethnicity, nationality or sexual orientation. They may also be subjected to sexual violence, harassment or experience domestic abuse. This may impact on their use of public transport and access to opportunities and facilities within the Park and further afield. Approaches to respond to recreation management or other pressures on the Park can place additional barriers on certain groups, this came through in terms of Traeth Mawr survey. It is important that equality impact assessments are carried out when looking to introduce recreation management tools and that cross section of users are engaged with to inform decision making. Recreational management tensions between visitors and communities can impact on creating a wider more welcoming experience for new users of the Park who previously may have limited experience of accessing National Park and countryside. It is Important to engage with communities and visitors to identify and manage issues and to ensure appropriate messaging is given to new users and support to communities to ensure that a welcoming environment is created and people are aware of potential conflict/ pressure point. Muslim Hikers for example have created a video on [Countryside Code](#).

Following within the plan should support addressing above, however list of partners should be reviewed to ensure depth of who we might need to involve is captured, currently focus is of those listed is disability and young people (see previous Area to Address: List of Partners mentioned in this Plan): W1/A Barriers to outdoor recreation and wellbeing opportunities are removed, and opportunities promoted to more diverse audiences, e.g. children and young families from deprived areas. W1/B An Accessible Coast strategy, offering good access for people with specific needs, is delivered. E.g. access for wheelchair users, changing places and toilets at key locations. W1/D The Pembrokeshire Coast Path National Trail, part of the Wales Coast Path, provides a diversity of experiences, and is promoted to new audiences. W1/E The Rights of Way Improvement Plan 2018-2028 is delivered.

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 (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.)

Access to toilets and changing places facilities

Lack of access to toilets can prevent or make it difficult for people to access recreational, volunteering, social and community engagement opportunities in the Park. This is exacerbated for people who have additional needs relating to health, disability, faith or caring responsibilities. Provision of accessible and changing place toilets play an important role in supporting disabled people and carers accessing the Park. Poor toilet provision will impact on ability of locations within Park to be age and dementia friendly.

Following within the plan should support addressing above: W1/A Barriers to outdoor recreation and wellbeing opportunities are removed, and opportunities promoted to more diverse audiences, e.g. children and young families from deprived areas. / W1/B An Accessible Coast strategy, offering good access for people with specific needs, is delivered. E.g. access for wheelchair users, changing places and toilets at key locations.

Pressures on public funding of toilets means that current provision of toilets within Park is likely to change. Close partnership working is needed to ensure this situation is managed and to develop projects such as the proposed one at Traeth Mawr which aims to provide new toilets and changing places facilities. There will continue being an ongoing challenge of building, management and maintenance costs alongside wider issues relating to drainage or climate risks potentially for some sites. Due to financial pressures on provision of toilets it would be beneficial for this challenge to be captured in Where are we now? Section under either recreation and discovery or socio-economic well-being

Health and Well-being - Access to the Outdoors / Connecting with Nature

Increasing access to the outdoors and nature for children and young people through outdoor education and play opportunities can have a positive impact on their mental health and well-being. Access to outdoor play and its impact on emotional, cognitive and physical development is particularly important in early years settings. Similarly access to the outdoors and nature can have positive impact on people of all ages in terms of mental health and well-being and physical well-being and groups currently experiencing worse health outcomes. Some groups face barriers to being able to access health and well-being opportunities within the Park and additional assistance

may be needed to support them to remove these barriers. Tailored projects can assist in this area and the National Park due to its Special Qualities is especially suited for the development of projects that support the 5 steps to mental well-being. The following policies and their associated results should support action in this area: 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. Assessment recommends adding well-being to Policy W2: Provide and promote inspiring outdoor learning, **well-being** and personal development experiences for all.

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. Volunteering and having opportunity to support nature recovery can have positive impact on people's well-being. 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. Projects designed to support Nature recovery are well suited to incorporating the 5 steps to mental well-being.

