



Bannau
Brycheiniog

Strategic Equality Plan

Bannau Brycheiniog National Park

2025-2029

Foreword

This is our Strategic Equality Plan for the Bannau Brycheiniog (Brecon Beacons) National Park for 2025-2029. In addition to our general duties, it sets out how we will embrace diversity and promote equality to make the National Park accessible and inclusive to residents and the wider community.

We see this Plan as a living, breathing document which we hope will continue to evolve through our commitment and multi-faceted partnership work.

As part of the feedback, we will continue to welcome the views of all interested individuals, partner organisations, user groups and stakeholders so that we may influence the Plan's review during this time and its development in the years to come.

Catherine Mealing-Jones

Chief Executive Officer of the National Park Authority

Mr Gareth Ratcliffe

Chair of the National Park Authority

Mae'r ddogfen hon hefyd ar gael yn Cymraeg

This document is also available in Welsh.

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Introduction

The Bannau Brycheiniog National Park is one of family of fifteen National Parks in the UK, and three in Wales. Bannau Brycheiniog received formal designation as a National Park in 1957. The boundary covers some 520 square miles of beautiful countryside. The border extends from the rural heartland of Mid Wales in the north to the post-industrial exmining communities of the South Wales Valleys. From east to west, the Park spans from the Marches to the fringes of Llandeilo. At last count, the Park was home to about 33,000 people.



Disabled ramblers exploring Mynydd Illtud

BANNAU BRYCHEINIOG NATIONAL PARK AUTHORITY

The National Park Authority is the organisation which is charged by law to look after the rich and special landscapes of the National Park. The National Park Authority has two special purposes enshrined in the Environment Act (1995). The law also says that in carrying out our purposes the organisation must also ensure that no social or economic harm comes to the people who live in the Park. This is called our Duty. In circumstances where the first purpose and second purpose are in direct conflict, the Sandford Principle sets out that first purpose takes precedence.

UNDERSTANDING OUR DUTIES – THE EQUALITY ACT 2010

Bannau Brycheiniog National Park Authority (the Authority) Strategic Equality Plan 2025-2029 describes how we aim to continue our commitment to equality and the legal obligations contained within the Equality Act 2010. This plan sets out the Authority's Strategic Equality Objectives.

The Authority is committed to:

- ensuring everyone involved with the Authority is treated with respect, equity, fairness, and dignity through our inclusive culture.
- working to create a fairer society by promoting equality of opportunities and good relations.
- supporting the Park to be a landscape for everyone, helping more people to enjoy, experience and help look after the Park's special qualities.
- working collaboratively with others in support of achieving our equality objectives.



PUBLIC SECTOR EQUALITY DUTY – THE GENERAL DUTY

As a public body we must meet the Public Sector Equality Duty set out in the Equality Act 2010.

When making decisions and delivering services, we must have due regards to:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.
- When thinking about how to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not, we also need to:
 - Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and are connected to that characteristic.
 - Meet the needs of persons who share a relevant protected characteristic that are different from the needs of the person who do not share it.
 - Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.



PUBLIC SECTOR EQUALITY DUTY – THE SPECIFIC DUTIES

The Welsh Government published regulations that introduced the Specific Duties for Wales in March 2011 to support better performance of the General Duty. Under the Specific Duties the Authority is required to:

- Set Equality Objectives and publish a Strategic Equality Plan.
- Ensure that we engage with people who have an interest in how the Authority's decisions affect them.
- Collect and publish information relevant to compliance with the General Duty.
- Carry out Equality Impact Assessments and publish the results if there is a substantial impact identified.
- Publish employment monitoring information annually.
- Promote knowledge and understanding of the General Duty amongst our employees and use our staff appraisal procedures to identify and address the training needs of our employees.
- Set a gender pay equality objective where a gender pay difference is identified.
- Consider including conditions relevant to the General Duty in our procurement processes.



WHO IS PROTECTED UNDER THE EQUALITY ACT 2010?

It is against the law to discriminate against someone because of their protected characteristics. This is the term used in the Equality Act 2010 to identify the types of things that affect how people are treated and can mean people may experience discrimination. The protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion, Belief or Non-belief
- Sex
- Sexual Orientation



Wanderlust Women group at Pen y Fan hike



Additional duties

SOCIO-ECONOMIC DUTY AND CHILD POVERTY

The socio-economic Duty under the Equality Act 2010 which has been enacted in Wales, places a legal responsibility on the Authority when it is taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage. Our integrated assessment process takes account of potential impacts for people experiencing socio-economic disadvantage.

The Children and Families (Wales) Measure 2010 legislation has been amended to take account of Well-being of Future Generations (Wales) Act 2015. The Duty to have a Child Poverty strategy is discharged through relevant Public Services Boards well-being plans and Bannau Brycheiniog National Park Authority contributes through the Public Service Boards.

