



Bannau
Brycheiniog

Strategic Equality Plan Annual Report

2024-2025

Bannau Brycheiniog National Park



Foreword

This annual report focuses on progress and achievements of Bannau Brycheiniog (Brecon Beacons) National Park Authority in relation to the Strategic Equality Plan, up to the end of March 2025. We are reporting on progress both within our organisation as an employer and on the work that we do to meet the needs of groups with protected characteristics.

We provided case studies to highlight some of the work that we are proud of. Our Sustainable Communities and Education teams are particularly successful in meeting the needs of groups with protected characteristics. We are also reporting on the grants given through the Sustainable Development Fund.

We hope you find the information in this report interesting. If you have any questions, please contact Helen Roderick, Head of Engagement and Destination Management.

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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1. Introduction

Bannau Brycheiniog (Brecon Beacons) National Park Authority's third Strategic Equality Plan covered 2020 - 2024 and this report shows progress against the key indicators in that plan, up to the end of March 2025.

The annual report describes the extensive work and commitment over the years and provides a summary of the numerous schemes and projects that the National Park Authority and our partners are engaged in to demonstrate our commitment to working with disadvantaged groups and groups with protected characteristics.

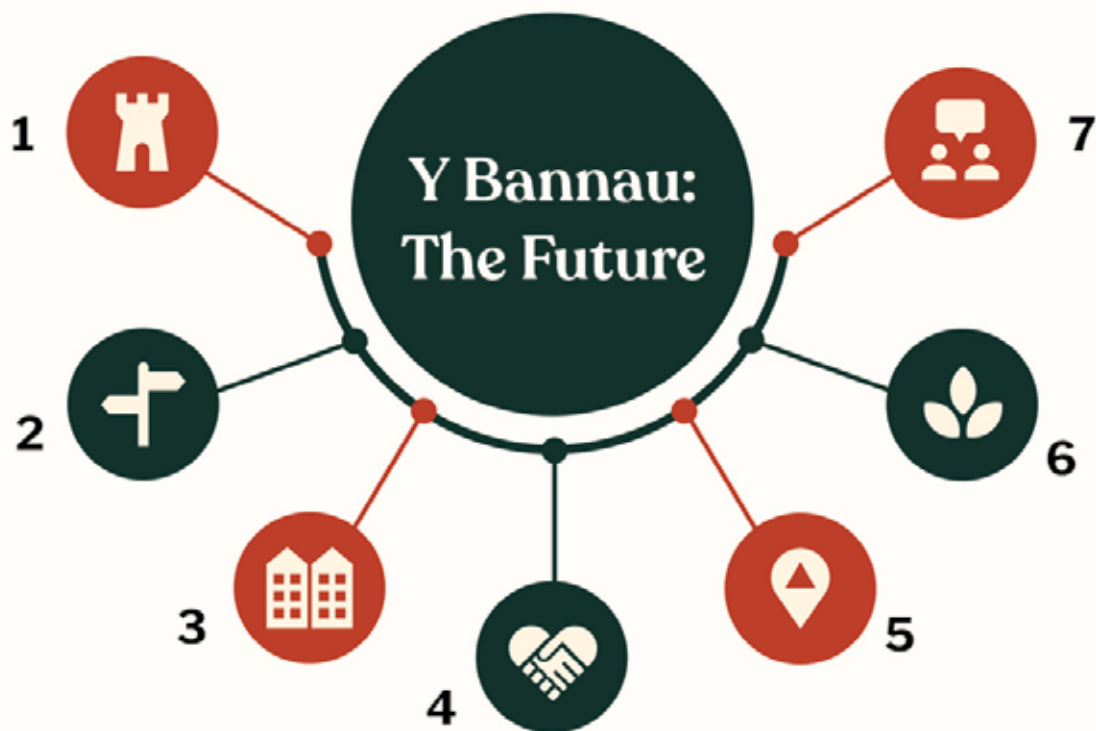
The diagram below shows how the Strategic Equality Plan fits in with other management plans, determining action by the National Park Authority and our partners. We are reporting as an employer, and we are also sharing case studies highlighting our commitment to working with disadvantaged groups, and groups with protected characteristics. Through the Sustainable Development Fund, we are a grant giving organisation – our report shows the positive impact of the projects we have facilitated through grants for groups with protected characteristics.

