

Agenda

Teitl y cyfarfod: Cyfarfod Bwrdd CNC, Diwrnod 2 – Sesiwn gyhoeddus

Dyddiad y cyfarfod: 24 Mawrth 2022

Amser y cyfarfod: 9.00-16.05

Lleoliad:

Microsoft Teams:

Ymunwch ar eich cyfrifiadur neu ap symudol

[Cliciwch yma i ymuno â'r cyfarfod](#)

Neu ffoniwch (sain yn unig)

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Rhif Adnabod Ffôn-gynadledda: 394 037 138#

Arsylwyr:

Amser

Eitem

9.00
(5 munud)

1. Agor y cyfarfod

- Croeso
- Datgan buddiannau
- Egluro'r dull o gynnal y cyfarfod

Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)

Crynodeb: NODI unrhyw ddatganiadau o fuddiant.

9.05
(5 munud)

2. Adolygu'r Cofnodion a'r Cofnod Gweithredu 2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a gynhaliwyd ar 28 Ionawr 2B. Adolygu'r Cofnod Gweithredu Cyhoeddus

Noddwr a chyflwynydd: Syr David Henshaw (Cadeirydd)

CYMERADWYO cofnodion y cyfarfod blaenorol a'r cofnod gweithredu.

9.10
(10 munud)

3. Diweddariad gan y Cadeirydd

Noddwr a chyflwynydd: Syr David Henshaw

Crynodeb: NODI diweddariad y Cadeirydd i'r Bwrdd.

9.20
(20 munud)

4. Adroddiad gan y Prif Weithredwr

Noddwr a chyflwynydd: Clare Pillman, Prif Weithredwr

Crynodeb: NODI'r sefyllfa gyfredol a rhoi diweddariad i'r Bwrdd am weithgareddau allweddol.

Cyfeirnod y papur: 22-03-B04

**9.40
(30 munud)**

5. Adroddiadau diweddaru'r Pwyllgorau

Noddwyr a chyflwynwyr: Cadeiryddion y pwyllgorau

Y Pwyllgor Archwilio a Sicrhau Risg – 10 Mawrth

Y Pwyllgor Cynghori ar Dystiolaeth – ni chynhaliwyd cyfarfod

Y Pwyllgor Cyllid – 10 Chwefror ac 11 Mawrth

Cyfeirnod y papur: 22-03-B05

Pwyllgor Rheoli Perygl Llifogydd – ni chynhaliwyd cyfarfod

Y Pwyllgor Pobl a Thaliadau - 2 Mawrth

Cyfeirnod y papur: 22-03-B06

Y Pwyllgor Ardaloedd Gwarchoddedig – 1 Chwefror

Cyfeirnod y papur: 22-03-B07

Crynodeb: NODI'R diweddariadau gan bwyllgorau'r Bwrdd, y tu mewn a thu allan i unrhyw gyfarfodydd a gynhaliwyd.

**10.10
(30 munud)**

6. Adroddiad Chwarter 3 Dangosfwrdd Perfformiad y Cynllun Busnes

Noddwr: Clare Pillman, Prif Weithredwr

Cyflwynwyr: Caroline Hawkins, Rheolwr Cynllunio Corfforaethol,

Perfformiad ac Asesu Strategol; Sarah Williams, Pennaeth

Strategaeth Gorfforaethol a Swyddfa Rheoli'r Rhaglen; Sue

GINLEY, Ymgynghorydd Arbenigol Arweiniol, Cynllunio

Corfforaethol a Pherfformiad

Crynodeb: CYMERADWYO Adroddiad Chwarter 3

Cyfeirnod y papur: 22-03-B08

**10.40
(15 munud)**

Egwyl

**10.55
(20 munud)**

7. Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2021-22

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a

Datblygu Corfforaethol

Cyflwynydd: Steve Burton, Pennaeth Rheoli Pobl; Julia Allen,

Cynghorydd Arbenigol Arweiniol, Adnoddau Dynol

Crynodeb: Cymeradwyo Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2021-22

Cyfeirnod y papur: 22-03-B10

**11.15
(20 munud)**

8. Adroddiad Chwarter 3 Lles, Iechyd a Diogelwch

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a

Datblygu Corfforaethol

Cyflwynydd: Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch

Crynodeb: NODI yr Adroddiad Lles, Iechyd a Diogelwch ar gyfer Chwarter 3.

Cyfeirnod y papur: 22-03-B11

**11.35
(30 munud)**

9. Is-grŵp Lles Llywodraethu'r Bwrdd Gwasanaethau Cyhoeddus

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol, Tystiolaeth, Polisi a Thrwyddedu; Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau

Cyflwynwyr: Fen Turner, Cynghorydd Arbenigol Arweiniol, Strategaeth Adnoddau Naturiol a Lles; Bill Purvis, Rheolwr Iechyd, Mynediad at Addysg a Hamdden; Ruth Jenkins, Pennaeth Rheoli Adnoddau Naturiol

Crynodeb: CYMERADWYO Is-grŵp Lles y Bwrdd Gwasanaethau Cyhoeddus

Cyfeirnod y papur: 22-03-B12

**12.05
(10 munud)**

10. Newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS)

Noddwr: Clare Pillman, Prif Weithredwr

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

Crynodeb: CYMERADWYO y newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol gan y Bwrdd Busnes Gwasanaethau Corfforaethol

Cyfeirnod y papur: 22-03-B16

**12.15
(35 munud)**

11. Strategaeth Ddigidol

Noddwr: Sarah Jennings, Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol

Cyflwynydd: Catrin Hornung, Pennaeth Cyfathrebu a Chysylltiadau Allanol; Heledd Evans, Arweinydd y Tîm Gwasanaethau Digidol; Helen Wilkinson, Rheolwr, Rheoli Gwybodaeth a Hysbysrwydd; Christopher Collins, Pennaeth Gwybodaeth a Thystiolaeth

Crynodeb: CYMERADWYO y Strategaeth Ddigidol a NODI y diweddariad am y Prosiect Peilot Gwastraff Peryglus

Cyfeirnod y papur: 22-03-B13

**12.50
(70 munud)**

Cinio

**14.00
(30 munud)**

12. Adolygiad o Ddiogelwch Coedwigaeth

Noddwr: Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol; Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Cyflwynwyr: Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch; Cyflwynwyr: Elsie Grace; Elsie Grace, Pennaeth Datblygu Masnachol Cynaliadwy; Katherine Gostick, Yr Awdurdod Gweithredol Iechyd a Diogelwch

Crynodeb: TRAFOD y diweddariad am yr adolygiad o ddiogelwch coedwigaeth

Cyfeirnod y papur: 22-03-B14

**14.30
(45 munud)**

13. Adolygiad o ddull CNC o reoleiddio saethu a dal adar gwyllt: Trwyddedau Cyffredinol

Noddwr: Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu
Cyflwynwyr: Sarah Wood, Rheolwr Bioamrywiaeth a Chydnerthedd Ecosystemau; Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu
Yn bresennol: Adam Cole-King, Cynghorydd Arbenigol Arweiniol, Polisi Bioamrywiaeth; Patrick Lindley, Cynghorydd Arbenigol Arweiniol, Cynefinoedd a Rhywogaethau Daearol; Katherine Morris, Prif Gy nghorydd, Gwasanaethau Cyfreithiol

Crynodeb: CYMERADWYO y dull o roi trwyddedau cyffredinol.

Cyfeirnod y papur: 22-03-B15

**15.15
(5 munud)**

14. Rhagolwg y Bwrdd

Noddwr: Syr David Henshaw
Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

Cyfeirnod y papur: 22-03-B17

**15.20
(5 munud)**

15. UNRHYW FATER ARALL

Diwedd cyfarfod cyhoeddus y Bwrdd

**15.25
(10 munud)**

Egwyl

**15.35
(30 munud)**

16. Sesiwn holi ac ateb gyhoeddus

16.05

Diwedd y cyfarfod

Cofnodion heb eu Cadarnhau

Teitl y Cyfarfod:	Cyfarfod Bwrdd CNC – Sesiwn Gyhoeddus Pawb yn Bresennol dros Microsoft Teams
Dyddiad y Cyfarfod:	28 Ionawr 2022
Aelodau'r Bwrdd a oedd yn Bresennol:	Syr David Henshaw (Cadeirydd) Clare Pillman, Prif Weithredwr Yr Athro Steve Ormerod, Is-gadeirydd Karen Balmer Catherine Brown Julia Cherrett Geraint Davies Paul Griffiths Zoë Henderson Yr Athro Calvin Jones Mark McKenna Dr Rosie Plummer Yr Athro Peter Rigby
Aelodau o'r Tîm Gweithredol a oedd yn bresennol:	Rachael Cunningham, Cyfarwyddwr Gweithredol Cyllid a Gwasanaethau Corfforaethol Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol Sarah Jennings, Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Unigolion Ychwanegol a oedd yn Bresennol:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd (yr holl eitemau) Julia Allen, Cynghorydd Arbenigol Arweiniol, Adnoddau Dynol (Eitem 6) Lyn Williams, Cynghorydd Arbenigol, Rheoli Pobl (Eitem 6) Elsie Grace, Pennaeth Datblygu Masnachol Cynaliadwy (Eitem 8) Vernon Lambert, Rheolwr Caffael (Eitem 8) Ian Mowatt, Rheolwr CMSS (Eitem 8) Andrew Wright, Uwch Cynghorydd Arbenigol, Iechyd Planhigion (Eitem 9) Dominic Driver, Pennaeth Stiwardiaeth Tir (Eitem 9) Sian Williams, Pennaeth Gweithrediadau Gogledd-orllewin Cymru (Eitem 11) Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu (Eitem 11) Mark Squire, Rheolwr Dŵr Cynaliadwy (Eitem 11) Ruth Jenkins, Pennaeth Polisi Rheoli Adnoddau Naturiol (Eitem 11)
Arsyllwyr CNC:	Dim

Arsyllwyr Danielle Phillips, Chwarae Teg
Cyhoeddus: Kim Waters
Lucy O'Neill
Rachel Evans, Y Gynghrair Cefn Gwlad
Mark Hilleard, Llywodraeth Cymru (Eitem 9)

Datganiadau: Dr Rosie Plummer – Aelod o Fwrdd Awdurdod Parc Cenedlaethol Arfordir Penfro, Ymddiriedolwr Plantlife, Ymddiriedolwr Canolfan y Dechnoleg Amgen
Yr Athro Calvin Jones – Aelod o'r Pwyllgor Llywio, Skyline

Ymddiheuriadau: Steve Burton, Pennaeth Rheoli Pobl (Eitemau 6 a 7)

Ysgrifenyddiaeth: Jocelyn Benger
Natalie Williams

Eitem 1. Agor y Cyfarfod

1. Agorodd y Cadeirydd y Cyfarfod a chroesawu pawb. Gwnaed datganiadau o fuddiant fel y nodwyd uchod.

Eitem 2. Adolygu'r Cofnodion a'r Cofnod Gweithredu

2A. Adolygu Cofnodion y Cyfarfod Cyhoeddus a gynhaliwyd ar 18 Tachwedd

2. Adolygwyd a chytunwyd ar gofnodion y cyfarfod cyhoeddus a gynhaliwyd ym mis Tachwedd.

2B. Adolygu'r Cofnod Gweithredu Cyhoeddus

3. Adolygwyd a chytunwyd ar y cofnod gweithredu. Rhoddodd y Cyfarwyddwr Gweithredol Gweithrediadau ddiweddariad ar Gam Gweithredu 10, a oedd bellach wedi'i gyflawni gan fod nodyn briffio wedi'i ddsbarthu i aelodau'r Bwrdd ar y mater hwn.

Eitem 3: Diweddariad gan y Cadeirydd

4. Rhoddodd y Cadeirydd yr wybodaeth ddiweddaraf am y gwaith ar yr Adferiad Gwyrdd. Parhaodd y Grŵp i gyfarfod ac roedd yn gweithio drwy rôl y Grŵp ar ôl y pandemig. Cefnogwyd parhad y Grŵp gan Weinidogion.
5. Roedd y Cadeirydd, y Prif Weithredwr a'r Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu wedi mynychu Pwyllgor Newid Hinsawdd, yr Amgylchedd a Seilwaith y Senedd i roi tystiolaeth ar Waith Craffu Blyneddol CNC. Ystyriwyd amrywiaeth o faterion ac mae sesiwn arall wedi'i chynllunio ar ansawdd dŵr ar gyfer 3 Chwefror.
6. Roedd Ysgrifennydd y Bwrdd wedi anfon arolygon ar sgiliau'r Bwrdd a byddai'n cael mewnbwn y Bwrdd ar y meini prawf ar gyfer cynnwys eitemau ar yr agenda gyhoeddus neu breifat.

Eitem 4: Adroddiad gan y Prif Weithredwr

7. Ystyriwyd bod y papur wedi'i ddarllen, a thynnwyd sylw at yr eitemau canlynol. Y mater allweddol i'r Tîm Gweithredol a Grŵp y Tîm Arwain (LTG) oedd yr Ymarfer Sylfaenol a'r Gyllideb. Trafodwyd hyn yn fanwl yng nghyfarfod preifat y Bwrdd y diwrnod cynt.