WELL-BEING OF FUTURE GENERATIONS ACT

The Well-being of Future Generations (Wales) Act 2015 requires public bodies to act in accordance with the sustainable development principles.

This Plan considers the five ways of working:

Long Term: The plan identifies steps that will help provide a strong foundation for longer term change. All our objectives sit under longer term aims.

Prevention: The plan is focused on delivering interventions that will look to prevent problems occurring or getting worse in terms of the Park, services we deliver and our workforce.

Integration: Our management plan is our overarching plan, with actions based on delivery of the missions. Our equality objectives take account of the strategic equality objectives and well-being objectives from the National Park Management Plan.



Collaboration: From experience we know that positive change can only be achieved through working together with others. Our objectives and associated actions recognise the important role collaboration with partners will play.

Involvement: Our objectives can only be achieved by proactively involving and listening to people. Engagement will be used to ensure we develop the right interventions to break down barriers to support a more diverse range of people to take action for nature or experience the outdoors and wonders of the Park. We will involve staff in shaping workplace-based actions.

The Well-being of Future Generations Act puts in place a duty on the Authority as a public body to maximise its contribution to seven national Well-being goals. The Authority has in place a set of Well-being Objectives which support the Authority in delivering against the Well-being Goals.

WELSH LANGUAGE

The Authority has in place a separate Welsh Language Promotion Strategy and must comply with the Welsh Language Measure (Wales) 2011.

It is important to consider intersectionality in this context in terms of the interplay between equality, protected characteristics, socio economic factors and the Welsh language. For example, in terms of disability we need to meet the needs of Welsh language speakers and learners who have accessible communication and additional learning needs.

The Welsh Government's Anti-Racist Wales Action plan includes following goal: "That the voices of Black, Asian and Minority Ethnic Welsh speakers are heard and listened to and that more is done to promote access to the Welsh language by ethnic minority communities in the areas of education, language learning, the workplace and community activities."

The use of the active offer approach is also important in terms of delivery of our health and inclusion focused projects.



SOCIALLY RESPONSIBLE PROCUREMENT DUTY

Under the Social Partnership and Public Procurement (Wales) Act 2023 the Authority must comply with the Socially Responsible Procurement Duty. The Welsh Government also has in place a Code of Practice on Ethical Employment in Supply Chains. This Duty requires the Authority to improve the economic, social, environmental and cultural well-being of its area by carrying out public procurement in a socially responsible way. There are opportunities for actions in this area to align with activities on implementing Welsh-specific equality duties on procurement. The Authority has a Socially Responsible Procurement Policy that will help strengthen the Authority's wider equality and procurement work.

MAINSTREAMING AND MONITORING DELIVERY

From experience, we have identified that to achieve actions within the Strategic Equality Plan and to give them visibility, they need to be integrated into wider delivery and performance models for our corporate planning activities. By including the corresponding Strategic Equality Objectives under delivery of our People missions, we can integrate delivery across our wider corporate and management plan actions.

Relevant metrics, outputs and outcomes will be identified as part of their inclusion in Mission Delivery Plans and/or other performance reporting. The social foundation will be assessed using the 'Doughnut Model.' Case studies will also be sought to support evidencing the impact of work in this area.

Progress against this plan will be reported annually through Annual Equality Report and above data will be considered as part of this.

The scope of delivery for some activities will be dependent on the Authority's ability to secure additional external funding.



Developing and setting our Strategic Equality Objectives

To develop our Objectives, we engaged with our residents and our workforce. We also reviewed and considered relevant data and information. This data and information includes the important legal and policy context and developments mentioned above, as well as Census reports, Equality and Human Rights Commission (EHRC) research reports (including the “Is Wales Fairer 2023?” report published in December 2023 - a comprehensive review of how Wales is performing on equality and human rights), regional strategies, plans and policy developments, such as those of Local Authorities, Public Service Boards and Corporate Joint Committees, as well as wider Welsh Government plans and strategies. Below we link the relevant documents that can be explored further.

- [Age friendly Wales: our strategy for an ageing society](#)
- [Children and young people’s plan](#)
- [Disability Rights Task Force](#)
- [Anti-racist Wales Action Plan](#)
- [Refugee and Asylum Seeker Plan \(Nation of Sanctuary\)](#)
- [Advancing Gender Equality in Wales Plan](#)
- [Violence against women, domestic abuse and sexual violence strategy](#)
- [LGBTQ+ Action Plan for Wales](#)
- [Cymraeg 2050: a million Welsh speakers](#)
- Community Cohesion Programme



- Welsh Government draft national equality objectives 2024-2028
- Just Transition Framework for Wales that aims to implement actions to tackle climate change while also considering social equity
- National Framework for Social Prescribing
- Draft Mental Health and Wellbeing Strategy 2024-2034
- 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
- Introduction of Socio Economic Duty under the Equality Act



Mynydd Clwb group visit to Blaen y Glyn



Strategic Equality Plan

Objectives for 2025-2029

To maintain consistency of delivery across our overarching management plan for 2023-2028 Dyfodol Y Bannau, our Strategic Equality Objectives for 2025-2029 have remained the same as those for 2020-2024.