Dyfodol Y Bannau

The Management Plan For Bannau Brycheiniog National Park

Dyfodol Y Bannau is a plan for the whole of the National Park and will be used to define a collective vision for all our future action. This diagram shows how the Management Plan provides the overarching strategic context for a range of plans and policies within the National Park, produced by the Authority and in partnership with others.





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



2. Identifying, collecting and using relevant information

2.1. Members and employees

The Authority has sought, recorded and analysed information from members (Appendix 1), employees (Appendix 2) and more limited information about job applicants (Appendix 3) from 1st April 2024 to 31st March 2025. For more information, please see Appendices.

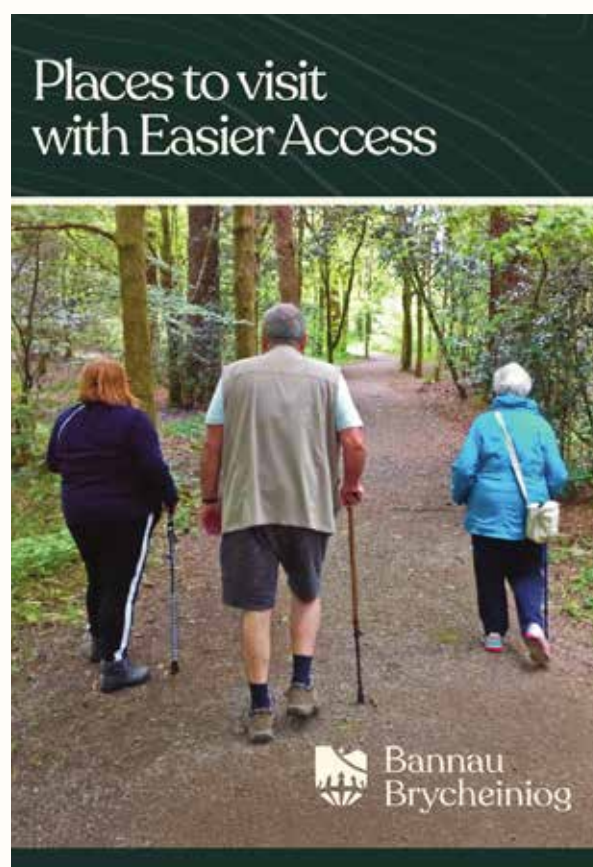
3. Our Objectives

OBJECTIVE 1:

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

Easier Access Guide

The updated and improved “Places to Visit with Easier Access Guide” was revised, reprinted and distributed to information centres around the National Park ahead of the Summer season 2025.



The guide provides comprehensive information on walks and attractions suitable for everyone, including those with limited mobility and families with buggies and toddlers. It also provides public transport information, links to accessible taxis and community transport operators and nearest EV charging points. Design and printing were funded by the BMW Recharge in Nature fund.

Miles Without Stiles

The National Park Authority has been working on this partnership project over many years now, securing delivery funding whenever possible. The overall aim is to provide improved access to the National Park, enabling residents and visitors to partake in activities that improve their physical and mental health and wellbeing. Stiles are replaced with self-closing gates and surface improvements are carried out where needed.

The Warden team works closely with communities to create an inclusive network of accessible routes for a much wider range of people, including those with disabilities, mobility difficulties, people with young families and dog walkers. Routes are promoted through our website, social media and guided walks.



Cardiff Community Housing Association

A group of about 40 adults and children from **Cardiff Community Housing Association** (CCHA) visited National Park Visitor Centre. Cardiff Community Housing Association works with families across Cardiff and covers many areas facing social deprivation. Most of the group had never been to the National Park before and their visit was made possible with a funded coach. Activities for the day included a walk on Mynydd Illtyd, visiting the wildlife garden, bug hunting in the woodland, learning about the special qualities of the National Park, relaxing and having fun.



Green Soul Group

Families from the **Green Soul Group** from Cardiff visited Craig-y-nos for an officer-led walk around the Country Park and to learn more about Curlews. Our aim is to encourage a more diverse range of visitors to the National Park and to help address some of the barriers to access.