Cyflawnwyd y safon ryngwladol ar gyfer Rheoli Iechyd a Diogelwch, ISO 45001, yn dilyn cyfnod helaeth o waith gan y tîm Lles, Iechyd a Diogelwch (WHS) a thîm ehangach CNC. Roedd hon yn garreg filltir bwysig ac yn gyflawniad sylweddol, er y nodwyd bod gwaith ar WHS yn broses barhaus a oedd yn cael ei chefnogi a'i herio gan y Pwyllgor Pobl a Thaliadau.

8. Ystyriodd aelodau'r Bwrdd gynnwys yr adroddiad. Gofynnwyd cwestiynau am lefelau absenoldeb salwch oherwydd Covid. Roedd sbigyn wedi'i gofnodi ychydig cyn a thros gyfnod y Nadolig ond, erbyn hyn, mae lefelau absenoldeb salwch wedi dychwelyd i'r arfer. Roedd y Grŵp Ymateb ac Adolygu Digwyddiadau Strategol (SIRRG) yn cyfarfod yn rheolaidd ac yn annog staff i roi gwybod am heintiau Covid er mwyn monitro'r sefyllfa.
9. Diolchwyd i'r tîm am ei gyfraniad cadarnhaol at Banel COP26 Cymru.
10. Nododd aelodau'r Bwrdd Adroddiad at Wraidd y Mater Coed a Phren Llywodraeth Cymru, ond tynnwyd sylw at y ffaith mai prin oedd y sôn am ymestyn adfywio naturiol a phwysigrwydd hyn mewn perthynas â bioamrywiaeth ac iechyd coed. Byddai'n bwysig cynnwys hyn mewn trafodaethau ar greu coetiroedd ochr yn ochr â phlannu coed. Nodwyd y byddai hyn hefyd yn ymwneud â'r Cynllun Ffermio Cynaliadwy (SFS) newydd. Trafodwyd argymhellion yr Adroddiad at Wraidd y Mater Coed a Phren a chwestiynwyd yr atebolrwydd a'r cyfle i ddylanwadu ar y rhain.
11. Roedd y Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol wedi cynrychioli CNC yn yr Adroddiad at Wraidd y Mater Coed a Phren ac wedi rhoi'r wybodaeth ddiweddaraf am y sefyllfa ddiweddaraf. Cadarnhawyd bod gan CNC lais cryf ym mhob un o'r grwpiau sy'n gweithio ar yr argymhellion, felly roeddent yn cael y cyfle i gyfrannu at drafodaethau ar blannu coed priodol a'r cysylltiad â llifogydd a bioamrywiaeth. Roedd CNC yn arwain ar Gam Gweithredu 39 ar y dull o werthu pren amgen a chadarnhaodd y Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol y gofynnwyd iddi gadeirio'r Grŵp Buddsoddi mewn Creu Coetir. Byddai hyn yn helpu i sicrhau bod y canlyniadau'n cael eu hymgorffori fel rhan o'r atebion wrth symud ymlaen.
12. Gofynnodd aelodau'r Bwrdd am i'r broses o bwysu a mesur y gwaith hwn gael ei chynnwys yn yr adroddiadau i'r Bwrdd. Nodwyd y byddai hyn hefyd yn cyd-fynd â'r trafodaethau ar y pum maes blaenoriaeth a nodwyd gan Lywodraeth Cymru.

CAM GWEITHREDU: Diweddariadau rheolaidd ar gynnydd yn erbyn argymhellion Adroddiad at Wraidd y Mater Coed a Phren Llywodraeth Cymru i'w cynnwys ar Ragolwg y Bwrdd a'u trafod ar y cyd â'r pum maes blaenoriaeth.

13. Roedd aelodau'r Bwrdd yn poeni am lefel y cydweithio â thirfeddianwyr ar blannu coed. Rhoddodd y Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol yr wybodaeth ddiweddaraf i'r Bwrdd am waith Llywodraeth Cymru yn y maes hwn, gan gynnwys drwy'r SFS a'r Goedwig Genedlaethol, a chael barn y cyhoedd. Byddai'r wefan yn cael ei diweddarau i gynnwys cyngor ac arweiniad ar blannu coed. Mynegodd aelodau'r Bwrdd bryderon ynghylch gwerthu ffermydd ar gyfer plannu coed a bod yr SFS yn annhebygol o fod ar waith tan 2025. Byddai angen ymgysylltu, yn enwedig ar faterion bioamrywiaeth a chynnydd posibl mewn coedwigaeth fasnachol. Cadarnhaodd y Prif Weithredwr fod Llywodraeth Cymru yn ymgysylltu'n helaeth ar y mater hwn ac yn ceisio gwella'r broses o'r dechrau i'r diwedd. Byddai trafodaethau gydag Undebau Ffermwyr ar gyngor ac arweiniad, a sgysiaiu gyda grwpiau rhanddeiliaid, yn cael eu cynnal.

14. Estynnodd aelodau'r Bwrdd longyfarchiadau i'r staff a oedd wedi ennill statws proffesiynol Sefydliad y Coedwigwyr Siartredig (ICF). Croesawyd yr achrediad gan ICF a nodwyd y gallai hyn fod yn rhan allweddol o'r strategaeth denu a chadw staff wrth recriwtio.
15. Trafodwyd y Rhaglen Natur Greadigol mewn partneriaeth â Chyngor Celfyddydau Cymru (CCC). Ariennir y Rhaglen gan CCC, yn dilyn llofnodi Memorandwm Cyd-ddealltwriaeth rhwng CNC a CCC. Cadarnhawyd y byddai hyn yn cyd-fynd â Natur a Ni.

Eitem 5: Adroddiadau Diweddarau'r Pwyllgorau

16. Cyflwynodd Catherine Brown, Cadeirydd y Pwyllgor Archwilio a Sicrwydd Risg (ARAC) yr wybodaeth ddiweddaraf i'r Bwrdd am y cyfarfod a gynhaliwyd ar 16 Rhagfyr. Diolchwyd i'r Pwyllgorau eraill am eu gwaith yn dilyn y dull newydd o graffu ar risgiau a chydweithio ar yr Adroddiadau Archwilio Mewnol. Nodwyd hyn fel arwydd o arfer da gan CNC. Roedd ARAC yn canolbwyntio ar y risgiau mewn perthynas â rheoli contractau ac roedd wedi gofyn am i fwy o waith gael ei wneud ar liniaru'r risgiau yn y cyfamser tra bod y tîm llawn a'r penderfyniad yn cael eu rhoi ar waith. Gofynnodd ARAC i'r Bwrdd fod yn fwy clir ynghylch y risgiau yn y maes hwn, ac roedd y tîm yn llunio hyn.
17. Cyflwynodd Peter Rigby, Cadeirydd y Pwyllgor Cyngori ar Dystiolaeth, grynodedb o'r cyfarfod a gynhaliwyd ar 18 Ionawr, a fu'n trafod tri phrif bwnc. Ystyriwyd y mater mewnol ynghylch sut y cafodd y gwahanol raglenni tystiolaeth eu blaenoriaethu gyda chyfyngiadau o ran amser ac adnoddau. Roedd sgwrs dechnegol wedi'i chynnal ynghylch mesurau Ansawdd Dŵr. Trafodwyd casgliad mawr CNC o adroddiadau tystiolaeth a sut y gellid sicrhau bod y rhain ar gael yn ehangach. Ystyriwyd lleoliadau a chyfleoedd i bobl ifanc gefnogi CNC, er enghraifft, ym maes gwyddoniaeth gymdeithasol. Nodwyd bod rhwystrau i ddatblygu partneriaethau a lleoliadau gyda phrifysgolion. Cytunodd y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu a'r Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol i drafod hyn all-lein ac adrodd yn ôl i'r cyfarfod nesaf.

CAM GWEITHREDU: Y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu a'r Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol i gyfarfod i drafod y rhwystrau i leoliadau ac adrodd yn ôl i'r cyfarfod nesaf.

18. Cyflwynodd Syr David Henshaw, Cadeirydd y Pwyllgor Cyllid, yr wybodaeth ddiweddaraf i'r Bwrdd am y cyfarfod a gynhaliwyd ar 7 Rhagfyr. Roedd disgwyl yr adroddiad diweddarau ar Grantiau. Cydnabuwyd cymhlethdod y gyfundrefn Grantiau yng Nghymru, felly byddai'n ddefnyddiol cael un porth ar gyfer pob cais. Roedd y dull o ymdrin â hyn yn cael ei ddatblygu. Roedd contract wedi'i ddyfarnu i ddwyn ynghyd y gwaith ar Grantiau. Byddai'r wybodaeth ddiweddaraf yn cael ei chyflwyno i gyfarfod nesaf y Pwyllgor Cyllid.
19. Cyflwynodd Julia Cherrett, Cadeirydd y Pwyllgor Rheoli Perygl Llifogydd (FRMC), yr wybodaeth ddiweddaraf i'r Bwrdd am y cyfarfod a gynhaliwyd ar 13 Ionawr. Cafwyd trafodaeth dda ar y Rhaglen Gweithredu Adfer ac Adolygu, ac roedd yr adroddiad Archwilio Mewnol wedi tawelu meddwl y Pwyllgor. Trafodwyd amseru cau'r rhaglen. Ystyriwyd Risg Strategol SR02 yn fanwl a chytunwyd y byddai sesiwn ar wahân o'r Pwyllgor Rheoli Perygl Llifogydd yn cael ei threfnu ar y mesurau, y targedau a'r ymgysylltiad cymunedol cyn trafodaeth lawn ar y materion hyn yng nghyfarfod nesaf y Bwrdd. Cafwyd yr wybodaeth ddiweddaraf am sgiliau a chynllunio ar gyfer olyniaeth, gan gynnwys gweithio mewn partneriaeth â phrifysgolion ynghylch datblygu modiwl Llifogydd. Cafwyd trafodaeth ar Ardaloedd Draenio Mewnol. Nodwyd bod rhai problemau wedi codi ynghylch safon y gwaith, a chroesawyd Archwiliad Mewnol yn y maes hwn.

20. Cyflwynodd Zoe Henderson, Cadeirydd y Pwyllgor Pobl a Thaliadau (PaRC), yr wybodaeth ddiweddaraf i'r Bwrdd am y cyfarfod a gynhaliwyd ar 10 Rhagfyr. Tynnwyd

sylw at y gwaith ar y Strategaeth Pobl, Cydraddoldeb, Amrywiaeth a Chynhwysiant, a chynllunio'r gweithlu yn yr adroddiad. Cafwyd trafodaeth fanwl ar wraidd y broblem o ran marwolaethau ar Ystad Goed Llywodraeth Cymru (WGWE) yn ystod y blynyddoedd diwethaf ac roedd y tîm yn adolygu hyn a byddai'n cyflwyno eitem ar ddiogelwch yn y sector coedwigaeth yng nghyfarfod y Bwrdd ym mis Mawrth. Darparwyd diweddariad ac arddangosiad da ar y system Rheoli Cysylltiadau Cwsmeriaid (CRM) ac awgrymwyd y byddai hon yn eitem werthfawr ar gyfer agenda'r Bwrdd yn y dyfodol. Trafodwyd Penodeion Cyfnod Penodol (FTAs) ac roedd gwaith yn mynd rhagddo ar broses mewn perthynas â hyn.

21. Cyflwynodd Dr Rosie Plummer, Cadeirydd y Pwyllgor Ardaloedd Gwarchoddedig (PrAC), yr wybodaeth ddiweddaraf i'r Bwrdd am y gwaith ers y cyfarfod diwethaf ym mis Hydref. Byddai'r cyfarfod ar 1 Chwefror yn cynnwys eitemau ar y Rhaglen Cyflawni Tirweddau Dynodedig a Safleoedd Gwarchoddedig, a Risg Strategol SR05. Ffocws allweddol i'r cyfarfod fyddai trafodaeth sylweddol ar y canllawiau gweithdrefnol drafft cychwynnol ar gyfer Dynodi Tirwedd Statudol a'r trosolwg yng nghyd-destun ymgynghoriad Defra a'r ymateb i'r Adolygiad o Dirweddau. Roedd disgwyl cadarnhad ffurfiol o gyllid ar gyfer y maes gwaith hwn.