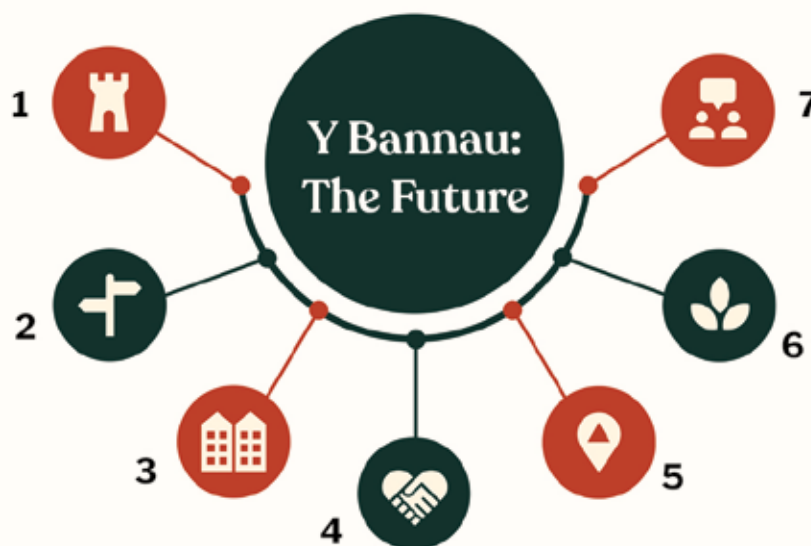
THE 2025 - 2029 STRATEGIC EQUALITY OBJECTIVES

- Promote positive action to provide an accessible, inclusive and safe National Park
- Promote physical and digital access to the National Park and our services
- Facilitate wider access and use of the National Park directly contributing to Health and Well-being of Future Generations (Wales) Act 2015 and Healthier Wales
- Promote equality in pay using data to inform management policy
- Promote equality amongst staff to support a diverse, committed workforce
- Create a diverse and inclusive workforce
- To achieve a representative compliment of Members and promote equality awareness among Members
- Promote volunteering opportunities
- Support equal access to services, facilities and housing within local communities



DYFODOL Y BANNAU: THE FUTURE – OUR OVER-ARCHING MANAGEMENT PLAN

The Management Plan for Bannau Brycheiniog National Park, launched in April 2023, is a bold and ambitious plan for the Park utilising The Doughnut economic model to illustrate the extent to which the Park is exceeding socio-economic and environmental sustainability.



1. Historic Environment Action Plan

Defines the actions of the Authority and Partners in conserving our Heritage

2. Rights of Way Improvement Plan

Defines how we will look after and develop the rights of way in the Park

3. Local Development Plan

Defines planning policy and is the document by which all planning applications are determined

4. Strategic Equality Plan

Defines how the Authority will embrace diversity and promote equality to make the National Park accessible and inclusive to residents and the wider community

5. Community Involvement Strategy

Defines how the Authority will work with communities and Stakeholders to deliver shared aims

6. Nature Recovery Action Plan

A partnership plan intended to guide actions for the recovery of nature within the National Park

7. Place Planning

Partnership plans to help deliver high quality integrated sustainable economic development within the National Park



The plan takes a Mission-based approach focusing on the big challenges for the Park. The five inter-connected missions, our well-being objectives are:

- **Climate:** Reach net-zero greenhouse gas emissions across the Bannau Brycheiniog National Park by 2035
- **Water:** Clean, safe, resilient, plentiful water resources and water environments by 2030
- **Nature:** Nature-positive Bannau Brycheiniog National Park by 2030
- **People:** Living, working, visiting safely, equitably and sustainably
- **Place:** Beautiful, thriving and sustainable places. Celebrated for their natural and cultural heritage now and forever

The social foundation is detailed on Page 97 of the [Dyfodol Y Bannau Management Plan](#), equality being an integral part of the plan for Bannau.

This plan was developed in dialogue with a wide range of stakeholders including Natural Resources Wales, unitary authorities, Public Service Boards, Community Councils, civil society organisations including farming and environment groups, citizens, businesses, academics, National Park Authority members, and officers. The extensive consultation helped to deepen and refine analysis of the problems and solutions as the Plan developed.



Craig-y-nos Country Park offers accessible footpaths for walkers of all abilities

OUR MANAGEMENT PLAN AND STRATEGIC EQUALITY OBJECTIVES FOR 2025-2029

Through our People mission under our management plan, the quality of life and well-being for all those who live, work and play in y Bannau will be improved.