New All Terrain Rider at the Visitor Centre

In July 2023 Bannau Brycheiniog National Park launched a new **All Terrain Rider**, to improve accessibility to the stunning landscape surrounding the National Park Visitor Centre in Libanus. The vehicle supports our commitment to making the Park's landscapes and outdoor activities accessible to individuals of all abilities. The Rider came as part of a suite of changes, which include more accessible paths and new disabled toilet facilities.



OBJECTIVE 2:

Achieve a representative compliment of National Park Authority Members and promote equality awareness amongst the Members

During 2020-2024 timeframe several new Welsh Government appointees were made to the National Park Authority. We were advocating for a diverse membership and more information can be found in our press release:

Visit the Brecon & Radnor Express website: New Bannau Brycheiniog National Park authority members will help ‘represent all voices’

In total six members of the Authority are appointed by the Welsh Government with the remainder appointed by individual Local Authorities. Members received equality and diversity training, delivered by the Welsh Government in February 2024. This was also the theme for the UK National Parks’ conference in autumn of 2024, which was attended by the Authority.

OBJECTIVE 3:

Promote equality awareness amongst staff to support a diverse, committed workforce

OBJECTIVE 4:

Create a diverse and inclusive workforce

The Authority is committed to being a Disability Confident Employer. As part of new employees’ induction programme, they complete the following online training modules (among others):

- **Communicating with deaf customers**
- **Dignity and Respect at Work**
- **Disability Inclusion in Practice**
- **Mental Health Awareness**



OBJECTIVE 5:

Promote equality in pay through the use of data to inform management policy

The Authority is committed to Equality in Pay and produces an annual Pay Policy statement. Please see Appendix 2 for more information.

OBJECTIVE 6:

Promote Volunteering opportunities

The National Park Authority has 209 active volunteers (accurate as of 19 August 2025).

Youth Wardens

Our Youth Warden team is made up of young people aged 14 -17 with a passion for conservation and community. Activities in which they have been involved in over the last year included clearing the pond area at the Visitor Centre, wildlife conservation, access improvement, woodworking, and meeting with young volunteer teams in other Welsh National Parks.



Peatland volunteers

Since 2022, the National Park Authority secured agreement, funding and support to carry out upland peatland restoration and path improvements. The project is delivered in partnership with National Trust, Natural Resources Wales, Dŵr Cymru Welsh Water, graziers and landowners. In recognition of the beneficial effects on drinking water within the Central Beacons reservoir catchments, Dŵr Cymru Welsh Water allocated £185,000 between 2022 and 2025 to this project. The aim is to create more resilient uplands and help fight climate change.



The Peatland Project has been delivered by a core of dedicated volunteers who often have to walk miles, carrying equipment to reach the sites they are repairing. In September 2023, our peatland team were joined by a group of seven volunteers from Oasis Cardiff (a charity supporting refugees and asylum seekers) on an unusual task – making wool “sausages”. These were then used as dams during winter 2024 to slow the flow of water through the peat. The volunteers made a substantial contribution by helping us create dams using local materials. The group gained insight into the wider context of the National Park and our peatland restoration work.

Garn Goch

Around 2,500 years ago, Y Garn Goch was a bustling Iron Age settlement, home to a thriving community where people lived, worked, farmed, and traded. Our volunteers joined our wardens and heritage specialists over several sessions at the two parts of Garn Goch to remove vegetation from the site, helping to protect the underlying archaeology.

Community Payback

During 2024 we worked with the National Probation Service to bring people on probation into the park to complete their unpaid work hours and support the wardens. Work parties started at Keepers Pond on the Blorenghe and on Garn Goch. We hoped to inspire the participants to continue work in this sector and seek further training and potential employment.



OBJECTIVE 7:

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

Access for All

The **Small Steps** project funded transport, guidance and activities for many groups. Led by the Communities and Education teams, groups taking part included refugees, a women's group from Swansea and Gellideg, and a delegation from the Norwegian Tai Chi Centre.



Being outdoors in nature can improve health and wellbeing and Bannau Brycheiniog National Park offers wide opportunities for this. We are aware that some people who want to visit the Park, face barriers in accessing transport and a lack of confidence, knowledge, and finances. To help groups increase their knowledge and confidence to visit the Park, Outdoor Leader Training sessions have been run for community group leaders including leaders from Brecon MIND, Coed Lleol, Powys Teaching Health Board and a Muslim women's group.