Public Health – Water Quality / Pollution and Other Health Risks/ Recreational Disturbance to Tranquillity

There is a real risk and perceived risk relating to water quality and sewage pollution that can impact on people taking up opportunities in the Park, especially relating to access to blue spaces. CSOs can introduce harmful bacteria into recreational waters resulting in public health risks for recreational users and providers. Data on water quality is highlighted within Where are we now section? Including status of water bodies in national park and bathing water. It is recommended that this section is enhanced to contain information and overview of impact of Sewer Storm Overflows and discharge and potential impact in terms of risks for public health and access to enjoying blue spaces.

To address issue plan does identify key outcome relating to 2030 tied to water pollution and quality, including bathing waters and key areas that impact on them and associated results under policy areas expected with list of partners to be involved. Due to the significant concern around storm overflow sewage discharges for recreational users of the Park and within survey responses, consideration should be made as to whether outcome under climate on eliminate environmental harm from storm overflow sewage discharges should also be included under Connection as potentially importance of this work for recreational users and communities in the Park is lost through it being within the Climate and natural capital section. Outside of planning and work with agricultural sector, and potential community / citizen science projects Authority will be reliant on actions of partners to support delivery of improvements in this area. As a result, due to the impact of poor water quality,

sewage discharge etc on recreational opportunities/ accessing health benefits of blue spaces/ community concerns it is important that the Authority engages with relevant bodies to assess progress and raise concerns when required.

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, this is something highlighted in SoNNaR. A range of policies and associated outcomes within the Conservation and Climate and Natural Capital partnership will have positive wider impact in terms of public health, including areas of noise, air and light pollution. When addressing light pollution it is important that responses and solution consider potential safety/ access needs for some people, e.g. poor lighting in streets etc, particularly in winter months may impact on people going outdoors and could impact on social isolation.

There are concerns around impact of litter and dog waste and behaviour in the Park. Results have been included within the plan to support address these issues: L1/E Management of litter, including seaborne litter, and raise awareness of its impacts. W1/H Dog owners / walkers and dogs are supported to enjoy the Park without risk to themselves or to other visitors, farm animals or wildlife.

Water safety is area of concern in particular as number of drowning deaths in young people in Wales rises. Seven people under 20 died in accidental water-related fatalities in Wales in 2023 – the highest number since comparable data became available from the National Water Safety Forum’s Water Incident Database (WAID) in 2015. In total, there were 28 deaths in Wales from accidental water-related fatalities in 2023 across inland and coastal locations, compared with 22 the previous year. Pembrokeshire Water Safety Forum is recognised within the list of partners, consideration should also be made to adding RNLi and Coastguards. Due to coastal nature of the Park and role of recreation in blue spaces within the Park an additional result should be considered under: Policy W1: Provide and promote sustainable outdoor recreation opportunities for all, linked to promotion of [Respect the Water campaign](#) and other Water safety initiatives.

Affordable Housing, Accessible Housing and Access to Sites

The Authority has an important role in facilitating provision of affordable housing through planning and meeting affordable housing targets within its LDP2. It also may make planning decisions affecting buildings to be used for supported housing and respond to need identified within Gypsy Traveller Accommodation Assessment (GTTA) through local development planning. There is growing concern about the knock on effect that the growth in second homes and holiday homes, AirBnB and the short term holiday lettings market are having on availability of affordable housing, housing needs and communities in the Park area. Housing cost is impacting on child poverty levels in Pembrokeshire and opportunities for young people in the Park.

Plan recognises and seeks to support responses to issue of affordable housing provision in Park area. Local Development Plan plays an important role in terms of supporting delivery of this ambition. Continued work with RSLs, PCC and Community Land Trusts to support affordable housing provision in Park and Pembrokeshire and to respond to different factors impacting on it and potential new solutions will be an important area of partnership working during the Plan period.