We have outlined below the areas which will be assessed for success under our management plan and the corresponding Strategic Equality Objectives for 2025-2029:

Future food

The sustainability and affordability of healthy food available to residents and visitors will have improved through the creation of local food networks of sustainable food production and retailing.

Relevant Strategic Equality Objective: Facilitate wider access and use of the National Park directly contributing to Health and Well-being of Future Generations (Wales) Act 2015 and Healthier Wales

Future skills and jobs

The demographic mix of people living in the Park will have increased as a result of investment in rural skills for the future.

Relevant Strategic Equality Objective: Create a diverse and inclusive workforce”

Future homes

People who need to or want to live their lives here will be able to do so within their means. There will be extensive protection against second and holiday homes where necessary.

For those who cannot afford market prices, there will be low-carbon community led housing options available.

Relevant Strategic Equality Objective: Support equal access to services, facilities and housing within local communities



Future heat and power

We will have achieved a just transition to low-carbon forms of heat and power.

Relevant Strategic Equality Objective: Support equal access to services, facilities and housing within local communities

Future transport

Availability and accessibility of low-carbon transport options will have increased. Active travel options will be easier to utilise day to day as will other mobility schemes such as e-car share and e-bike hire.

Relevant Strategic Equality Objective: Support equal access to services, facilities and housing within local communities

Future lives

The people of Bannau Brycheiniog feel connected (a sense of belonging) in communities or visitor experiences which are caring, cohesive and enriching.

Relevant Strategic Equality Objective: Promote positive action to provide an accessible, inclusive and safe National Park



All Terrain Rider offers access to the great outdoors at the National Park

Future connections

Digital connectivity is improved and provides opportunities for equal access to services, facilities and jobs

Relevant Strategic Equality Objective: Promote physical and digital access to the National Park and our services

Future economy

Local communities and businesses will benefit from a vibrant and sustainable economy focused on local wealth generation and the foundational economy

Sustainable new investment will work alongside home-grown businesses to provide good quality employment opportunities

Relevant Strategic Equality Objective: Promote positive action to provide an accessible, inclusive and safe National Park

Equity, diversity, inclusion

We will challenge and remove discrimination and barriers to participation wherever they may occur, creating a National Park where everyone can find opportunity and belonging.

Relevant Strategic Equality Objectives:

- Promote positive action to provide an accessible, inclusive and safe National Park
- To achieve a representative compliment of Members and promote equality awareness among Members
- Promote equality amongst staff to support a diverse, committed workforce
- Create a diverse and inclusive workforce
- Promote physical and digital access to the National Park and our services



- Promote volunteering opportunities
- Support equal access to services, facilities and housing within local communities
- Facilitate wider access and use of the National Park directly contributing to Health and Well-being of Future Generations (Wales) Act 2015 and Healthier Wales

Future visitors

We will have become the torchbearers for sustainable tourism. Visiting Bannau Brycheiniog provides a unique experience, which enhances support for nature recovery, community wellbeing, and the local economy. Visitors will know our story and be motivated to help us respond to key challenges, especially through their own actions and behaviours.

Relevant Strategic Equality Objectives:

- Promote positive action to provide an accessible, inclusive and safe National Park
- Promote physical and digital access to the National Park and our services
- Facilitate wider access and use of the National Park directly contributing to Health and Well-being of Future Generations (Wales) Act 2015 and Healthier Wales

Welsh language and culture

Welsh culture is thriving and celebrated as part of the rich tapestry of cultural life of Wales. There is an increased awareness and knowledge of the Welsh language and culture amongst our residents and visitors. Welsh language and culture are loved and valued by all regardless of levels of language fluency.



Relevant Strategic Equality Objectives:

- Promote positive action to provide an accessible, inclusive and safe National Park
- Support equal access to services, facilities and housing within local communities

Sustainable businesses

There will be a support network of businesses dedicated to building a local sustainable and equitable economy within Bannau Brycheiniog.

Relevant Strategic Equality Objectives:

- Promote positive action to provide an accessible, inclusive and safe National Park
- Support equal access to services, facilities and housing within local communities

Equal pay

In line with requirements under the Public Sector Equality Duty we commit to the final **Strategic Equality Objective**: Promote equality in pay using data to inform management policy



OUR CONTRIBUTION TO THE PEOPLE MISSION FROM DYFODOL Y BANNAU

Our role is to connect or reconnect people to the natural environment and to work in partnership so that we can restore the balance of healthy thriving communities and people in the Park with nature.

- We will embed wellbeing in all that we do - we will prioritise equality, diversity and inclusion. We will ensure our policies and procedures are aligned with our priorities of sustainability, inclusion and supporting the local economy.
- We will reach out to people to understand how they connect or not to the National Park and learn how we can rebuild that connection. We will strive to remove the social and physical barriers to participation.
- We will support the local economy through working to support local social enterprise, local procurement of the products and services we buy and through exploring models for income generation that will support communities, agriculture and nature to thrive e.g. payment for ecosystem services.
- We will strengthen our connection with our communities, landowners, graziers, businesses, residents and visitors through being more visible, offering support, sharing our expertise and seeking ways to collaborate.
- We will celebrate and promote our Welsh language and culture.
- We will be exemplary in making the National Park more accessible to all people. We will work with the Local Access Forum to implement our Rights of Way Improvement Plan

The Welsh Government Remit letter to the Park supports asks the Authority to support equity and diversity across the Park (please see Appendix 1).