The **Brecon Nature Walks** bilingual guide was launched in March 2025 at Brecon Guildhall with staff from the Local Nature Partnership, Bannau Brycheiniog National Park Authority, environmental organisations, Brecon Town Council and local community groups. Its aim is to link the green spaces of Brecon and connect residents and visitors to the wealth of nature in and around the town. Following an introduction to the Local Nature Partnership, staff led the group out to experience one of the nature walks around Island Fields and the canal.



Engaging with Under-Represented Groups

Between April and October 2024, the Communities Team and the Education Team engaged with 12 under-represented groups involving over 460 people. As many had never visited the National Park before, the event provided a valuable opportunity to foster new connections, showcase our work and the Park, and enjoy sociable experiences that offer significant well-being benefits. The Park Authority covered 75% of transport costs, making the visits affordable. The following groups visited:

The **Ethnic Youth Support Team (EYST)** brought a group of refugees from Swansea to Craig-y-nos Country Park to enjoy time out, a walk, and to learn more about the Fforest Fawr UNESCO Geopark. We received excellent feedback:

“Nature, birds singing and the sound of mountain rivers made this a wonderful and amazing day”

“I learned so much on the day – I actually read a lot more around it after the visit as I was fascinated.”



Age Connect helps to mitigate social isolation and brought 43 older people from Margam, Neath and Pontardawe to Craig-y-nos Country Park. Many had not been there since childhood and had memories of the former TB hospital there.



The **Innovate Trust** from Cardiff area works with people with learning difficulties on conservation projects. They came to the Visitor Centre for a walk and to carry out some wildlife surveys, which increased their knowledge and understanding of wildlife within the National Park.



OBJECTIVE 8:

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

Sustainable Development Fund

Managed by the Park Authority Sustainable Development Fund (SDF) has supported a wide range of community projects and activities over the past 25 years, focussing on those which:

- **Deliver economic, environmental, community and cultural benefits**
- **Help to reduce the impacts of climate change and promote nature recovery and biodiversity**
- **Have the support and involvement of local communities**

Often, relatively small grants can support communities and organisations to undertake far reaching and impactful work. These are just a few of the SDF projects from 2020-2025 which supported community resilience, health and wellbeing, and inclusion:

Stroke in Young Adults – Manchester Metropolitan University

£46,546 SDF grant over 4 years

This grant supported an active PhD research project, where student Rebecca Clarke investigated a new form of stroke rehabilitation, using the positive impact that natural outdoor environments have on health and wellbeing. Stroke is the leading cause of severe adult disability in the UK. The Stroke Association reports that each year approximately 150,000 people have a stroke and one in four of these is under 65. Most young adults who have had a stroke are unable to complete activities of daily living, return to work, participate in social activities or outdoor activity, leading to increased time indoors, lack of independence, social isolation, and depression.



Brecon Festival Ballet

SDF Grants in several years, £5,000 in 2023-2024 for a dedicated Festival ballet Orchestra

Each Christmas, a largely volunteer-run company stages a performance of the Nutcracker at Theatr Brycheiniog. Auditions for the acting roles and invitations to help behind the scenes are open to all. In recent years performers included children and adults with a variety of disabilities, including a professional dancer with autism, a child with partial blindness, a deaf child and a professional dancer with a physical disability.

One performance is always designated as “relaxed,” where the lights are kept on at a low level, the audience is not expected to be mostly silent, and theatre stewards are available to assist as required. The group has been delighted with the positive response. These performances have welcomed many families with young children who may find it difficult to sit still, as well as audience members with additional needs and their carers, creating a more inclusive and accessible experience for all.



Pine Marten Conservation Volunteer Project – Bannau Brycheiniog National Park Authority

£15,370 SDF grant over 4 years

The project was delivered by partners from the Vincent Wildlife Trust and Gwent Drug and Alcohol Service working with the National Park Authority. The project involved installing nest boxes and camera traps, and Gwent Drug and Alcohol Service contributed workshop facilities, staff, and volunteer time. Participants of the new men's mental health project went through the camera trap images, helping to identify the different animals captured on film.