Eitem 6: Gyda'n Gilydd – Strategaeth Amrywiaeth a Chynhwysiant CNC

Yn bresennol: Julia Allen, Cynghorydd Arbenigol Arweiniol, Adnoddau Dynol; Lyn Williams, Cynghorydd Arbenigol, Rheoli Pobl

22. Cyflwynwyd yr eitem gan Gyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol. Yn dilyn trafodaeth y Bwrdd ym mis Medi ar flaenoriaethau ar gyfer Cydraddoldeb, Amrywiaeth a Chynhwysiant, roedd gwaith wedi'i wneud ar ddatblygu'r Strategaeth. Cafwyd mewnbyn hefyd gan PaRC a'r Grŵp Llywio a oedd yn cynnwys aelodau'r Bwrdd. Roedd yr elfennau arwain wedi'u plethu i'r Strategaeth, a chwblhawyd y drafft a'r amcanion. Byddai'r camau nesaf yn golygu nodi'r camau gweithredu i symud ymlaen, cyfathrebu ac ymgysylltu ar hyn.
23. Cafodd y Strategaeth Gyda'n Gilydd ei hystyried gan y Bwrdd. Diolchwyd i'r tîm am eu gwaith ar hyn a'r ymdrechion i'w integreiddio â chenhadaeth a gwerthoedd cyffredinol CNC. Gofynnwyd cwestiynau ynghylch sut y byddai'r risgiau'n cael eu lliniaru. Cadarnhawyd y byddai angen darparu llinell sylfaen ar gyfer y risg o ran adnoddau a sicrhau bod yr agenda'n cael ei datblygu fel blaenoriaeth. Byddai atebolrwydd cyfun gan y Tîm Gweithredol, gydag adroddiadau ar gynnydd yn cael eu cyflwyno drwy PaRC. Tynnwyd sylw at y ffaith bod cyfrifoldeb ar y cyd ar draws y sefydliad, a byddai angen cyfleu hyn i'r staff.
24. Croesawodd aelodau'r Bwrdd y dangosyddion yn ymwneud â recriwtio, ond argymhellwyd y dylid monitro cynnydd yn ystod cyflogaeth hefyd. Nodwyd bod ystyried y cwsmer yn y Strategaeth yn bwysig. Disgrifiwyd gwaith yr Hyb Cwsmeriaid, a byddai'r gwaith ar y wefan yn parhau. Argymhellodd aelodau'r Bwrdd y dylid datblygu elfen gryfach ar fod yn niwrowahanol. Cymeradwyodd y Bwrdd Gyda'n Gilydd yn amodol ar gryfhau'r meysydd hyn.

WEDI'I GYMERADWYO: Gyda'n Gilydd – Strategaeth Amrywiaeth a Chynhwysiant CNC yn amodol ar fân ddiwygiadau

Eitem 7: Strategaeth Pobl CNC

25. Rhoddodd Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol gefndir a throsolwg o'r Strategaeth Pobl, a oedd yn cyd-fynd â Gyda'n Gilydd. Datblygwyd hyn gyda mewnbyn gan grŵp ymgysylltu â staff, y Bwrdd Pobl a'r Tîm Gweithredol. Profwyd

blaenoriaethau gyda'r grwpiau hyn a'r PaRC, a datblygwyd cyfeiriad strategol ar y cynnig i staff a disgwyliadau CNC. Y camau nesaf fyddai bwrw ymlaen â chynllun i ddatblygu'r Strategaeth ac ymgysylltu â staff.

26. Croesawodd aelodau'r Bwrdd y cynnydd ar y Strategaeth Pobl. Argymhellwyd y dylid cryfhau'r elfen sy'n ymwneud â grymuso staff i wneud penderfyniadau. Gwnaed sylwadau hefyd ynghylch y pwysau ar reolwyr canol yn cael ei adlewyrchu yn y strategaeth ac arweinyddiaeth 'gymwys' yn hytrach na 'hyderus' fel blaenoriaeth. Byddai Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol yn trafod hyn ymhellach all-lein gydag aelodau'r Bwrdd. Cymeradwyodd y Bwrdd y Strategaeth Pobl yn amodol ar yr argymhellion ychwanegol hyn.

WEDI'I GYMERADWYO: Strategaeth Pobl CNC yn amodol ar fân ddiwygiadau

Eitem 8: Pobl, Planed a Ffyniant a Diweddariad Gwerth Cymdeithasol

Cyflwynwyr: Elsie Grace, Pennaeth Datblygu Masnachol Cynaliadwy; Vernon Lambert, Rheolwr Caffael; Ian Mowatt, Rheolwr CMSS

27. Cyflwynodd y Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol yr eitem, a fyddai'n rhoi'r wybodaeth ddiweddaraf am y gwaith ar werth cymdeithasol a'r dull Pobl, Planed a Ffyniant. Caffaelodd CNC tua £100 miliwn o wasanaethau bob blwyddyn, felly cafodd y dull caffael effaith sylfaenol.
28. Rhoddodd y Pennaeth Datblygu Masnachol Cynaliadwy gyflwyniad ar y dull Pobl, Planed a Ffyniant. Tynnwyd sylw at elfen allweddol y dull Pobl, Planed a Ffyniant o fewn y Strategaeth Fasnachol. Roedd manteision y dull Pobl, Planed a Ffyniant yn cael eu cyflawni ar hyn o bryd ond nid oedd hyn yn cael ei fesur mewn ffordd safonol, felly'r nod oedd creu dull cyfannol ar draws CNC. Roedd methodoleg newydd yn cael ei datblygu i fesur y tri phrif faes, sef mynd allan (caffael), dod i mewn (megis cytundebau partneriaeth) a chanlyniadau (a ddarperir gan CNC). Byddai metrigau'n cael eu halinio ar draws y tri maes ac mewn ffordd safonol ar draws y sefydliad. Y nod fyddai dangos cydbwysedd rhwng Pobl, Planed a Ffyniant ar draws Ystâd CNC. Roedd y Pennaeth Datblygu Masnachol Cynaliadwy yn cymryd rhan mewn ymarfer caffael gyda Llywodraeth Cymru ar fesur Pobl, Planed a Ffyniant mewn coedwig gymunedol, a byddai'r canlyniadau'n bwydo i mewn i'r ymarfer, ynghyd â thystiolaeth a gasglwyd am yr hyn a oedd yn cael ei fesur ar hyn o bryd ledled y busnes a sut y defnyddiwyd y data hwn. Y bwriad oedd i hyn ddod i ben ym mis Mehefin ac, ar ôl hynny, byddai'r llawlyfr yn cael ei ddatblygu a'r dull gweithredu'n cael ei gyflwyno fesul cam.
29. Rhoddodd y Rheolwr Caffael gyflwyniad ar y dull caffael, a oedd yn cyd-fynd â Llywodraeth Cymru a'i datblygiad o ran gwerth cymdeithasol gan ddefnyddio Fframwaith Themâu, Canlyniadau a Mesurau Cymru a'r Porth Gwerth Cymdeithasol. Roedd cysondeb ledled Cymru o ran cyflawni gwerth cymdeithasol yn cael ei ddatblygu. Esboniwyd y dull Pobl, Planed a Ffyniant o ymdrin â chynaliadwyedd a gwerth cymdeithasol drwy gylch bywyd caffael a rhoddwyd enghraifft. Disgrifiwyd Gwasanaeth Cymorth Rheoli Contractau CNC a'i rôl o ran darparu a monitro. Rhannwyd yr ymrwymadau Pobl, Planed a Ffyniant drwy gynlluniau pilot caffael a'r manylion am hyn. Disgrifiwyd y gwahanol ffyrdd o ymgysylltu â chyflenwyr a rhoddwyd enghreifftiau. Ei nod oedd creu Themâu, Canlyniadau a Mesurau sy'n benodol i CNC yn seiliedig ar y Themâu, Canlyniadau a Mesurau yng Nghymru i ganolbwyntio ar y prif dargedau cyflawnadwy a fyddai'n bodloni amcanion corfforaethol CNC a chipio Pobl, Planed a Ffyniant a gwerth cymdeithasol.
30. Trafododd y Bwrdd gynnwys y cyflwyniadau. Croesawodd aelodau'r Bwrdd ddull safonol o fewn y sefydliad ond cydnabu anawsterau posibl wrth ddefnyddio dull safonol y tu allan i

CNC. Byddai'n bwysig sicrhau bod cwmnïau llai yn gallu manteisio ar gyfleoedd a bod pawb yn cael cyfle teg. Nodwyd y byddai'r trydydd sector eisoes yn cyflawni ar werth cymdeithasol, a dylid ystyried hyn wrth ddyfarnu contractau. Codwyd yr enghraifft o leihau allyriadau carbon fel maes lle byddai angen ystyried y mesur a'r effaith yn llawn. Tynnodd aelodau'r Bwrdd sylw at y materion sy'n ymwneud â phlisma a monitro contractau ar ôl i'r rhain gael eu dyfarnu.

31. Gofynnwyd a oedd gan bob un o'r meini prawf Pobl, Planed a Ffyniant sgôr gyfatebol. Er i'r Pennaeth Datblygu Masnachol Cynaliadwy gadarnhau nad oedd blaenoriaeth yn cael ei rhoi i un o'r meini prawf Pobl, Planed a Ffyniant, roedd y Tîm Gweithredol wedi cydnabod bod dewisiadau i'w gwneud, a gallai mwy o bwyslais ar y meini prawf "planed" fod yn briodol mewn rhai achosion. Cynhaliwyd sesiynau ymgysylltu ar werth cymdeithasol gyda chyflenwyr ac roedd y tîm yn gweithio gyda Busnes Cymru.

Eitem 9: Diweddariad ar Iechyd Coed gan gynnwys Cyflwyniad ar *Phytophthora pluvialis*

Cyflwynwyr: Andrew Wright, Uwch Gyngorydd Arbenigol, Iechyd Planhigion; Dominic Driver, Pennaeth Stiwardiaeth Tir

32. Cyflwynodd y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu yr eitem. Roedd ARAC wedi nodi y dylid cynnwys achosion o glefydau fel risg sy'n dod i'r amlwg. Roedd y risg yn cael ei rheoli ar hyn o bryd drwy Gofrestr Risg y Bwrdd Busnes, ond roedd a oedd angen ei uwchgyfeirio i'r Tîm Gweithredol yn cael ei adolygu. Roedd y tîm yn gweithio'n agos gyda Swyddfa'r Prif Swyddog Milfeddygol yn Llywodraeth Cymru, ar *Phytophthora pluvialis* (*P. pluvialis*) a'r Ffliw Adar. Roedd mecanweithiau ar waith gyda Llywodraeth Cymru pan oedd achosion o glefydau'n cael eu hamau neu eu nodi.
33. Rhoddodd yr Uwch Gyngorydd Arbenigol, Iechyd Planhigion, gyflwyniad ar rôl y tîm Iechyd Coed gan ddarparu trosolwg strategol o Iechyd coed yn y sefydliad ehangach, a diweddariad cyffredinol ar blâu a chlefydau yng Nghymru, a fyddai'n rhoi'r achosion o *P. pluvialis* yn eu cyd-destun. Yn ystod y deng mlynedd diwethaf, gwelwyd cynnydd sylweddol mewn plâu a chlefydau, a disgrifiwyd rhai o'r rhesymau dros hyn mewn perthynas â mewnfôrion a newid hinsawdd. Esboniwyd proses tri cham y DU ar gyfer rheoli plâu a chlefydau newydd a rôl CNC yn hyn o beth. Tynnwyd sylw at waith CNC gyda phartneriaid, gan gynnwys Llywodraeth Cymru, Forest Research, yr Asiantaeth Iechyd Anifeiliaid a Phlanhigion a'r Comisiwn Coedwigaeth. Darparwyd enghreifftiau o blâu a chlefydau presennol. Roedd y tîm yn gweithio'n agos gyda Forest Research a'r timau Stiwardiaeth Tir i ddeall yr effeithiau a gweithio tuag at ffyrdd o annog gwydnwch.
34. Cyflwynodd yr Uwch Gyngorydd Arbenigol, Iechyd Planhigion, yr wybodaeth ddiweddaraf am yr achosion o *P. pluvialis*. Darparwyd cefndir y clefyd a sut y cafodd ei adnabod yng Nghoedwig Dyfi, Gwynedd. Roedd saith safle ychwanegol bellach wedi'u nodi a rhannwyd map o'r ardaloedd yr effeithiwyd arnynt. Disgrifiwyd yr effaith ar y coed. Rhannwyd y parthau pennu ffiniau blaenoriaethau lle'r oedd gwaharddiad ar symudiadau mewn grym. Roedd Llywodraeth Cymru yn ystyried y dull strategol o ymdrin â pharthau pennu ffiniau blaenoriaethau ar gyfer ardaloedd a nodwyd yn ddiweddar. Esboniwyd y camau nesaf a oedd yn cynnwys archwilio safleoedd ehangach, arolygon manwl, rheoleiddio a chwmpo coed ar ôl cytuno ar yr hysbysiad statudol.
35. Gofynnodd aelodau'r Bwrdd sut y byddai effaith clefydau yn dylanwadu ar y dull polisi presennol o blannu coed yn gyflym. Cadarnhaodd yr Uwch Gyngorydd Arbenigol, Iechyd Planhigion, y byddai coedwig newydd yn cael ei chyflwyno yn unol â Safonau Coedwigaeth y DU. Cydnabuwyd y gallai fod angen mwy o waith ar amrywiaeth rhywogaethau a gofynion llymach ar gyfer ymgeiswyr sy'n bwriadu plannu un rhywogaeth. Rhoddodd y Pennaeth Stiwardiaeth Tir yr wybodaeth ddiweddaraf am straen coed a

phwysigrwydd teneuo coed i wella gwydnwch, a thynnodd sylw at effeithiau'r newid yn yr hinsawdd a sychder ar goed clystyrog.