Equality impact assessments

The Authority is required by the legislation to make arrangements in order to assess the likely impact of proposed policies and practices on our ability to comply with the general duty, as well as the impact of any policy or practice that we have decided to review or any proposed revision to a policy or practice.

For each new policy or practice (or revision of an existing policy or practice) the authority will assess the likely impact for its effect on people who share protected characteristics by undertaking an initial screening assessment. If the policy or practice is likely to have an impact, a full equality impact assessment will be undertaken, and an assessment report will be produced.

Our strategic equality impact assessment template has been reviewed and improved and now includes analysis of the socio-economic impact of strategic decisions. This template is revised, updated and improved each time new statutory requirements, updated national guidance or relevant tribunal and court cases are published or become available.



Bannau Brycheiniog

Strategic Equality Action

Plan 2025-2029

EQUALITY OBJECTIVE 1:

Promote positive action to provide an accessible, inclusive and safe National Park

Why this Objective:

- Accessing the National Park can be challenging for some groups due to various barriers. These include issues around transport, cost, lack of representation, safety concerns, physical barriers and lack of accessible facilities such as toilets and informational barriers.
- The Authority has already begun work in this area but there is more to do. We take a targeted approach to remove barriers focused on what is feasible in terms of the size and remit of the Authority and working collaboratively with others to influence strategic issues such as transport.
- Authority Visitor Services and Centres take account of inclusion and accessibility.

Actions:

- Increasing accessibility at our National Park Visitor Centre (NPVC) and surrounds
- Use and promotion of the all-terrain rider for accessing the outdoors at the National Park Visitor Centre and Mynydd Illtyd common.



- Maintenance of the changing pod and other easily accessible facilities at National Park Visitor Centre
- Work with ‘See Cymru Differently’ RNIB project to assess and improve our visitor centres for visually impaired people.
- Review facilities at Craig-y-nos and if required fundraise for a changing pod at that site.
- Subsidise bus transport from Merthyr or Brecon to Pen-y-Fan where funds allow.
- Promote easier access routes and the guide in the Park.

Timescale: 2025 – 2029

Lead Officers: Head of Commercial, Head of Communications, Head of Engagement & Destination Management

- Delivery of Infrastructure related activities and projects that improve inclusive design and access across sites in the Park.

Timescale: 2025 – 2029

Lead Officers: Head of Commercial, Head of Land Management

- Engage with strategic partners, including Corporate Joint Committees, to identify how we can best support and where feasible help retain and expand sustainable transport initiatives in the Park including accessible and affordable options.

Timescale: 2025 – 2029

Lead Officers: Head of Policy, Director of Planning and Place



EQUALITY OBJECTIVE 2:

Promote physical and digital access to the National Park and our services

Why this Objective:

- Accessing the National Park can be challenging for some groups due to various barriers. These include issues around transport, cost, lack of representation, safety concerns, physical barriers.



Healthy Lives group walk from Brecon towards Brynich



- Accessibility to websites and other digital media are equally important. The Digital Service Standards for Wales sets out expectations in terms of web accessibility, including meeting requirements under the Public Sector Bodies (Website and Mobile Applications) Accessibility Regulations.
- The Authority has already begun work in this area but there is more to do. Our approach takes a targeted approach to remove barriers focused on what is feasible in terms of the size and remit of the Authority and working collaboratively with others to influence strategic issues such as transport.

Actions:

- Review the accessibility and inclusivity of our communication and interpretation resources to increase representation, diversity and raise awareness of opportunities to experience the Park.

Timescale: 2025 – 2029

Lead Officers: Head of Communications

- Maximise the accessibility of our Authority and Destination websites.
- Optimise the accessibility and inclusivity of our two new websites by implementing Digital Service Standards for Wales expectations in terms of web accessibility, including meeting requirements under the Public Sector Bodies Accessibility Regulations 2018 (amended 2022). Increase the number of documents published as HTML pages by default rather than PDF files, which are not as accessible.
- Ensure revised project development process for IT resources or any website/app procurement takes account of web accessibility compliance considerations.

Timescale: 2025

Lead Officers: Head of Communications, Head of IT



EQUALITY OBJECTIVE 3:

Facilitate wider access and use of the National Park directly contributing to Health and Well-being of Future Generations (Wales) Act 2015 and Healthier Wales

Why this Objective:

- Research shows that time spent in nature and especially national parks has physical and mental health benefits.
- The Authority has experience of working collaboratively with others to develop targeted projects.
- Transport is a big barrier for some groups of people preventing them from taking up opportunities in the Park.