In addition to Sustainable Development Fund grant activity, National Park staff delivered an Outdoor Leader Training course for Gwent Drug and Alcohol Service in February 2024. The course was attended by nine support staff and volunteers keen to develop their skills, knowledge, and confidence in leading outdoor activities that promote wellbeing benefits. To make the training more accessible, we visited their office, where we covered trip planning, health and safety, map reading, and shared recommendations for great places to visit in the National Park. In the afternoon, we led practical sessions on compass use, geocaching, and other outdoor activities in Pontypool Park. Participants found the training highly valuable and expressed enthusiasm about exploring the National Park more often, especially given its proximity. Strong connections were made for future collaboration between Gwent Drug and Alcohol Service and the National Park Authority.

Muddy Care

£9,180 SDF grant over 2 years

Talgarth-based Muddy Care provides outdoor education, ecotherapy and long-term rehabilitation support for people with chronic medical conditions. Programmes are person-centred, addressing emotional and psychological as well as physical needs, supporting personal development. The grant supported a pilot project to assess and demonstrate the effectiveness of this approach, with around 12 participants taking part in a range of recreational activities and workshops in the National Park and beyond.



Evaluation showed that by the end of the programme, participants had reduced their medication by over 50% and had fewer relapses. They also had a better understanding and knowledge of the National Park, visiting and exploring less familiar areas. Feedback from participants was very positive:

“When I first started with Muddy Care my life was just about existing. The only times I left the house were hospital appointments, which I had quite a lot of. I was still coming to terms with my diagnosis; I had very little support and no social life. Muddy Care has changed my life. I have done amazing things that I never thought possible.”

Getting to know your neighbours – Initiative for Nature Conservation Cymru (INCC)

£8,252 SDF grant over 2 years

Initiative for Nature Conservation Cymru aims to promote the conservation, protection and improvement of the natural environment of Wales, educating people along the way. This project focussed on further engagement with the local community. A range of activities were undertaken aimed at promoting understanding of, recording, and caring for the species in the area. Expeditions were held with family groups in partnership with Gwaun Cae Gurwen library. 57 people signed up to the project newsletter, with each issue prompting a good response and local people providing their own stories and photos. Feedback received was excellent:

“In 2016, I had been diagnosed with cancer but thankfully an operation had solved the problem. Just as I was getting back to health my husband also was told he had cancer and unfortunately, he died within three months of diagnosis. I was devastated and life had no meaning. Everything was too much effort and even my beloved garden got neglected as I had no interest in it or, indeed, anything else.

All this changed when I met Rob and got involved in volunteering for the Initiative for Nature Conservation Cymru. Health problems, sudden widowhood and the isolation of lockdown could all have had a detrimental effect on me, but I never feel lonely or bored now. On the contrary, life is full of interest and I look forward every morning to discovering what else I share my world with.”



Green Minds – Brecon Mind

£5,000 SDF grant

Brecon and District Mind supports people in the rural communities of South Powys who are affected by mental illness and distress. The Green Minds project launched in early 2020 with successful eco therapy sessions for 12 participants, who made bird boxes and undertook planting and growing activities. The grant supported the creation of a bee and wildlife garden at Brecon Cathedral and a wildlife garden at Bronllys hospital. People very much valued taking part:

“Before lockdown I was working as a volunteer for an Alzheimer’s group, when that was cut, I lost a big part of my social life too, so being part of a group again is a big help.”

“I don’t know that many people in the area and lockdown has made me feel really isolated so knowing this group is happening is really good.”

“I really enjoy taking part in the Green Minds sessions, it really helps with my anxiety levels and it gets me out of the house too keeping busy”

“It makes me feel better looking after and getting my hands in the soil.”

Beacons and Surrounds Crafts - The Big Skill

£9,598 SDF grant

The Big Skill works with communities to share and develop creative and practical skills through traditional and contemporary craft workshops and events, provided at no or low cost to participants. Accessibility is a fundamental principle for the group, as is a focus on involving people with disabilities, people with mental health problems, people who are lonely and isolated. The group’s activities are boosting well-being and promoting positive interaction, as well as environmental understanding through recycling skills and traditional crafts. The Sustainable Development Fund grant supported a 30-week programme of workshops in a range of community centres and galleries, culminating in a Craft Week Celebration and open studios event in June 2022.