36. Pwysleisiodd aelodau'r Bwrdd effaith plâu a chlefydau ar SMNR (Rheoli Adnoddau Naturiol yn Gynaliadwy) ar draws ystod o feysydd, gydag effeithiau'n cael eu nodi ar yr economi, y dirwedd, iechyd a diogelwch a hamdden. Tynnwyd sylw at y defnydd posibl o wyddoniaeth dinasyddion wrth fonitro a hysbysu. Dywedodd yr Uwch Gynghorydd Arbenigol, Iechyd Planhigion, fod hon yn sefyllfa sy'n dod i'r amlwg a rhoddodd yr wybodaeth ddiweddaraf am yr ymchwil i'r effaith ar rywogaethau coed eraill a oedd yn cael ei chynnal gan Forest Research. Trafodwyd effaith y newid yn yr hinsawdd ar blâu a chlefydau sy'n dod i'r amlwg a nodwyd bod Prifysgol Caergrawnt yn gweithio ar fodelu patrymau tywydd o'r blynyddoedd diwethaf.
37. Trafodwyd y costau sy'n gysylltiedig â mesurau clefyd coed ynn. Hysbyswyd aelodau'r Bwrdd bod tystiolaeth bod monoddiwyllianau yn wynebu mwy o risg, ond bod rheolaeth briodol yn bwysig, megis teneuo, cwmpo coed yn glir ac ailstocio. Tynnodd aelodau'r Bwrdd sylw at ddirywiad derw aciwt. Awgrymwyd y gellid defnyddio Datganiadau Ardal i gipio'r materion hyn. Tynnodd aelodau'r Bwrdd sylw at bwysigrwydd cyfathrebu a galluogi cymunedau i gael mynediad at wybodaeth a datblygu dealltwriaeth o'r materion hyn.
38. Gofynnwyd am bapur Bwrdd ar gyfer y cyfarfod nesaf a fyddai'n cynnwys pwysu a mesur sefyllfa coedwigaeth, a materion a phwysau ar Ystad Goed Llywodraeth Cymru, gan gynnwys ystyried y dull o adrodd yn rheolaidd.

CAM GWEITHREDU: Papur Bwrdd i'w gynhyrchu ar gyfer y cyfarfod nesaf i gynnwys pwysu a mesur ar sefyllfa coedwigaeth, a materion a phwysau ar Ystad Goed Llywodraeth Cymru, gan gynnwys ystyried y dull o adrodd yn rheolaidd.

Eitem 10: Newidiadau arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS)

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

39. Rhoddodd y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd drosolwg o'r newidiadau arfaethedig, a oedd yn uniongyrchol gysylltiedig â'r eitem ar Iechyd Coed ac a fyddai'n hwyluso gallu CNC i gyflwyno hysbysiad yn caniatáu symud deunydd mewn parth pennu ffiniau blaenoriaethau.
40. Cymeradwyodd y Bwrdd y newidiadau i'r SaLS fel y nodir yn y papur.

WEDI'I GYMERADWYO: Newidiadau i'r Cynllun Statudol a Chyfreithiol (SaLS) gan y Bwrdd Busnes Rheoleiddio.

Eitem 11: Deilliannau Trafodaethau Strategol

Cyflwynwyr: Sian Williams, Pennaeth Gweithrediadau Gogledd-orllewin Cymru; Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu; Mark Squire, Rheolwr Dŵr yn Gynaliadwy

41. Cyflwynodd y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu yr eitem, a fyddai'n tynnu ar y themâu o'r trafodaethau strategol ar wahân ac yn eu cymhwyso i fater ansawdd dŵr. Roedd thema gref wedi dod i'r amlwg o ran gweithio gydag eraill ac annog rhannu gydag eraill i chwalu camdybiaethau, newid ymddygiadau a derbyn help. Byddai cyfle i drafod pa gyfraniad y gallai CNC fod am ei wneud yn y dyfodol.
42. Rhoddodd Pennaeth Gweithrediadau Gogledd Orllewin Cymru gyflwyniad ar yr heriau a godwyd mewn cyfarfodydd blaenorol a'r dull o symud ymlaen mewn ffordd integredig. Disgrifiwyd y meysydd gwaith cysylltiedig. Pwysleiswyd pwysigrwydd gweithio gyda chymunedau, rhanddeiliaid a phartneriaid. Disgrifiwyd trosolwg o'r dull o fynd i'r afael â

stormydd, a oedd yn cynnwys cydweithio â phartneriaid a bod yn agored i faterion newydd a rhai sy'n dod i'r amlwg, a phwysleisio dull cydgyfrifoldeb. Roedd trafodaethau'n mynd rhagddynt gydag Ofwat ar sicrhau'r metrigau cywir. Byddai dull SMNR o gynllunio ansawdd dŵr yn cael ei fabwysiadu, gan ystyried cwsmeriaid ac amgylchedd Cymru gyda'i gilydd. Cyflwynwyd diagram yn dangos cymhlethdod y materion cysylltiedig. Rhannwyd gwaith Llywodraeth Cymru a disgrifiwyd y camau nesaf. Byddai rhaglen yn cael ei datblygu ar draws timau i integreiddio rheoli tir a dŵr. Roedd cyfarfod wedi'i drefnu ar gyfer 9 Chwefror i gytuno pa arbenigeddau ac adnoddau y byddai eu hangen i fwrw ymlaen â'r gwaith o ddatblygu'r rhaglen hon.

43. Trafododd aelodau'r Bwrdd gynnwys y cyflwyniad. Nodwyd y byddai angen cynnwys y Weinyddiaeth Materion Gwledig fel rhan o'r dull. Nodwyd pwysau cyhoeddus dros ollyngiadau amaethyddol. Tynnwyd sylw at y cynnydd a wnaed gan Is-grŵp Fforwm Rheoli Tir Cymru ar lygredd amaethyddol. Cydnabuwyd bod angen datblygu'r gwaith ar hyn. Pwysleisiwyd pwysigrwydd tîm Llaeth CNC a chodwyd pryderon ynghylch effaith rolau FTA ar y cynnydd sy'n cael ei wneud gan y tîm.

44. Pwysleisiodd aelodau'r Bwrdd bwysigrwydd mabwysiadu dull gweithredu llawn sy'n seiliedig ar dystiolaeth. Cydnabuwyd bod ffynhonnell gyfoethog o dystiolaeth a oedd wedi'i chasglu gan CNC ac Asiantaeth yr Amgylchedd dros y 30 mlynedd diwethaf. Byddai angen edrych yn empirig ar hyn er mwyn datblygu sylfaen i'w defnyddio wrth symud ymlaen. Awgrymwyd y byddai angen seminar dau i dri diwrnod sylweddol i adolygu hyn a bwydo i mewn i'r llywodraethu sy'n ymwneud â'r mater hwn. Gofynnodd y Cadeirydd i'r Athro Steve Ormerod a'r Athro Peter Rigby gyfarfod i drafod y broses ar gyfer bwrw ymlaen â hyn.

CAM GWEITHREDU: Yr Athro Steve Ormerod a'r Athro Peter Rigby i gyfarfod i drafod y broses ar gyfer datblygu'r dull o ymdrin â'r sylfaen dystiolaeth ar gyfer Ansawdd Dŵr.

45. Ystyriwyd yr adnoddau sydd eu hangen i ddatblygu'r dull arfaethedig. Byddai angen deall yr amlen adnoddau yn gyffredinol, gan edrych ar lifoedd cyllid i sicrhau eu bod yn symud yn y ffordd fwyaf effeithiol.

Eitem 12: Dogfen Fframwaith Llywodraeth Cymru

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

46. Rhoddodd y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd drosolwg o'r eitem. Roedd fersiwn flaenorol Dogfen Fframwaith Llywodraeth Cymru wedi'i llofnodi yn 2014. Roedd y fersiwn wedi'i diweddarau wedi bod ar y gweill ers tua dwy flynedd, a diolchwyd i staff a oedd wedi gweithio ar hyn yn ystod y cyfnod hwnnw. Tynnwyd sylw at y gwahaniaethau allweddol. Roedd gweddill yr eitemau a nodwyd yn y papurau wedi'u datrys ers eu cyhoeddi ac roedd pob eitem wedi cael sylw, ac argymhellwyd ei gymeradwyo yn ddi-oed.

47. Ystyriodd aelodau'r Bwrdd y ddogfen ac awgrymwyd mân ychwanegiad i'r testun yn adran 3.4. Cymeradwyodd y Bwrdd Ddogfen Fframwaith Llywodraeth Cymru.

WEDI'I GYMERADWYO: Y Ddogfen Fframwaith newydd rhwng CNC a Llywodraeth Cymru.

Eitem 13: Rhagolwg y Bwrdd

Cyflwynydd: Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd

48. Rhoddodd y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd yr wybodaeth ddiweddaraf i'r Bwrdd am eitem ychwanegol i'r Rhagolwg ers ei gyhoeddi ar y Prosiect Peilot Gwastraff Peryglus.

49. Nodwyd y byddai eitem y Strategaeth Ddigidol yn un o bwysu a mesur y sefyllfa yn hytrach nag yn un i'w chymeradwyo.

Eitem 14: UNRHYW FATER ARALL

50. Roedd yr eitemau canlynol wedi'u dosbarthu cyn y cyfarfod i'w cymeradwyo neu er gwybodaeth drwy ohebiaeth a sylwadau drwy eithriad.

WEDI'I GYMERADWYO: Strategaeth Gwrth-dwyll 2022–26

WEDI'I GYMERADWYO: Ardollau arbennig, ardrethi draenio a phraeseptau Ardaloedd Draenio Mewnol ar gyfer 2022-23; awdurdodi gosod y sêl gyffredin yr Ardrethi Draenio Cymeradwy.

WEDI'I NODI: Cynnydd ar ymgorffori Datganiadau Ardal yng ngwaith CNC a gwaith pobl eraill i helpu i fynd i'r afael â'r argyfyngau hinsawdd a natur, sy'n cyd-fynd â'r adferiad gwyrdd a theg; y defnydd o Ddatganiadau Ardal wrth baratoi Asesiadau Llesiant sy'n cael eu cynnal ar hyn o bryd drwy Fyrddau Gwasanaethau Cyhoeddus.

- Daeth cyfarfod y Bwrdd i ben -

Eitem 15. Sesiwn holi ac ateb cyhoeddus

51. Gwahoddodd y Cadeirydd gwestiynau gan y cyhoedd.

52. Roedd Mr Gareth Wardell wedi cyflwyno cwestiwn ymlaen llaw. Darllenodd y Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd y cwestiwn i'r Bwrdd; "Yn y llythyr a anfonwyd ar 20 Rhagfyr 2021 at Gadeirydd Pwyllgor Newid Hinsawdd y Senedd, mae Cadeirydd CNC yn datgan yn glir nad yw rheoleiddiwr amgylcheddol Llywodraeth Cymru yn bwriadu lansio ei ymchwiliad ei hun i achosion o dorri cydymffurfiaeth â thrwyddedau gwaith trin dŵr gwastraff yng Nghymru. Gan wybod bod Asiantaeth yr Amgylchedd ac Ofwat eisoes yn cynnal ymchwiliad o'r fath yn Lloegr, pam nad yw Bwrdd CNC yn rhoi'r gorau i'w safiad gwag, hunanglodforus a hunanfodlon ac yn cyhoeddi heddiw ei benderfyniad i uno ag Asiantaeth yr Amgylchedd ac OFWAT, gan fod DCWW a Severn Trent Water yn gweithredu mewn rhannau o Gymru a Lloegr?"