Actions:

- Where funding exists provide financial support to disadvantaged communities outside the Park to subsidise or cover the transport costs into the park.
- Where funding exists subsidise the cost of transport for school groups to travel to experience the National Park. This will be based on a sliding scale dependent on the school's free school meal percentage.
- Develop and secure funding for nature recovery projects that provide opportunity for a wider range of people to participate in action in support of nature.
- Deliver a range of inclusive education courses for schools.
- Provide opportunities for children and young people to benefit from outdoor education, including opportunities to experience, learn about and take practical action in support of the Park and its Special Qualities.

Timescale: 2025 – 2029

Lead Officers: Head of Engagement and Destination Management



- Use outcome of stakeholder mapping exercise identifying underrepresented groups and community and support link groups to build links and empower external groups to increase access and participation in health and well-being benefits of the Park.
- Develop a framework for gathering participant feedback in our volunteering and other projects.

Timescale: 2025 – 2029. Some activity will be dependent on securing additional funding and resources.

Lead Officers: Head of Engagement and Destination Management

- Provide opportunities across our outreach work supporting people to use Welsh and develop their Welsh Language Skills.

Timescale: 2025- 2029

Lead Officers: Head of Communications, Head of Engagement and Destination Management

- Explore opportunities with health partnerships to contribute to their delivery (social prescribing, public health) through exploring sustainable sources of funding for initiatives. Looking at physical health, mental health and socio-economic determinants of health.

Timescale: 2025 – 2029. Some activity will be dependent on securing additional funding and resources.

Lead Officers: Head of Engagement and Destination Management



EQUALITY OBJECTIVE 4:

Promote equality in pay using data to inform management policy

Why this Objective:

- In 2025/2026 the Authority intends to employ a consultancy to review the organisation structure to ensure delivery of our Missions. Following the outcome of this exercise the Authority will need to assess if a full review of grading and pay is required.

Actions:

- Undertake a pay and grading review, including assessment of any gender gap. Develop and implement an action plan in response if required.

Timescale: 2025-2026 (identify if gender pay gap action plan is required).

Lead Officers: Chief Executive

EQUALITY OBJECTIVE 5:

A diverse and inclusive workforce

Why this Objective:

- Wider underrepresentation for certain groups in terms of designated landscapes and environment sector impacts on pool of potential applicants.
- Our recruitment practices should follow best practice, including addressing issues such as unconscious bias and ensuring we remain a disability confident organisation.



Actions:

- Carry out a review of the Authority's recruitment and selection process to ensure fairness within recruitment processes, including looking at potential barriers for younger applicants or those from other underrepresented groups in our workforce.

Timescale: 2025 – 2029

Lead Officers: HR Manager

- Explore new pathways to employment opportunities through skills development, training and apprenticeship opportunities. Assessing feasibility, making connections with relevant providers and developing schemes where appropriate.

Timescale: 2025 – 2029

Lead Officers: Head of Engagement and Destination Management, HR Manager

- Development of Establishment and Workforce Plan, to take strategic approach to succession planning and opportunities for developing mechanisms to address underrepresentation in our workforce.

Timescale: 2025 – 2029

Lead Officers: HR Manager

- Integrate training needs on delivering accessible and inclusive services into development of wider staff, Members and volunteer training plans, including sourcing specialist training for relevant staff and volunteers.
- Sign up to the zero-tolerance to racism policy created by Zero Racism Wales. All organisations who sign up to the policy agree to



take a stand against racism and promote a more inclusive and equal workplace and society, that gives every individual in Wales the right to feel safe, valued and included.

Timescale: 2025 – 2029

Lead Officers: Chief Executive, HR Manager

- Implementing actions within the Socially Responsible Procurement Policy that support the objective on improving fair work and equality practices adopted by suppliers.

Timescale: 2025 – 2029

Lead Officers: Head of Finance

EQUALITY OBJECTIVE 6:

Promote equality amongst staff to support a diverse, committed workforce

Why this Objective:

- To get the best out of our employees we need a workplace culture that is safe and inclusive for all. Stress, anxiety, depression is a cause of absence from the workplace for the Authority, in common with other organisations. People with protected characteristics may face a range of additional factors that can impact on their well-being and experience at work.
- Line managers play a crucial role in fostering an inclusive and supportive work environment and need support to develop the necessary knowledge and skills to achieve this.



Actions:

- Continue to review HR policies to ensure they reflect current best practice in terms of promoting inclusive workplace and recruitment practices.
- Undertake a review of all our well-being activities and work with staff reps and union to develop a well-being offer that reflects current best practice.
- Source and develop a suite of training for line managers to equip them to manage diverse teams and promote an inclusive culture.
- Continue to carry out workplace and recruitment equality monitoring. Improving levels and analysis of data and addressing data gaps in areas such as training.