Criw Craggy – Craig-y-nos Country Park

SDF Grant £4,760

Established by Craig-y-nos Country Park volunteers over 10 years ago, Criw Craggy created a successful Community Garden on the site. They hold weekly work parties to develop and maintain the space as a hub for local community engagement, offering horticultural activities as well as tool-making, and crafting bat and bird boxes. They also regularly host refugee days and activity days for local families, work with people being supported by Mind and dementia groups and have delivered a storytelling and music festival at the Country Park.

Talgarth Lunch Club

£1,362 SDF grant

A successful and well-loved luncheon club ran in Talgarth Town Hall for 38 years but did not reopen after the COVID-19 pandemic. Its closure left a noticeable gap in local provision, with many older and isolated individuals missing the chance to regularly connect with others in a warm and welcoming environment, which contributed to losing confidence in leaving their homes.



In February 2023, volunteers came together to re-launch a Tuesday Lunch Club at the fully accessible Town Hall and the Sustainable Development Fund grant supported the purchase of key items of kitchen equipment. Since then, diners have been meeting monthly to share food, socialise, learn about local activities and services, listen to guest speakers and feel part of their community again. Initiatives like this have a huge impact on well-being, giving everyone involved a sense of purpose and connection.

Workshops and Parade 2023 – Brecon Frazz

£4,695 SDF grant

Brecon Frazz (Fringe + Jazz = Frazz) engages young people and the wider community of Brecon and the surrounding area during the run-up to the Brecon Jazz Festival and the associated Fringe Festival. In 2023, a programme of free participative art and craft workshops for children and young people took place in venues across the town, focussing on the making of costumes, props and instruments largely from scrap material.



This all culminated in a carnival-style parade through Brecon on the Jazz Weekend Saturday, featuring banners and non-motorised floats with the theme of “40 years of Brecon Jazz”. Many people can’t necessarily afford ticketed events or may not want to go into pubs or clubs – so each year the Frazz parade provides creative opportunities for everyone to participate.

Outdoor Classroom, Ardal Wyllt (Wild Area) - Ysgol y Bannau

£8,500 SDF grant

Welsh Language Ysgol y Bannau manages an adjacent Ardal Wyllt, a 3-acre wild play and outdoor curriculum-based learning space leased as part of the school grounds. The space enables children to learn and make strong connections with the natural environment. The Sustainable Development Fund grant supported the Friends of the School (Cyfeillion) to install a seasonal outdoor classroom in Ardal Wyllt, so that the area can be used in all weathers.

Playpark Roundhouse - Llangors Youth & Community Centre

£700 SDF grant

The replica round house was built on ground adjacent to Llangors Community Centre in 2001, with the design inspired by the local iron age fort on nearby Allt yr Esgair. Children from the local primary school and local youth club were involved in its construction. Now incorporated into a new children’s play park, with the entrance and paths level and accessible by wheelchair users and people with reduced mobility, the round house has been a much-loved feature in the village for over 20 years. It is used by various groups for educational purposes, including the local primary school and cub scouts. The grant supported the replacement of aging wood and worm treatment will ensure that it is safeguarded for community use for years to come.



Tool Cupboards – Watton Allotments Association

£1,500 SDF grant

The allotment site is in the centre of Brecon with around 140 plot holders. Its members grow food and flowers and manage the site to ensure that it is as nature friendly as possible. They support the wider local community and the Foodbank by weekly deliveries of surplus produce during the main season (122kg in 2024), and work with Brecon MIND, refugee groups and young people's groups to support wellbeing and inclusion. Six raised beds and a tool cupboard have been installed for less mobile plot holders, the site entrance is level and accessible for cars and wheelchair users, and most paths are accessible for people with reduced mobility and for pushchairs.



Promotional Video - Aberhonddu & District Male Choir

£880 SDF grant

Established in 1937, this traditional Welsh male choir has around 40 members living in and around Brecon. The group sings in Welsh and English and works to promote the study and practice of choral music. It performs regularly at local events, concerts and weddings and has appeared at prestigious venues all over the world.

During lockdown, the Choir commissioned a song called “Haul ar y Llanne” (sun over the parishes) about the Covid-19 pandemic which resulted in the local parishes becoming still and quiet – the lyrics describe how the sun shone on all the parishes in Bannau Brycheiniog, then the bells called out to each other as communities started to come together again.