Local Lettings Policy – preventing risk of discrimination when applied

The provision of affordable housing exception sites must be considered to help meet identified requirements and ensure the viability of the local community. Where such policies are considered appropriate it should be made clear that the release of housing sites within or adjoining existing settlements for the provision of affordable housing to meet local needs which would not otherwise be allocated in the development plan, is an exception to the policies for general housing provision. Such policies must be fully justified, setting out the type of need and the kind of development which fall within their terms. The affordable housing provided on exception sites should meet the needs of local people in perpetuity. Planning Policy Wales notes: “Considerations relating to the use of the Welsh language may be taken into account by decision makers so far as they are material to applications for planning permission. Policies and decisions must not introduce any element of discrimination between individuals on the basis of their linguistic ability, and should not seek to control housing occupancy on linguistic grounds.” Local lettings policies should have clear aims linked to community sustainability and be supported by clear evidence of the need for the approach. Local lettings policies must not discriminate under the equality strands listed in the Equality Act 2010. They should be monitored and reviewed and an equality impact assessment should be carried out prior to the introduction and as part of each review.

Where reference is made to local lettings policies in: “SE1/A Appropriate homes for local communities are delivered through the planning system and joint working, and local lettings policies applied.” It is recommended that it is amended to: “SE1/A Appropriate homes for local communities are delivered through the planning system and joint working. Local lettings policies applied on rural exceptions sites where appropriate and where evidence demonstrates they support delivery against desired outcomes.” Authority and relevant partners should carry out equality impact assessment prior to introductions of any local lettings policy with cumulative considerations taken into account if a large number of local letting policies are implemented.

Transport Challenges / Affordability and access to services and opportunities

There is a need to promote good accessible and affordable public transport and private transport links within the Park, linked to wider Pembrokeshire and regional networks. This has particular relevance in terms of the regional work of CJsCs. Lack

of access to transport including accessible and affordable transport may act as a barrier to people in the Park, Pembrokeshire and visitors accessing opportunities within the Park such as volunteering and employment opportunities, access to wellbeing initiatives, recreation, events and activities alongside community facilities. People with certain protected characteristics may fear that they will be vulnerable too or experience hate crime and harassment, including sexual harassment when on public transport. Increases in car parking charges are likely to have greater negative impact on some groups than others whose situation means that they are less able to absorb increases. There is a need to ensure that sustainable transport activities related to reducing carbon emissions meet the needs of local community alongside the needs of visitors. Including issues relating to affordability and accessibility. Following results under Partnership theme policies should support activity in this area: SE1/G Accessible and affordable public transport, active travel and low-carbon vehicle initiatives are delivered. N1/E Accessible and affordable public transport, active travel and low-carbon vehicle initiatives are delivered. It is also likely to be an issue that will be explored in terms of development of accessible coast strategy: W1/B An Accessible Coast strategy, offering good access for people with specific needs, is delivered. E.g. access for wheelchair users, changing places and toilets at key locations.

Partnership working at a local, regional and national level will be central to being able to address issues relating to securing accessible, affordable, reliable and sustainable public transport and low emission transport in the Park and transport links with areas outside the park area.

Result “SE1/F Local community services are viable and accessible, e.g. shops, schools, play facilities and community halls, etc.” should support provision of community services. However, this needs to be viewed against impact of wider budget pressures on partners involved in delivering these services as shown with challenges relating to public toilets, closure of banks or pressure on leisure services, including libraries. Further engagement is needed with relevant partners to explore how this result could be delivered in practice. The Health Board and PLANED should be added to this result. Result “N1/D The Sustainable Development Fund continues to support community low carbon projects”. has potential to support sustainability of community projects, through interventions in areas such as renewable energy contributing to reduction in longer term running costs for organisations.

Pathways to employment for young people and underrepresented groups/ those facing barriers to accessing employment opportunities/ Access to ‘fair work’ - in work poverty/ seasonality

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). Potentially outcomes and results section under Communities could be strengthened to identify “fair work” in order to seek to help address above issue. Fair work is an amendment applied to Well-being Goal as part of Social Partnership and Public Procurement (Wales) Act 2023. Outcome is included on “support an appropriate range of employment opportunities”, so this could be amended to reference “fair work” with an additional result and key partners added to the table.