Timescale: 2025 – 2029

Lead Officers: HR Manager

EQUALITY OBJECTIVE 7:

To achieve a representative complement of members and promote equality awareness among members

Why this Objective:

- Members play a central role in leading the work of the Authority and making decisions that affect the Authority. It is important that we continue to engage with support programmes and plans to increase representation in local politics and in Welsh Government Public Appointee processes.
- As well as our members we welcome the views of other stakeholders including young people and volunteers.



- Learning opportunities for Members can further support effective scrutiny of the work of the Authority on equality and inclusion matters.
- Equality Impact Assessments as part of our integrated assessment processes provide an opportunity for Authority Members and Officers to consider different perspectives and impacts of policies and decisions on people with protected characteristics.
- The views of Next Generation matter to us. A Youth Committee would provide an important mechanism for young people to have a say on the Park and work of the Authority.
- Our Volunteer Forum provides an opportunity for volunteers from across the Authority including supported volunteers to share, learn and influence the work and volunteer offer of the Authority.

Actions:

- Support programmes and plans to increase representation in local politics and in Welsh Government Public Appointee processes.
- HR will continue to monitor and ensure compliance, reporting any anomalies.
- Provide Members with equality and inclusion related training and learning opportunities.
- Continue to use Equality Impact Assessments as part of Integrated Assessment process to provide Members and Senior Managers with information they need to assess the impact of policies and decisions on protected characteristics. As part of this process explore how we can use wider engagement processes to capture different perspectives to inform assessments.

Timescale: 2025 – 2029

Lead Officers: Chief Executive, Democratic Services Manager, HR Manager



- Develop a Youth Committee to provide the opportunity for a Youth Voice in addressing issues related to the National Park and areas for priority action.

Timescale: 2025 – 2029

Lead Officers: Head of Engagement and Destination Management

- Continue to develop the Volunteer Forum reflecting the views from our volunteers.

Timescale: 2025 – 2029

Lead Officers: Volunteer Development Officer



Youth Wardens is an adventurous outdoor programme for young people aged 15-18 years

EQUALITY OBJECTIVE 7:

Promote volunteering opportunities

Why this Objective:

- Volunteers make a huge contribution to Bannau Brycheiniog National Park Authority and are a highly valued and appreciated part of the team. Volunteers are people of all ages and from all walks of life who generously give their time to help us monitor, improve, and conserve this special landscape, as well as enhancing the experience of residents and visitors.
- Maximising equality and increasing diversity in our volunteering is an ambition within the Authority.

Actions:

- Promote equality and diversity in volunteering.
- Analyse how to increase diversity in volunteering.
- Fundraise for resources to increase our ability to work with a wider range of volunteers.

Timescale: 2025 – 2029

Lead Officers: Volunteer Development Officer, Head of Engagement & Destination Management



EQUALITY OBJECTIVE 8:

Support equal access to services, facilities and housing within local communities

Why this Objective:

- The provision of affordable housing particularly for young people and families, continues to be an issue identified at a national and local level. Housing costs are playing a role in child poverty rates in the county.
- Through its work Bannau Brycheiniog is in a unique position to promote equality and diversity through the work it does and the services it provides.
- To pursue our people mission of living, working, visiting safely, equitably and sustainably.

Actions:

- Manage the Bannau Brycheiniog grants programme to ensure that everyone has equitable access to the same opportunities and fair treatment.
- Produce a guidance note for communities to increase understanding of equality and inclusivity within projects.
- In partnership ensure that communities are able to shape the place making process.
- Through our engagement and partnership work seek to develop opportunities to capture wider views and perspectives from groups whose voices are underrepresented in the broader environment sector. Especially in connection with Nature Recovery and ensuring a Just Transition for Decarbonisation.

Timescale: 2025 – 2029

Lead Officers: Head of Engagement & Destination Management, Director of Climate Change and Nature Recovery



- Explore opportunities to help stakeholders and the public understand and engage with the planning process and planning policy to improve inclusivity in this area.

Timescale: 2025 – 2029

Lead Officers: Director of Planning and Place, Head of Policy

- Implement planning policy to support delivery of the Authority's targets for affordable dwellings to be built over the Local Development Plan period. Secure S106 agreements.

Delivery/Monitoring: Annual Monitoring Report of Local Development Plan

Timescale: 2025 – 2029

Lead Officers: Director of Planning and Place, Head of Planning

Appendix 1

Welsh Government remit letter

(from Huw Irranca-Davies AS/MS letter dated 15th April 2025)

People and Place

I want you to continue seeking to encourage participation in an environmentally, economically and culturally sensitive way, and advocate for sustainable solutions where tensions and issues arise.

We have committed to take forward actions to control the number of second homes and licence holiday lets. National Park Authorities can influence this agenda through their work as Local Planning Authorities and should work with the Housing Authority, local communities and developers to make more affordable houses available.