53. Ymatebodd y Cyfarwyddwr Gweithredol, Tystiolaeth, Polisi a Thrwyddedu. Roedd CNC wedi bod yn ymchwilio i'r mater hwn ers 2014 pan ddaeth i'r amlwg o'r wybodaeth yn dilyn rhaglen o osod monitorau parhaus ar ollyngiadau o Waith Trin Dŵr. Yn y cyfnod ers hynny, cymerwyd camau i unioni 32 o ollyngiadau carthion heb eu trwyddedu drwy'r broses Cynllun Rheoli Asedau (AMP) flaenorol (2015 i 2020); mae 37 arall yn destun ymchwiliad gyda disgwyliad yr ymdrinnir â'r rhain yn ystod y cyfnod AMP hwn h.y. erbyn 2025. Wrth i waith monitro mwy parhaus gael ei osod ar asedau Cwmniâu Dŵr, byddai CNC yn adolygu'r wybodaeth, yn deall achosion unrhyw ollyngiadau carthion heb eu trwyddedu ac yn ei gwneud yn ofynnol iddynt gael eu hunioni yn y broses AMP. Pe bai CNC yn teimlo nad oedd camau'n mynd rhagddynt yn ôl yr angen, byddai camau gorfodi yn cael eu hystyried. Y prif wahaniaeth rhwng dull gweithredu CNC a'r dull a ddefnyddir yn Lloegr, ac felly'r ymateb a roddwyd i Gadeirydd CCEIC a ddyfynnwyd gan Mr Wardell, oedd bod CNC wedi dechrau'r hyn sy'n cyfateb i'r ymchwiliadau sydd ar y gweill yn Lloegr yn 2014. Felly, nid oedd y dull hwn yn cael ei ddechrau o'r newydd. Byddai CNC yn gweithio'n agos gydag Ofwat ac Asiantaeth yr Amgylchedd ar yr ymchwiliadau yn Lloegr ac yn eu cynnwys yn null CNC hefyd, fel y gellid rhannu dysgu. Pe bai rhannu'r dysgu hwnnw'n golygu y byddai angen i CNC wneud rhywbeth gwahanol yng Nghymru, yna byddai hynny'n cael ei wneud. Roedd cynlluniau ar waith gydag Ofwat i weithio ar yr wybodaeth sy'n deillio o'r ymchwiliad yn Lloegr dros y mis nesaf. Roedd CNC bob amser

wedi gweithio'n agos gydag Ofwat a, bob blwyddyn, roedd yn dwyn cwmnïau dŵr i gyfrif yn erbyn mesurau perfformiad y cytunwyd arnynt gan Ofwat a CNC, a byddai hyn yn parhau yng nghyfnod asesu perfformiad rhaglenni presennol AMP.

54. Byddai ymateb ysgrifenedig yn cael ei anfon at Mr Wardell, ac roedd cyfarfod gyda'r tîm yn cael ei drefnu. Nododd aelodau'r Bwrdd bwysigrwydd cyfathrebu'r ymateb i bawb sydd â diddordeb. Cytunwyd y byddai'n bwysig cyfathrebu'n glir ar y mater hwn.

- Daeth y Cyfarfod Cyhoeddus i ben -

Cyfarfodydd Bwrdd										
Rhif Cam G	Categori Cyfarfod	Dyddiad Cyfarfod	Rhif Eitem	Rhif Paragraff	Nodwr Papur	Cam Gweithredu	Perchennog	Erbyn	Statws	Nodiadau/Diweddariadau
2	Cyhoeddus	26/11/2020	6	20	Prys Davies, Cyfarwyddwr Strategaeth a Datblygu Corfforaethol	CAM GWEITHREDU: Cyfarwyddwr Gweithredol Gweithrediadau i drafod â Phennaeth Gweithrediadau'r Gogledd-ddwyrain, ynghylch cynnal trafodaeth â'r Bwrdd yn y dyfodol am y terfyn 4 awr ar ymateb i ddigwyddiadau.	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau'r De	23/03/2022	Parhaus	Ychwanegwyd at y rhestr o eitemau trafod strategol posibl, cyflwyniadau Lle, sesiynau Tystiolaeth ac ymweliadau â safleoedd. Awgrymir mai dyma ddylai fod yn eitem drafod strategol ar gyfer cyfarfod y Bwrdd ym mis Medi ac y dylem ohirio cau pen y mwdwl ar themâu'r trafodaethau strategol eraill o'r herwydd. Ychwanegwyd at Ragolwg Tachwedd. I'w ystyried fel rhan o'r eitem ar themâu trawsbynciol y Cyflwyniad Lle a symudwyd i gyfarfod mis Mai 2022.
3	Cyhoeddus	24/03/2021	4	10	Clare Pillman, Prif Weithredwr	CAM GWEITHREDU: Yr Ysgrifenyddiaeth i holi'r aelodau i weld pwy sydd ar gael ar gyfer Diwrnod Datblygu'r Bwrdd ym mis Gorffennaf i ganolbwyntio ar fyfyrion a heriau'r dyfodol ar ôl Covid.	Ysgrifenyddiaeth	07/07/2022	Parhaus	Mae'r Cadeirydd wedi cadarnhau y bydd Diwrnodau Datblygu'r Bwrdd yn cael eu gohirio hyd nes y gellir cynnal cyfarfodydd wyneb yn wyneb. Trefnwyd Diwrnod Datblygu nesaf y Bwrdd ar gyfer 07/07/22.
9	Cyhoeddus	28/01/2022	4	12	Clare Pillman, Prif Weithredwr	CAM GWEITHREDU: Diweddariadau rheolaidd ar gynnydd yn erbyn argymhellion adroddiad at wraidd y mater Llywodraeth Cymru ar goed a phren i'w cynnwys ar Ragolwg y Bwrdd a'i drafod ar y cyd â'r pum maes blaenoriaeth.	Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol	04/03/2022	Parhaus	Trafodaeth ar goedwigaeth yng nghyfarfod bwrdd mis Mawrth i helpu i lunio sut a phryd y bydd hyn yn digwydd
10	Cyhoeddus	28/01/2022	5	17	Syr David Henshaw	CAM GWEITHREDU: Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu, a Chyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol i gyfarfod i drafod y rhwystrau i leoliadau ac adrodd yn ôl i'r cyfarfod nesaf.	Ceri Davies, Cyfarwyddwr Gweithredol EPP; Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol	04/03/2022	Parhaus	Trefnwyd cyfarfod ar gyfer 15 Mawrth
11	Cyhoeddus	28/01/2022	9	38	Ceri Davies, Cyfarwyddwr Gweithredol EPP	CAM GWEITHREDU: Paratoi Papur Bwrdd ar gyfer y cyfarfod nesaf i gynnwys pwysu a mesur sefyllfa goedwigaeth, a materion a phwysau ar Ystad Goed Llywodraeth Cymru gan gynnwys ystyried y dull o adrodd yn rheolaidd.	Ceri Davies, Cyfarwyddwr Gweithredol EPP; Sarah Jennings, Cyfarwyddwr Gweithredol Cyfathrebu, Cwsmeriaid a Masnachol; Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau	04/03/2022	Cwblhawyd	Eitem wedi'i chynnwys ar agenda Bwrdd mis Mawrth
12	Cyhoeddus	28/01/2022	11	44	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau	CAM GWEITHREDU: Yr Athro Steve Ormerod a'r Athro Peter Rigby i gyfarfod i drafod y broses o ddatblygu'r dull o ymdrin â'r sail dystiolaeth ar gyfer Ansawdd Dŵr.	Yr Athro Steve Ormerod a'r Athro Peter Rigby	04/03/2022	Cwblhawyd	Trefnwyd y cyfarfod ar gyfer 31 Mawrth gyda thimau EPP a Gweithrediadau

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Adroddiad y Prif Swyddog Gweithredol
Cyfeirnod y Papur:	22-03-B04
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y Papur gan:	Clare Pillman, Prif Weithredwr
Diben y Papur	Er gwybodaeth/i'w drafod

Cyflwyniad

1. Yn y cyfnod rhwng dau gyfarfod Bwrdd, mae'r byd wedi newid eto. Wrth i fis Mawrth ddynodi dechrau'r Gwanwyn ac wrth i ni geisio ailagor eto ar ôl y pandemig, mae ein meddyliau wedi troi'n gyflym at bobl Wcráin yn ystod yr hyn sydd bellach yn ddyddiau tywyll a pheryglus iawn.
2. Mae ein meddyliau hefyd gyda'r bobl a'r cymunedau hynny yr effeithiwyd arnynt gan stormydd diweddar Dudley, Eunice a Franklin a achosodd darfu mawr ledled y DU, a hynny bron yn union ddwy flynedd i'r dyddiad yr achosodd llifogydd 2020 ddinistr eang ledled Cymru. Mae mwy o fanylion am ein hymateb yn ddiweddarach yn yr adroddiad ac, i'r rhai nad ydynt eto wedi gweld blog rhagorol Jeremy Parr ar hyn, mae wedi'i atodi yn Atodiad 1 er gwybodaeth.
3. Ar wahân i'r tywydd eithafol, cyllideb Llywodraeth Cymru, a gyhoeddwyd ar 1 Mawrth, a'n trafodaethau parhaus gyda nhw ar ein cyllideb ni, y goblygiadau i'n proses cynllunio busnes a'r gwaith sy'n deillio o'r Adolygiad Sylfaenol, sydd wedi cymryd cryn dipyn o amser y tîm Gweithredol ar draws y sefydliad. Ond rydym hefyd wrthi'n paratoi ar gyfer cael gwared ar yr holl gyfyngiadau Covid o ddiwedd mis Mawrth a sut y gallwn ddod at ein gilydd i fyfyrion ar ein profiadau, adnewyddu ein perthnasoedd ac ailgysylltu â'n gilydd. Bydd cyfarfod y Tîm Gweithredol ac Arweinyddiaeth yn Llandrindod ar 17 Mawrth yn blatfform gwych ar gyfer hyn a bydd yn archwilio sut y gallwn raeadru'r dull hwn drwy'r sefydliad, gan ddefnyddio'r trafodaethau ynghylch datblygu ein Cynllun Corfforaethol nesaf fel ffordd dda o gael pobl i ddod ynghyd i siarad am y dyfodol.

Recriwtio Uwch Aelodau Staff

4. Mae swydd wag Pennaeth Datblygu Sefydliadol yn cael ei hysbysebu'n allanol ar hyn o bryd drwy Odgers. Y dyddiad cau yw dydd Mercher 23 Mawrth. Yn y cyfamser, rydym wedi penodi Pennaeth Datblygu Sefydliadol dros dro i fwrw ymlaen â darnau o waith ar wahân. Ymunodd Sarah Stacey â ni ar 28 Chwefror am chwe mis.

Gwobrau a Chydnabyddiaeth

5. Mae'n bleser gennyf rannu gyda chi fod Michael Cresswell wedi cael ei enwi fel Arweinydd y Dyfodol Sefydliad y Coedwigwyr Siartredig. Mewn cystadleuaeth gref iawn, dywedodd y beirniaid fod ei rinweddau arwain fel Arweinydd y Tîm Gweithrediadau Coedwigaeth gyda Cyfoeth Naturiol Cymru a thrwy ei rolau gyda Sefydliad y Coedwigwyr Siartredig, wedi creu argraff arnynt.

Cydymdeimlad

6. Cawsom hefyd y newyddion trist iawn bod Brian Prosser wedi marw. Dros gyfnod o 50 mlynedd yn y diwydiant coedwigaeth, bu Brian yn gweithio mewn llawer o dimau swyddfa lleol, yn y De-ddwyrain, Tal-y-bont, Resolfen ac yn olaf yn swyddfa Llanymddyfri. Bydd colled fawr ar ei ôl, ac mae ein meddyliau gyda'i deulu, ei ffrindiau a'i gydweithwyr.

Ymgysylltu Allanol

7. Mae wedi bod yn gyfnod cynhyrchiol arall o ran ymgysylltu, ac rwy'n falch fy mod wedi gallu dechrau mynd allan eto i gyfarfod â chydweithwyr a'n rhanddeiliaid.
8. Ym mis Chwefror, fe gwrddais i â'r Gweinidog gyda Rachael a Prys i drafod ein Hymarfer Sylfaenol, a byddaf ar banel gyda'r Dirprwy Weinidog yn ddiweddarach y mis hwn i nodi blwyddyn ers lansio Strategaeth Ddigidol newydd Llywodraeth Cymru. Rydw i hefyd yn falch o ddweud bod y Gweinidog wedi cytuno i ymuno â ni ar gyfer diwrnod cyhoeddus y Bwrdd ar 24 Mawrth.
9. Dros yr wythnosau diwethaf, rydw i wedi cyfarfod â Lucy Smith, Cyfarwyddwr Cyffredinol Strategaeth a Newid DEFRA, ac Alex Walters, Cyfarwyddwr newydd AcademiWales, a byddwn yn gweithio gyda nhw i ddatblygu hyfforddiant i aelodau'r Bwrdd ar gyfer y sector cyhoeddus ledled Cymru.
10. Cefais gyfarfodydd gyda Phrif Weithredwyr Dŵr Cymru/Welsh Water (DCWW) ac Ofwat, a bûm yn siarad hefyd yn un o Gyfarfodydd Bwrdd Hafren Dyfrdwy. Cefais gyfarfod cynhyrchiol gydag Arweinydd Cymdeithas Llywodraeth Leol Cymru (CLILC) a swyddogion Llywodraeth Cymru i drafod llifogydd, a chefais gyfarfodydd gyda Phrif Weithredwr Network Rail a chyda Phrif Weithredwr Cyngor Gweithredu Gwirfoddol Cymru.

11. Mwynheais fy ymweliad â'r Tîm MEICA Cenedlaethol yng Nghynllun Llifogydd Afon Wydden yn Llandudno ac edrychaf ymlaen at ymweld â chynllun llifogydd Llyn Tegid cyn cyfarfod y bwrdd. Byddaf hefyd yn siarad yng Nghynhadledd Cymuned Ymchwilwyr Effeithiau Llygredd Aer yn Abertawe yn ddiweddarach yr wythnos honno.