It would be beneficial to explore with partners potential opportunities linked to Community Micro-Enterprise Programmes and Social Enterprise Programme, building on the work PLANED is already doing in this area and whether this could be added to as part of additional result created about fair work.

Actions supporting delivery of outcomes and results within partnership themes for conservation and climate objectives could lead to training and job opportunities. This could help address issues around underrepresentation of some groups particularly in environmental sector jobs and provide new job and skills development opportunities for young people in the Park area. 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, including exploring skills development opportunities/ pathways to employment for underrepresented groups in terms of nature recovery. It is noted that a result has been included under connection on “W2/C Offer volunteering / citizen science and formal training” opportunities and although partners linked include conservation partners it would be beneficial to have additional outcome/ result under conservation.

Climate and communities policies with results linked to supporting accessible and affordable public transport should support greater access to education, training and employment opportunities within the Park.

Representation in Arts and Heritage Opportunities/ Protection of Religious Sites of Importance/ Engagement with Faith groups

The National Park area contains a number of historic religious buildings, sites and scheduled monuments of importance both locally and in terms of pilgrimage for those visiting outside of area (in particular for Christian and Pagan faiths). The plan will support activities relating to conserving of historic buildings and scheduled monuments that will impact on these sites including activities to reduce heritage

crime at sites. It will also support people to sensitively engage with these sites through following results: H2/D Provide guidance on the sympathetic enjoyment of monuments considered sacred and their settings / H1/I Heritage crime is reduced and appropriate action taken if it occurs. Actions to support result “Barriers to outdoor recreation and wellbeing opportunities are removed, and opportunities promoted to more diverse audiences, e.g. children and young families from deprived areas.” have potential to support people from different faith groups to access the Park.

It is important that we explore opportunities for us to look at representation in our art, culture and heritage opportunities, this is particularly important when we consider and think about the connection partnership theme and what this means for people from a variety of backgrounds. Are there opportunities for us to reframe how we look at the heritage and history of the Park, hidden histories or relationship people from different backgrounds have with landscapes in the Park – for examples Gypsies and Travellers, disabled people, LGBT people. In response to this, consideration should be made as to whether following result could be amended to reference heritage: “W1/A Barriers to outdoor recreation, **heritage** and wellbeing opportunities are removed, and opportunities promoted to more diverse audiences, e.g. children and young families from deprived areas” or consider if “H2/B Landscape, cultural heritage, natural history and the arts are shared celebrated.” result could be expanded to take account of removing barriers and promoting opportunities to more diverse audiences. In addition consideration should be made to whether “H2/B Landscape, cultural heritage, natural history and the arts are shared celebrated.”/ “Policy H2: Promote the Welsh language and local dialects, and celebrate culture and creativity related to the landscape”/ “H1/A Public awareness and enjoyment of historic landscapes, buildings and monuments is enhanced” can be expanded to take greater account of proposed ambitions within the Welsh Government consultation document - Welsh Government Priorities for Culture 2024 -2030 of A1: Culture is inclusive, accessible and diverse / A2: Cultural democracy and cultural rights are central to culture in Wales / A3: Culture takes an inclusive and balanced approach to interpreting, commemorating and presenting our past. It would be beneficial to provide greater visibility to wider range of partners who we can engage with to increase access and gain new perspectives in terms of Park’s heritage including: Pembrokeshire Pride, We Move (Span Art project), Welsh Refugee Council, EYST and work with Haverfordwest Mosque funded by Pembrokeshire Youth Service on Pembrokeshire Youth Project (PYP) alongside groups already listed such as MIND.

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

Communities	<i>Landscapes for lives and livelihoods.</i>	A prosperous Wales A healthier Wales A more equal Wales A Wales of cohesive communities A Wales of vibrant culture and thriving Welsh language 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.