The grant supported the production of a video of the Choir singing the song on Mynydd Illtyd. It will accompany their new album and will hopefully be featured on National Park’s website and social media platforms, promoting the Choir and the culture and tradition it is part of, Welsh language and the magnificent Bannau Brycheiniog landscape.



Further Partnership Community Projects

In Feb 2024 National Park staff joined volunteers from Woodland Trust Cymru, St David's Church Llanfaes, Brecon Town Council and Powys Local Nature Partnership, to plant native fruit trees in Llanfaes park and Brecon Promenade to extend the community orchard there. The trees offer pollen for pollinators, a food source for local wildlife, and shade for residents in the warm sunnier months. Local residents will continue to look after these saplings as they grow and benefit from them in years to come. The project was funded by the Local Places for Nature "Brecon Gateway" Project.

Traditional Boundaries of Wales

The Authority's Woodland Conservation Officer worked with farmers to help restore and build traditional boundaries across the Park. Traditional boundaries (hedges) play an integral role as biological corridors improving connectivity in the landscape. They provide a source of food for wildlife, store carbon, improve air quality, and help mitigate the effects of heavy rainfall, slowing down water flows and improving infiltration. The scheme is designed to benefit both land managers and the environment, as well as the wider rural economy through the creation of work for local contractors. The project saw the planting of just over 80,000 trees on 50 different farms within the Park, making 10km of new hedgerow which connected habitats, locked in up to 7 tonnes of carbon per year, provided shelter for livestock and created stock barriers.

Our wardens and a big team of volunteers assisted one of our close tree partners Stump Up For Trees (aka Stump). A partnership formed between Stump and Bannau Brycheiniog National Park Authority over the last couple of years with Stump providing the hedgerow trees for the National Park funded grant scheme to plant traditional boundaries (hedges) back into our landscape.

"There are days when we plant trees in the wind and rain, in squalls and even blizzards, but today was not one of them. No, siree. It was a Beacons pearler and we planted 1,500 saplings - the beginning of a significant upland wood pasture or coed cae restoration project."



Local Nature Partnership - habitat restoration

Members of the Domino group, a group for people with mental health issues, worked on a small patch of land at the Brecon Promenade to improve its value as a wildlife habitat. The work was made possible with a grant from the Local Nature Partnership's Local Places for Nature funding. New plants such as dogwood, hemp agrimony and ragged robin obtained from Celtic Wildflowers were added to the plants already growing there. The group carefully selected plants with wildlife value such as nettles, to remain. They all enjoyed the experience and will be maintaining the area as necessary.



4. Equality Impact Assessments

In 2012 the Authority introduced Equality Impact Assessment screening for all reports requiring a member decision at the National Park Authority, Audit and Scrutiny Committee and where appropriate, Planning and Rights of Way committees.

Each officer's report would be supported by a screening form for Equality issues. Where the screening form determines a significant risk to a protected characteristic, a full Equality Impact Assessment is required. Each of these screening assessments are included in the Committee Agenda papers.

There is a plan to update the Integrated Impact Assessment document to ensure that the latest legal requirements and latest best practice is incorporated. A copy of the new form is available on request.

5. Training

To support strategic equality members and officers receive equality training as part of the induction process from the Human Resources Department.

Staff and members will receive training on how to complete the latest assessments in winter 2025/2026, along with refresher training on the latest legislation in Wales.

In addition to the training delivered to support the introduction and adoption of the Strategic Equality Plan, the Authority provides training to employees on social inclusion, deaf awareness, dementia awareness, mental health awareness and disability awareness.



6. Procurement arrangements

Under the Social Partnership and Public Procurement (Wales) Act 2023 the Authority must comply with the Socially Responsible Procurement Duty. 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 is in the process of developing its Socially Responsible Procurement Policy that will help strengthen the Authority's wider equality and procurement work.



Appendices

Appendix 1: Employment information - our Members

15 out of 18 (83%) of our Members completed the Equality Monitoring forms for the financial year 2024/2025.

1.1. Members gender statistics

This table shows Members split by gender.

Gender	%
Male	93.3%
Female	6.7%

1.2. Members age statistics

This table shows Members split by age in financial year 2024/2025.