Natur a Ni: Pa ddyfodol ydyn ni eisiau ar gyfer ein hamgylchedd naturiol?

12. Dechreuodd y sgwrs Natur a Ni ar 17 Chwefror, gyda deunyddiau ar-lein yn cael eu rhannu gyda'n cronfa ddata o randdeiliaid (2,700 o gysylltiadau) wythnos cyn ei lansio, gyda chais iddynt rannu negeseuon a deunyddiau'r pecyn cymorth gyda'u rhwydweithiau eu hunain.

13. Diweddariad cychwynnol ar lefelau ymgysylltu (ar 1 Mawrth)

- Nifer yr arolygon a gwblhawyd: 1,289 (1,273 Saesneg, 16 Cymraeg)
- Nifer y cofrestriadau gweminar: 160 (149 Saesneg, 11 Cymraeg) Y nifer a hoffai gymryd rhan mewn grŵp ffocws: 104
- Nifer y sefydliadau a lawrlwythodd y pecyn cymorth: 171
- Nifer y cofrestriadau mewn gweithdai rhanddeiliaid: 68 (62 Saesneg, 6 Cymraeg)

14. Beth allwch chi ei wneud?

Cysylltwyd â Bwrdd CNC, y Tîm Gweithredol a Grŵp Cyngori Natur a Ni, gan ofyn iddynt rannu Natur a Ni gyda'u rhwydweithiau. Cysylltwyd â staff CNC drwy'r fewnwyd, drwy weminar a thrwy grŵp Hyrwyddwyr Natur a Ni Yammer gan ofyn iddynt rannu'r wybodaeth â'u rhwydweithiau. Mae cardiau post a phosteri wedi'u hargraffu hefyd ar gael i aelodau'r bwrdd i helpu i ledaenu'r gair.

15. Sylw yn y wasg

Hyd yma, mae deg o'r manau newyddion wedi cyhoeddi eitemau ar Natur a Ni. Cynhaliwyd sesiwn friffio i'r wasg ar 14 Chwefror a fynychwyd gan BBC Cymru, ITV Cymru, Wales Online a llysgennad Natur a Ni, Richard Parks. Roedd y pecyn cyfryngau yn cynnwys clip fideo gan y Gweinidog, Julie James.

16. Mynychodd ITV Cymru, Wales Online, S4C a Cardiff TV gyfle byw gyda Chyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol CNC, Prys Davies, a Richard Parks mewn ysgol yng Nghaerdydd ar 17 Chwefror, a gafodd sylw ar ITV Cymru.

17. Cyflwynodd BBC Radio Wales raglen bum munud ar Natur a Ni fel rhan o'u cyfres Country Focus (a ddarllledwyd am y tro cyntaf ddydd Sul 20 Chwefror)

18. Dechreuodd yr ymgyrch hysbysebu ar 17 Chwefror, ond daliodd CNC y negeseuon ar y cyfryngau cymdeithasol yn ôl i sicrhau bod ein sianelau'n canolbwyntio ar y stormydd a'r achosion o lifogydd yn ystod y tywydd garw.

19. Llysgenhadon

Bydd Richard Parks yn parhau i helpu i gefnogi'r sgwrs genedlaethol drwy ymweliadau ychwanegol ag ysgolion mewn ardaloedd o Gymru sydd â chymunedau amrywiol, a byddwn yn cipio'r ymweliadau hyn ar fideo.

20. Mae Iolo Williams wedi recordio neges fideo i agor y gweminarau cyhoeddus, yn ogystal â rhai clipiau fideo byr, y gallwn eu defnyddio ar y cyfryngau cymdeithasol i annog pobl i gymryd rhan.

21. Beirdd preswyl

Bydd beirdd yn mynychu rhai o'r gweminarau, grwpiau ffocws a gweithdai rhanddeiliaid i gael syniadau i'w defnyddio yn eu gwaith. Mae'r ddau yn trefnu digwyddiadau ymgysylltu yn eu cymunedau eu hunain. Mae hyn yn cynnwys sesiwn ddwyieithog (Wrddw a Saesneg) mewn mosg yng Nghaerdydd, gweithdy ysgrifennu creadigol ar thema argyfwng hinsawdd wedi'i anelu'n benodol at grwpiau Du, Asiaidd ac Ethnig Leiafrifol, a chyfres o gyfweiliadau gyda ffermwyr yn ne Gwynedd/Maldwyn.

Cyfathrebu

22. Lanswyd y nesaf yn y gyfres o brosiectau i'w cefnogi gan Raglen LIFE yr UE a Llywodraeth Cymru. Bydd prosiectau Pedair Afon a Corsydd Crynedig LIFE gwerth £13.8 miliwn yn helpu i adfer y cynefinoedd hyn er budd natur a'r amgylchedd yng Nghymru.

23. Buom yn gweithio'n agos gyda Natural England a'n partneriaid yng Nghymru i lansio'r Cod Cefn Gwlad newydd ar gyfer Rheolwyr Tir ddechrau mis Chwefror, a buom yn gweithio gyda Forest Holidays i gyhoeddi mai Canolfan Ymwelwyr Garwnant fyddai'r lleoliad nesaf ar gyfer eu profiad gwyliau caban nesaf. Cafodd ein gwaith gyda Phrifysgol Caerdydd a gwirfoddolwyr yr Arolwg Cenedlaethol Dyfrgwn gryn sylw yn y cyfryngau cenedlaethol hefyd.

24. Buom hefyd yn gweithio'n agos gyda Llywodraeth Cymru a'r Ymddiriedolaeth Genedlaethol i gyhoeddi lleoliadau'r Coedlannau Coffa, sy'n cynnwys Brownhill ar Ystad Goed Llywodraeth Cymru (WGWE) yn Nyffryn Tywi yn Sir Gâr.

25. I nodi dwy flynedd ers llifogydd mis Chwefror 2020, aethom ati i gyhoeddi erthygl farn yn The National a chyhoeddi hysbysiad i'r wasg yn tynnu sylw at y fffaith y byddai llifogydd a thywydd eithafol yn dod yn realiti newydd llym i Gymru. Arweiniodd hyn at ddiddordeb brwd gan y cyfryngau cenedlaethol a lleol. Cynhaliwyd cyfweiliadau manwl gydag amrywiaeth o sefydliadau, gan gynnwys GB News, a chyfweiliad stiwdio byw ar ITV Wales Tonight. Arweiniodd y gwaith hwn hefyd at gyfweiliad manwl ar dywydd eithafol yng Nghymru ar BBC Wales Live (a ddarledwyd ar 2 Mawrth) ac rydym yn cynnal sesiynau briffio gyda The One Show sy'n ceisio tynnu sylw at gynlluniau

amddiffyn rhag llifogydd yng Nghymru fel rhan o adroddiad ar dywydd eithafol a llifogydd y maent yn bwriadu ei gomisiynu'n fuan.

26. Yn y cyfnod cyn ac yn ystod Stormydd Dudley, Eunice a Franklin, gwnaethom roi llawer o'r gwersi a ddysgwyd o lifogydd mis Chwefror 2020 ar waith o ran ymgysylltu'n gynnar â phartneriaid. Roedd hyn yn cynnwys briffio grŵp cyfathrebu Rhybuddio a Hysbysu Llywodraeth Cymru a alwyd cyn y stormydd er mwyn sicrhau bod partneriaid yn ymwybodol o'r negeseuon a'r asedau cyfryngau cymdeithasol roeddem wedi'u paratoi ar eu cyfer y llynedd, ac yn eu defnyddio. Gwnaethom hefyd ddatblygu negeseuon a hwyluso dros 30 o gyfweiliadau gyda llefarwyr ar ran CNC dros gyfnod y stormydd. Mae rhagor o fanylion am ein hystadegau ar y we ar gael yn Atodiad 2.
27. Rydym wedi rhoi cyhoeddusrwydd i amryw o ganlyniadau llys a'r sancsiynau sydd wedi'u gosod ar gyfer amrywiaeth o weithgareddau, gan gynnwys amryw o achosion pysgota anghyfreithlon a throseddau llygredd afonydd. Ymddangosodd ein gwaith gorfodi ar Ymgyrch Keyhole hefyd fel eitem ar raglen Fraud Squad y BBC.

Cwsmer

28. Mae'r Awdurdod Safonau Cwynion wrthi'n archwilio holl sefydliadau'r Sector Cyhoeddus yng Nghymru i wella cysondeb a gwasanaethau cwsmeriaid. Aethom atyn nhw'n uniongyrchol a gofyn iddyn nhw archwilio ein proses gwyno bresennol a rhoi cymorth a hyfforddiant i ni ar sut i wella'r ffordd rydym yn ymdrin â chwynion cwsmeriaid ac yn ymgorffori'r gwersi a ddysgwyd. Bydd y gwaith hwn yn parhau hyd at fis Mehefin 2022.
29. Ar ôl proses dendro helaeth a chystadleuol, rydym wedi penodi darparwr i ddylunio a darparu hyfforddiant rhagoriaeth gwasanaethau cwsmeriaid ar gyfer holl gydweithwyr CNC. Bydd yr hyfforddiant pwrpasol hwn yn ein helpu i sicrhau bod cwsmeriaid wrth wraidd popeth a wnawn.
30. Rydym hefyd wedi penodi arbenigwr allanol i gyflawni ein gwaith Mapio Teithiau Cwsmeriaid. Ar ôl proses gaffael fanwl, rydym yn falch o fod yn gweithio gyda Mima Group Ltd a fydd yn ein helpu i ddeall y farn gyfannol o ganfyddiadau cwsmeriaid CNC.
31. Fis diwethaf, dechreuodd y gwaith gyda'r tîm Gwelliant Parhaus i adolygu'r broses o ymateb i geisiadau gan gwsmeriaid am ddata a drwyddeddir. Mae hyn yn unol ag adolygu holl wasanaethau'r Ganolfan Cwsmeriaid sy'n wynebu cwsmeriaid er mwyn sicrhau bod cwsmeriaid yn gallu cael gaffael ar ein data a'n gwybodaeth yn gyflym ac yn rhwydd.

Gwelliannau i'r Gofrestr Gyhoeddus Ar-lein

32. Mae rhywfaint o ddeddfwriaeth trwyddedu yn ei gwneud yn ofynnol i ni fod â chofrestr gyhoeddus ar gyfer y rhan fwyaf o'r dogfennau cais, cydymffurfio a gorfodi.
33. Ers ffurfio CNC, rydym wedi defnyddio'r System Rheoli Dogfennau (DMS) fel ein cofrestr gyhoeddus. Yr unig ffordd i aelodau'r cyhoedd weld y dogfennau hyn oedd drwy wneud cais. Gan nad oedd hyn, mewn rhai achosion, yn bodloni'r gofynion deddfwriaethol ac yn unol â bod yn sefydliad agored a thryloyw, dechreuodd y gwaith yn 2017 i ddatblygu cofrestr gyhoeddus ar-lein (OPR). Ym mis Tachwedd 2019, aeth yr OPR yn fyw ar ein gwefan, gan ddangos holl ddogfennau'r gofrestr gyhoeddus a dderbyniwyd neu a grëwyd ers mis Medi 2018. Dewiswyd y dyddiad hwn gan ein bod yn fwy hyderus gydag ansawdd metadata o'r dyddiad hwn.
34. Ers mynd yn fyw, mae'r OPR wedi bod yn system lwyddiannus ac mae'n cael ei defnyddio'n dda, gan dderbyn miloedd o 'drawiadau' y flwyddyn. Fodd bynnag, yn ddiweddar rydym wedi bod yn derbyn nifer cynyddol o geisiadau am ddogfennau'r gofrestr gyhoeddus o cyn 2018. Mae hyn yn cymryd llawer o amser ac, yn aml, mae angen cydgysylltu sylweddol i ddod o hyd i'r dogfennau cywir a'u cael at y cwsmer.
35. Er mwyn mynd i'r afael â hyn, mae'r tîm Arloesi Rheoleiddiol wedi adolygu'r dyddiad 2018 ac yn gweithio ar ddileu hyn drwy ddull gweithredu fesul cam. Er gwaethaf rhai problemau ar y cychwyn, mae'r dull wedi bod yn llwyddiant gyda thros 6,000 yn fwy o ddogfennau wedi ymddangos ar ein cofrestr gyhoeddus hyd yma, gyda llawer mwy i ddod, gan ei gwneud hi'n haws i gwsmeriaid gael gafael ar wybodaeth.

APIs yr Arolwg Ordnans mewn cynhyrchion llifogydd

36. Mae CNC yn rhan o Gytundeb Geo-ofodol y Sector Cyhoeddus (PSGA) sy'n rhoi mynediad i ni at ddata gofodol yr Arolwg Ordnans (OS). Yn ddiweddar, rydym wedi defnyddio cynnyrch rhyngwyneb newydd sy'n defnyddio data yn uniongyrchol o'r Arolwg Ordnans. Roedd cynnyrch "gwirio'ch risg llifogydd yn ôl cod post" CNC yn un o'r rhaglenni cyntaf i ddefnyddio'r dull newydd sy'n golygu y gallwn ddefnyddio data mewn ffyrdd llawer cyflymach a chaniatáu mynediad di-dor at Ddata yr Arolwg Ordnans.