The long-term sustainability of many of our most sensitive landscape areas and their communities is also intertwined with Welsh language and culture; I would like to see you continuing to deliver our commitment to achieve a million Welsh speakers by 2050.

Core Priorities:

- Contribute to the implementation of the Sustainable Farming Scheme and deliver the Ffermio Bro scheme
- Work with Housing Authorities, Community Land Trusts and private developers, to develop innovative solutions to acute housing issues and contribute to the Welsh Language Communities Housing Plan
- Working with partners such as Local Authorities and Transport for Wales, implement solutions to the pressures of visitors on local infrastructure, including more sustainable transport systems, and communication campaigns to ensure responsible recreation.
- Collaborate with key partners to deliver against Welsh Government priorities for tourism, culture and heritage.
- Develop policies that ensure that the Welsh language can thrive, delivering against Cymraeg 2050: Our plan for 2021 to 2026
- Increase opportunities for people in vulnerable or disadvantaged groups and under-represented communities to benefit from the landscapes you manage
- Increase provision of skills training, apprenticeship and volunteering opportunities.

Supporting Priorities:

- Contribute, where appropriate, to the Welsh Government's Programme for Government commitment to establish a Community Food Strategy to encourage the production and supply of locally sourced food



- Support the designation of inland bathing waters and deployment of Sustainable Drainage Systems
- Engage with the development of the proposed all-Wales framework for social prescribing
- Embed diversity and diverse viewpoints within your governance structures and decision-making processes

Appendix 2

Looking to the future of our National Park and beyond - a vision of belonging across the UK National Parks

The UK National Parks, supported by Soil Collective have created a Shared Vision for Belonging in our National Parks identifying the “10 principles of belonging”. It is anticipated that these principles will be developed and integrated into our future plans and strategies as we move forward.

These principles are memorable and aspirational, and we aim to embed them into future plans with enthusiasm.

As well as using English words, due to the involvement of the Welsh and Scottish National Parks in this project and the shining examples of best practice coming from the Nations, it felt important, where possible and in some instances, to offer some Welsh expressions to convey the sentiment of the ‘10 Principles for Belonging’. This speaks to the importance not just of language itself, but the heart and soul of language and the deeper meanings that can be conveyed through different forms.



10 PRINCIPLES OF BELONGING



AWE

Wonder/ Rhyfeddod, Reverence, Spirituality, Nature connection.

As stewards of our natural environment, as well as our social environment, we believe in the wonder of nature, and the wonder of the human spirit - both inspiring in their own right of expression.



CONNECTION

Cysylltiad, Compassion, Relationship, Trust.

As members of nature's vast community, we believe in the necessity of connection – the need to be in relationship with people, nature and climate in service of our individual and collective wellbeing.



COMMUNITY

Interdependence/ Cynefin, co-creation.

As individuals who make up the whole, we believe in the central role of community in the quest for belonging. We care deeply about each other and take action in service of one another.



ENVIRONMENT

Guardianship/ Gwarcheidwaeth, Environmental Justice.

As champions of green spaces, we embrace our responsibility as stewards and guardians of our environment, respecting all that nature gives us and teaches us.



WELCOME

Kindness, Openness, Integrity, Invitation.

When we say 'all are welcome here', we commit to removing the many barriers to accessing connection and community in our National Parks and green spaces. We explicitly welcome the most marginalised in our communities and recognise the role National Parks can play as safe spaces of restoration and respite, especially in challenging times.



DIVERSITY

Neurodiversity, Disability Justice, Anti-racism, Cross-cultural Connections; Intersectionality.

We recognise that diversity is a joy and necessity to human life, as it is in nature. Diversity is our strength and resilience. Our people are as diverse as our landscapes and we celebrate both.



WELLBEING

Holistic, Justice-oriented, Anti-racist, Wellbeing of Future Generations.

We believe in the life-saving role of nature and the potential of green spaces for our physical, emotional and mental wellbeing. We work towards ensuring they are available and easily accessible to those who need them the most.



CREATIVITY

Innovative, Visionary, Inspiration.

We celebrate creativity as a lifeblood that enables us to envision new ways of working and being together. We recognise collective creativity as a means for creative problem-solving in our communities and a key way of being in relationship with nature.



ROOTS

Heritage/ Treftadaeth, Inheritance/Etifeddiaeth, Deep Connections, History, Individual and Collective, Language.

We recognise that building a long-lasting community is deep-rooted work that requires us to pay careful attention to the soil we plant all things in. We recognise the intergenerational role of our shared histories, memories and connections to green spaces.



LEGACY

Intergenerational / Stewardship, Adaptive, Future-oriented, Guardians.

We care about leaving a legacy future generations can feel connected to and proud of. We adapt to change and evolve as nature does, and as our communities do. We respect our role as stewards of our heritage and seek to pass on the baton.