Ages	%
16-21	0%
22-30	6.7%
31-40	20%
41-50	0%
51-60	40%
60 +	33.3%



1.3. Members disability statistics

This table shows members declaring a disability in financial year 2024/2025.

Disability declaration	%
Yes	36%
No	96.4%

1.4. Members sexual orientation statistics

Sexual orientation	%
Bisexual	0%
Gay/Lesbian	20%
Heterosexual	80%
Transgender	0%
Do not wish to disclose	0%

1.5. Members marital status statistics

Marital status	%
Civil Partnership	13.35%
Co-habiting	20%
Married	53.3%
Other	13.35%



1.6. Members ethnic heritage

All 15 our Member that completed the Equality Monitoring form are from a White – British background.

1.7. Members reporting gender reassignment

None of our Members have undergone or are currently undergoing gender reassignment.

1.8. Members religion statistics

Religion	%
Muslim	0%
Buddhist	0%
Hindu	0%
Sikh	0%
Jewish	0%
Christian	60%
Other	6.7%
Do not wish to disclose	6.7%
None (Atheist)	26.6%



Appendix 2: Employment information - our staff

For consistency and to provide up to date figures the Authority has provided statistical information up to and including 1st April 2024 – 31st March 2025, average 114 headcount and an average of 100.6 FTE. 82 employees completed the Equality Monitoring Form.

2.1. Staff gender statistics

This table shows staff split by gender.

Gender	%
Male	35.4%
Female	64.6%

2.2. Staff age statistics

This table shows staff split by age.

Ages	%
16-21	1.2%
22-30	14.6%
31-40	24.4%
41-50	31.8%
51-60	25.6%
60 +	2.4%



2.3. Staff disability statistics

This table shows staff declaring a disability.

Disability	%
Yes	3.6%
No	96.4%

2.4. Staff sexual orientation statistics

Sexual orientation	%
Bisexual	4.9%
Gay/Lesbian	1.2%
Heterosexual	81.7%
Transgender	0%
Do not wish to disclose	12.2%

2.5. Staff marital status statistics

Marital status	%
Civil Partnership	1.2%
Co-habiting	30.5%
Married	39%
Other	29.3%



2.6. Staff ethnic heritage statistics

Ethnic heritage	%
White background	97.6%
White British	78
Any other White background	2
Any other Asian background	1.2%
Black or Black British – African background	1.2%

2.7. Staff reporting gender reassignment

None of our staff have undergone or are currently undergoing gender reassignment.

2.8. Staff religion statistics

Religion	%
Muslim	0%
Buddhist	0%
Hindu	0%
Sikh	0%
Jewish	0%
Christian	39%
Other	0%
Do not wish to disclose	14.6%
None (Atheist)	46.4%



2.9. Pay

Two remuneration schemes operate in the Bannau Brycheiniog National Park Authority. The Authority implemented Single Status in 1997. The Authority's non-Chief Officer grades and salary levels are determined using the National Joint Council (NJC) Job Evaluation scheme. Salaries for Chief Officers and Directors were evaluated using the Hay Scheme.

2.10. Staff gender monitoring by pay band

Pay Band	Male		Female	
	Headcount	FTE	Headcount	FTE
Grade 2	0	0	4	2
Grade 3	6	4.1	7	5.3
Grade 4	8	6.8	4	3.2
Grade 5	3	3	8	7
Grade 6	4	4.5	11	9
Grade 7	9	8.6	9	7.5
Grade 8	2	2	2	1.6
Grade 9	6	6	3	3
Grade 10	4	4	8	6.8
Grade 11	2	2	4	4
Grade 12	0	0	2	2
Grade 13	2	1.6	3	2.6
CO	1	1	0	0
Director	1	1	1	1
CEO	0	0	1	1
Total	48	44.6 FTE	66	56 FTE



2.11. Staff taking Maternity Leave

One member of staff was on maternity leave in 2024-2025.

2.12. Employees who have applied to change position within the Authority

Successful - 3, Not successful - 4

2.13. Employees who have applied for training

Successful - 24

2.14. Employees involved in grievance procedures - 0

2.15. Employees subject to disciplinary procedures - 1

2.16. Employees who have left the Authority's employment - 9

Appendix 3: Our applicants

3.1. People who have applied for jobs with the Authority over the last year - 128