Materion Strategol

Treth Gwarediadau Tirlenwi

37. Sefydlwyd Awdurdod Cyllid Cymru (ACC) yn 2017 i gasglu a rheoli dwy dreth ddatganoledig newydd ar 1 Ebrill 2018: Y Dreth Gwarediadau Tirlenwi (LDT) a'r Dreth Trafodiadau Tir. Mae rhai o bwerau ACC i ymchwilio i risgiau treth LDT wedi'u dirprwyo i CNC, ac mae tîm arbenigol o staff CNC wedi'i ariannu'n llawn i gyflawni hyn. Ers cyflwyno LDT, rydym wedi adeiladu partneriaeth gref yn gweithio'n agos gydag ACC i ddwyn ynghyd yr arbenigedd treth ac amgylcheddol i helpu i gasglu a rheoli'r dreth hon yn effeithiol.

38. Cyflwynodd Deddf Treth Gwarediadau Tirlenwi (Cymru) 2017 dâl treth newydd ar warediadau gwastraff heb awdurdod yng Nghymru. Codir Treth Gwarediadau Anawdurdodedig (UDT) ar gyfradd o 150%, cyfradd sylweddol uwch na dyddodion mewn safleoedd awdurdodedig, sy'n darparu offeryn ychwanegol i fynd i'r afael â safleoedd gwastraff anghyfreithlon.
39. Drwy'r Cytundeb Rhannu Gwybodaeth ar y cyd, mae CNC wedi cyfeirio 31 o achosion gwastraff anghyfreithlon at ACC ers 2019 i ystyried cymhwysio pwerau CDU. Cyrhaeddwyd carreg filltir bwysig yn gynharach y mis hwn gydag ACC yn cyhoeddi ei Hysbysiad Rhagarweiniol cyntaf. Bydd hyn yn anfon neges glir at y rhai sy'n ymwneud â throeddau gwastraff bod y cosbau ariannol yn sylweddol, a gobeithio y bydd hyn yn gweithredu fel rhwystr pwerus.

Adolygiad Strategol o Daliadau (SRoC)

40. Mae CNC yn rheoleiddio amrywiaeth o gyfundrefnau, ac mae gennym ganiatâd cyfreithiol i godi tâl am y rhan fwyaf ohonynt. Ar hyn o bryd, mae ein taliadau Rheoleiddiol yn codi tua £39 miliwn bob blwyddyn i gefnogi ein gweithgareddau rheoleiddio (trwyddedu a chydymffurfio i raddau helaeth).
41. Mae'r taliadau hyn yn ein galluogi i adennill ein costau yn unol ag egwyddorion Llywodraeth Cymru, yn benodol '*Rheoli Arian Cyhoeddus Cymru*'. Mae'r cyfundrefnau hynny na allwn godi tâl amdanynt yn cael eu hariannu'n llawn gan tua £1.3 miliwn o Gymorth Grant (GiA) y flwyddyn, tra bod eraill fel Pysgodfeydd yn cael eu cefnogi'n rhannol gan GiA.
42. Ers sefydlu CNC, rydym wedi gwneud newidiadau cymedrol o flwyddyn i flwyddyn i'n cynllun codi tâl, gan ganiatáu i ni gadw i fyny â newidiadau mewn deddfwriaeth; rheoli balansau tâl; a chefnogi gofynion allweddol megis ariannu gwelliannau i ddiogelwch cronfeydd dŵr ar Adran 20 Safleoedd cronfeydd dŵr Dŵr Cymru. Ar hyn o bryd, rydym yn ceisio cymeradwyaeth y Gweinidog i'n cynigion taliadau blynyddol ar gyfer 2022/23.
43. Mae ein rhaglen SRoC wedi gwneud gwaith eang a manwl i sefydlu ein sylfaen gostau bresennol ac i sefydlu ffioedd diwygiedig ar gyfer yr holl gyfundrefnau y gallwn godi tâl amdanynt. Yn seiliedig ar amserlenni presennol, rydym yn canolbwyntio ar daliadau Trwyddedu diwygiedig i gychwyn i'w cyflwyno ddiwedd hydref 2022, a ffioedd Cynhaliaeth diwygiedig (ar gyfer asesiad cydymffurfio) i'w cyflwyno o fis Ebrill 2023. Dyma'r tro cyntaf i CNC gynnal adolygiad mor eang o daliadau rheoleiddiol.

Lansio ymgynghoriad y Gwasanaeth Olrhain Gwastraff

44. Ar 21 Ionawr, cyhoeddwyd ymgynghoriad cyhoeddus ledled y DU ar 'Gyflwyno gwasanaeth olrhain gwastraff digidol gorfodol'.

45. Cynhyrchir tua 9 miliwn tunnelli o wastraff yng Nghymru bob blwyddyn ac, ar hyn o bryd, nid oes ffordd ganolog o olrhain ble a sut y caiff gwastraff ei ailgylchu neu ei waredu, gan adael cyfleoedd ar gyfer gweithgareddau troseddol. Mae'r gwasanaeth olrhain gwastraff yn cynnig cyfle newydd a chyffrous i ddeall yn iawn beth sy'n digwydd i wastraff sy'n cael ei gynhyrchu a'i drafod yn y DU, a bydd yn galluogi CNC i gyflawni ei ddyletswyddau rheoleiddio yn fwy effeithiol a chefnogi ein symudiad at economi fwy cylchol.
46. Mae cyflwyno gwasanaeth olrhain gwastraff digidol gorfodol yn newid trawsnewidiol sylweddol i fusnesau Cymru, cludwyr gwastraff cofrestredig, broceriaid, gwerthwyr a gweithredwyr gwastraff a ganiateir. Bydd y gwasanaeth yn cael ei lansio yn ystod 2023-24 ac mae rhaglen waith ar y gweill i sicrhau bod prosesau a systemau presennol CNC yn cael eu sefydlu i ryngweithio â'r gwasanaeth olrhain gwastraff.
47. Rydym wrthi'n cysylltu â gweithredwyr gwastraff a ganiateir, cludwyr/broceriaid/gwerthwyr gwastraff trwyddedig, gweithredwyr safleoedd sydd wedi'u heithrio rhag gwastraff, allforwyr gwastraff a llu o randdeiliaid allweddol eraill i'w hysbysu am yr ymgynghoriad ac annog ymatebion. Mae dros 200 o ymatebion ledled y DU wedi dod i law hyd yma, ac maent yn dangos cefnogaeth ysgubol i un system olrhain gwastraff ddigidol. Daw'r ymgynghoriad i ben ar 15 Ebrill 2022.

Adolygiad o Chwaraeon Moduro ar Ystad Goed Llywodraeth Cymru

48. Derbyniwyd argymhellion yr adolygiad yng nghyfarfod Bwrdd CNC ar 14 Gorffennaf 2021, lle penderfynwyd y byddai caniatâd ar gyfer chwaraeon modur yn parhau ar Ystad Goed Llywodraeth Cymru, yn amodol ar drafodaethau parhaus gyda Motorsports UK (MSUK) a'u Clybiau Cysylltiedig i wella cynaliadwyedd a lleihau ôl troed carbon y gamp pan fyddant yn gweithredu ar Ystad Goed Llywodraeth Cymru.
49. Ers hynny, rydym yn cynnal deialog rheolaidd a chynhyrchiol gydag MSUK ar gytundeb diwygiedig. Bydd y gwaith sydd ei angen i wneud y newidiadau i gyflawni'r penderfyniad gan Fwrdd CNC yn cael ei nodi mewn atodlen i'r prif gytundeb gydag MSUK ar gyfer raliô ar Ystad Goed Llywodraeth Cymru. Yn y cyfamser, ochr yn ochr â'r adferiad o'r tarfu a ddigwyddodd yn sgil pandemig y Coronafeirws, mae MSUK eisoes yn gwneud newidiadau i leihau ôl troed carbon y gamp a gwella cynaliadwyedd ymhellach mewn ffyrdd eraill.
50. Mae MSUK wedi mabwysiadu Fframwaith Chwaraeon ar gyfer Gweithredu ar yr Hinsawdd y Cenhedloedd Unedig, wedi ymuno â'r British Association for Sustainability in Sport, wedi penodi Pennaeth Cynaliadwyedd ac wedi cyhoeddi strategaeth gynaliadwyedd ar gyfer 2021 - 2030. Cynrychiolir CNC ar Weithgor Cynaliadwyedd MSUK ar gyfer Raliâu Cymalau ac rydym ar y trywydd iawn ar hyn o bryd i gael cytundeb diwygiedig gyda Motorsports UK sy'n cyflawni penderfyniad Bwrdd CNC mewn pryd ar gyfer y cytundeb presennol sy'n dod i ben ar 31 Rhagfyr 2023.

Is-ddeddfau pysgota newydd ar afonydd Wysg, Gwy a Hafren (yng Nghymru)

51. Fel y gwyddoch, buom yn ymgynghori y llynedd ar is-ddeddfau newydd ar gyfer pysgota eogiaid a brithyllod môr ar afon Wysg ac afonydd Gwy a Hafren yng Nghymru. Daeth yr is-ddeddfau presennol ar afonydd Wysg a Gwy a oedd yn mandadu C&R i ben ar ddiwedd 2021 ac roedd angen is-ddeddfau newydd. Yn yr un modd, bydd yr is-ddeddfau brys ar afon Hafren yng Nghymru yn dod i ben ddiwedd mis Chwefror.
52. Yn dilyn yr ymgynghoriad, cyflwynwyd ein hachos i Lywodraeth Cymru, ac mae'r Gweinidog bellach wedi cadarnhau'r is-ddeddfau newydd hyn a ddaeth i rym ar 1 Mawrth 2022. Bydd is-ddeddfau afonydd Wysg a Gwy ar waith tan 31 Rhagfyr 2029, i gyd-fynd â diwedd is-ddeddfau 'Cymru Gyfan' ac 'Afonydd Trawsffiniol'. Dyma'r gofynion:

Afon Wysg

- Pysgota dal a rhyddhau gorfodol ar yr holl eogiaid
- Pysgota dal a rhyddhau gorfodol ar yr holl sewin a ddelir cyn 1 Mai

Afon Gwy

- Pysgota dal a rhyddhau ar yr holl eogiaid a brithyllod môr
- Diwygio dyddiad diwedd y tymor eogiaid fel ei fod yn rhedeg o 3 Mawrth i 17 Hydref ar gyfer yr afon gyfan a'r llednentydd

Bydd is-ddeddfau afon Hafren ar waith am 10 mlynedd a dyma'r gofynion:

- Rhyddhau gorfodol ar yr holl eogiaid a brithyllod môr a ddelir gyda gwialen a lein,
- Cyfyngiadau ar ddulliau genweirio i wella'r ffordd mae eogiaid a ryddhawyd yn cael eu trin ac yn goroesi, gan gynnwys:
 - Gwahardd pysgota ag abwyd wrth bysgota am eogiaid a brithyllod môr
 - Y defnydd gorfodol o fachau heb adfach
 - Cyfyngiadau ar y math o fachyn, ei faint a faint ohonynt a ddefnyddir

53. Er mwyn sicrhau bod eogiaid a brithyllod môr ar afon Gwy yn cael yr un lefel o ddiogelwch o boptu'r ffin, mae Asiantaeth yr Amgylchedd yn dal i fynd ar drywydd is-ddeddfau cydredol ar gyfer afon Gwy yn Lloegr ac, er eu bod wedi cwblhau eu hymgynghoriad ac wedi cyflwyno eu hachos i DEFRA tua'r un adeg â ni, yn anffodus, nid yw'r is-ddeddfau ar gyfer afon Gwy yn Lloegr wedi'u cadarnhau eto. Gan fod y tymor ar afonydd Gwy ac Wysg yn cychwyn ar 3 Mawrth, rydym eisoes wedi ymgysylltu â rhanddeiliaid perthnasol ac wedi cyhoeddi datganiad i'r wasg ar gyhoeddi is-ddeddfau newydd yng Nghymru.

Datblygiadau Masnachol Cynaliadwy

Gwerthu Pren

54. Mae gwasanaeth e-werthu mis Chwefror bellach wedi cau, ac mae'r marchnadoedd wedi dechrau lefelu dros y ddau werthiant diwethaf.
55. Aeth y Diwrnod Cyswllt Gwerthu Pren yn dda, gyda sgysiau hwyliog a rhai pwyntiau da yn cael eu gwneud. Roedd yn ymddangos bod cwsmeriaid yn croesawu'r Telerau ac Amodau mwy cryno ac rydym wedi gwella rhyngweithiadau masnach yn sylweddol, ac roedd hwn yn ddigwyddiad defnyddiol er gwaethaf y niferoedd isel, yn enwedig gan y sefydliadau llai o faint hynny. Rydym yn cydnabod bod pobl yn gwneud busnes mewn gwahanol ffyrdd wrth i ni ddod allan o'r pandemig ac rydym yn edrych ar ffyrdd o addasu i'r newidiadau hyn fel y gallwn wneud y gorau o'n cyrhaeddiad.

Busnes Mewnol

Rotâu Digwyddiadau

56. Yn dilyn yr Ymgynghoriad o Rotâu drwy'r pum Undeb Llafur, mae'n bleser gennyf adrodd bod aelodau Undebau Llafur ar draws y pum Undeb Llafur wedi pleidleisio o blaid derbyn y newidiadau arfaethedig. Felly bydd yr holl staff yr effeithir arnynt yn derbyn y taliad iawndal yn eu cyflog ym mis Mawrth. Rydym bellach yn symud ymlaen gyda'r gweithredu, gyda chanllawiau pellach yn cael eu datblygu mewn perthynas â sut y caiff amgylchiadau personol eu hystyried, yr hyfforddiant ar gyfer pob un o'r rotâu yn ogystal ag ystyried yr apeliadau – derbyniwyd 46 ohonynt.

Tâl

57. Ar ôl ymgynghori ag Undebau Llafur, cytunodd pob un o'r pum undeb llafur i dderbyn y dyfarniad cyflog o 2% ar gyfer 21/22 yn ogystal â chynnydd mewn rhai taliadau chwyddo a thaliadau. Caiff hyn ei ôl-ddyddio i fis Gorffennaf 2021. Bydd yr ôl-daliadau yn cael eu talu yng nghyflog mis Mawrth.
58. Mae'r Tâl a'r Rotâu wedi bod yn ddarnau sylweddol o waith, felly hoffwn ddiolch i'r timau dan sylw.

Adnewyddu

59. Mae'r Grŵp Ymateb i Ddigwyddiadau Strategol, Adfer ac Adolygu, a safodd i lawr o ganlyniad i'r newid yn lefelau rhybudd Covid, wedi'i sefyll i lawr eto, gyda gwaith unwaith eto'n cael ei drosglwyddo i Fwrdd y Rhaglen Adnewyddu. Mae'r Grŵp Ymateb Tactegol yn parhau i gyfarfod yn rheolaidd i sicrhau bod unrhyw broblemau newydd sy'n ymwneud â Covid yn cael eu cipio a'u datrys.
60. Mae rolau arweiniol Rheolwr Gwasanaethau'r Rhaglen Adnewyddu a'r ffrwd waith Adnewyddu i gyd bellach yn cael eu penodi, gydag un swydd wag yn destun recriwtio

ar hyn o bryd fel rhan o Cymorth Rhaglenni. Ar 1 Ebrill, mae rhaglen foderneiddio Menter yn symud i Adnewyddu.

61. Mae'r gwaith o ailstrwythuro'r adran Rheoli Fflyd a Chyfleusterau, a fydd yn hwyluso canlyniadau strategol y Rhaglen Adnewyddu, yn mynd rhagddo'n dda ac mae'r system archebu desg ac ystafell gyfarfod newydd yn parhau i gael adborth cadarnhaol.
62. Mae gwaith yn parhau ar y llinell sylfaen ar gyfer costau Carbon ac Ariannol i'w mesur yn erbyn targedau i'w pennu wrth gyhoeddi'r strategaethau gofod a theithio.
63. Mae gwaith yn parhau i sbarduno'r ffrwd waith Gofod, gyda thimau Lle yn cyflwyno eu cynigion i Fwrdd y Rhaglen Adnewyddu ar 30 Mawrth. Mae'r ffrwd waith teithio yn gweithio gyda chwsmeriaid fflyd i ddylanwadu ar fanyleb EVV ar gyfer gofyniad fflyd y flwyddyn nesaf, ac mae hefyd yn arwain ar gaffael cyflenwr seilwaith EVV. Bydd HVO (Olew Llysiau wedi'i Hydrodrin) yn cymryd lle diesel coch mewn cerbydau gweithredol ar 1 Ebrill 2022.
64. Mae'r Tîm Gweithredol, y Tîm Arwain, y Tîm Rheoli ac Arweinwyr Tîm yn parhau i ymgysylltu i gefnogi'r dull integredig ar draws y sefydliad ac i ledaenu cyfathrebiadau ar gyfer y rhaglen ymhellach.

Rhagolwg

- Dechrau'r cyfnod cyn yr etholiadau Llywodraeth Leol - 21 Mawrth
- Y Pwyllgor Rheoli Perygl Llifogydd - 7 Ebrill
- Galwad Diweddariadau'r Bwrdd – 13 Ebrill
- Y Pwyllgor Cyllid – 14 Ebrill
- Diweddariad Diwedd Blwyddyn y Pwyllgor Cyllid – 28 Ebrill
- Hyfforddiant Cyfreithiol Safleoedd Gwarchodedig – 13 Mai
- Digwyddiad CNC yn y Senedd – 18 Mai
- Cyfarfod Bwrdd yn Sir Gâr – 25 a 26 Mai

Mynegai i'r Atodiad

Atodiad 1

Ymateb ac Adfer o Stormydd Dudley, Eunice a Franklin – Blog gan Jeremy Parr, Pennaeth Rheoli Perygl Llifogydd a Digwyddiadau, CNC

Atodiad 2

Ystadegau'r we o stormydd Eunice a Franklin (17 – 21 Chwefror)

Annex 1. Responding and Recovering from Storms Dudley, Eunice and Franklin – Blog by Jeremy Parr, Head of Flood & Incident Risk Management, NRW

Two years on from the devastation caused by the February 2020 floods, the UK faced the onslaught of three named storms in the space of less than a week (16 - 21 February 2022).

Storms Dudley, Eunice and Franklin hit UK shores in quick succession, bringing damaging winds and rain which would lead to widespread disruption in communities right across the country.

The impacts on people, property, livelihoods, and our natural environment have been widespread, and our thoughts are with those affected.

The frequency and ferocity of such weather events are increasingly being considered in the context of climate change, raising significant questions about how we respond to such incidents now and how we must adapt to what the future will bring.

Putting the preparations in place

It has certainly been a busy week for Natural Resources Wales and our partners. For the first time since Met Office starting naming storms in 2015, we had three in one week, plus two Red Weather Warnings were issued across the UK – one of which spanned the south Wales Coast - as Storm Eunice encroached on our shores.

In the lead up, for several days previously, we were fully engaged with our colleagues at the Met Office and the Flood Forecasting Centre (FFC), attending briefings and sharing information on potential impacts with the Welsh Government and our partners to ensure swift and appropriate measures were be put into place.

The information they supply to us, and other agencies across the UK is invaluable – particularly when the trajectory and impacts of the storms are as unpredictable as those we experienced last week.

They share detailed, technical data and analysis on the range of possibilities in the forecasts, helping us to make critical decisions related to potential flood and environmental impacts here in Wales.

Their expertise also informs how we communicate potential risks to the public to ensure they can prepare and take the necessary steps to protect themselves from the worst impacts of the storms. As the situation escalated, our excellent spokespeople were regularly featured on national and regional media outlets,

warning and informing listeners and viewers on the evolving risks and what they needed to do to ensure their own safety and that of their loved ones.

Out on the ground in Wales, our own highly skilled operational teams were checking flood defences in key locations along the coast and inland were in good working order to reduce the flood risk to people and property. Our colleagues who care for and manage the Welsh Government Woodland Estate were also ensuring that our woodlands, trails and visitor centres were braced for the effects, making crucial decisions to close our sites to visitors to ensure their ongoing safety.

Storm Dudley

Storm Dudley was set to make landfall on Wednesday 16 February, triggering a yellow warning for wind that spread across most of Wales. While its impacts were most significantly felt across the North of the UK, there was some wind damage in Wales, with Capel Curig registering gusts of up to 81mph.

Storm Eunice

Hot on its heels, Storm Eunice was gathering strength as it tracked across the Atlantic, bringing the threat of extremely high winds and the potential for coastal flooding impacts that would span the entire Welsh coastline.

The Met Office issued two rare Red Warnings for Wind for 18 February, signalling that there would be a 'danger to life' for those living in communities that came under the warning area. This included communities along the length of the South Wales coast.

The uncertainty in the timing and location of Eunice's strongest winds posed significant difficulties when trying to pinpoint potential impacts.

Our land management teams took the crucial decisions to close our visitor centres, walking and mountain bike trails at sites right across Wales, including Coed y Brenin and the Afan Forest. The car park at Llanddwyn Beach on Anglesey was also closed to visitors.

There was the very realistic prospect of the strongest onshore winds and the peak of the storm coinciding with the high tides. This would create a very potent and dangerous mix and could have led to 2 metre plus storm surges and significant flooding to coastal communities.

This eventuality was considered at every turn by our expert forecasting team, recognising the challenge this exceptional scenario posed when trying to pinpoint where exactly that combination would occur.

All the while, we worked with our professional partners to plan for and respond to the weather, chairing and attending multiple strategic and tactical response meetings and working out on the ground to check and erect defences and closing our woodlands, trails and car parks for the safety of staff and visitors.

There was no denying that the message from the Met Office, all levels of government, NRW and our partners was that Storm Eunice had the potential to be one of the most significant storms experienced on UK shores, and the need to prepare effectively was crucial.

The Flood Warning Service operated by NRW is a key component in the flood risk management service we deliver. This free service provides vital information to signed-up customers in areas at risk from flooding from rivers and the sea, giving advance warning and therefore time for people to take action to protect both themselves and their property.

Before Storm Eunice made landfall, because of the significant potential for widespread impacts across the whole Wales coast and the challenges in pinpointing where exactly would see the worst impacts, we made the decision to issue Flood Warnings for all of our coastal flood warning areas – 113 in total – to ensure people had the time to prepare accordingly.

Our forecasting, warning and incident response teams worked tirelessly to deal with a dynamic and ever-changing picture, to interpret the data, make decisions, inform people and take action on the ground.

As high tides passed across Wales during Friday morning, the wave and surge heights followed the best estimates. We were really fortunate though that the surge peak and strongest winds did not coincide with high tides – the margins were extremely close. Had that very realistic prospect materialised, Wales' coastline would probably have experienced very significant and serious flood impacts. In the event, we thankfully did not see the reasonable worst-case projections, and our coastal defences did their job to help protect the communities that lie behind them.

The strong winds resulted in some damage to trees across the woodland estate but the overall impact to our forestry and woodland was minimal. We continue to inspect for damage and make areas safe as required which we always do following periods of bad weather.

Storm Franklin

No sooner had Storm Eunice moved away from UK shores, Storm Franklin was named, bringing further bands of heavy rain and strong winds to Wales over the weekend – particularly across Mid Wales on the Sunday (20 February).

With the ground already saturated and river levels high, the impact of further rainfall would see rivers reacting quickly and we issued many Flood Warnings for Mid Wales in particular.

Our engagement with Welsh Government, our partners and the public continued as we urged those living in at risk areas to remain vigilant and to be prepared to act if a warning was received.

Large areas of low-lying land in the Severn, Teme, Vyrnwy, Wye and Usk catchments were affected by flood water with reports of around 50 properties.

Some areas saw the highest river levels ever recorded – breaking some of the records set during Storm Dennis two years ago.

New record levels were set on the River Severn at Newtown, Llanidloes and Munlyn. On the River Teme at Dutlas and Knighton and on the River Vyrnwy at Meifod. There were also exceptionally high river levels recorded on the River Vyrnwy and the Upper Wye.

Our defences and Flood Warnings

Whilst some people have experienced flooding, our defences, which benefit 73,000 properties, have done their job in reducing the risk for thousands of people. Investments made to these crucial pieces of infrastructure since previous major flood events have significantly improved our resilience and reduced the risk of flooding for the communities behind these defences.

The uncertainty surrounding exactly where the coastal impacts would be greatest and where the heaviest downpours would hit made pinpointing where the most significant impacts would be that much harder. But we did our job and issued alerts and warnings with pace and precision as the storms rolled in.

And the number of warnings and alerts issued over this period were significant. We issued 142 Flood Warnings and 68 Flood Alerts with over 76,550 properties potentially warned.

While it is heart-breaking to hear of the flood impacts experienced, the tireless work of all our staff has allowed us to ensure early action to warn and inform was taken, helping to reduce the impacts for many people.

Next steps

Our work does not stop after the storms pass. Our teams have been out on the ground checking flood defences for damage and clearing debris, and also checking our nature reserves for damage and forests for windblown trees. We will also be checking our network of walking and mountain bike trails and clearing any obstructions. Some remained closed while this important work gets underway.

Just as we do after every significant incident, we will take stock of the work we did in the lead-up, during and following the storms to see if there are lessons to be learnt and improvements we can make.

From our land managers to our flood risk teams, to everyone working behind the scenes, I am proud to recognise the fantastic work that has been done - and continues to go on - during this challenging period.

Climate change

Climate change is causing more extreme weather events and we are certain to see more of the types of storms we have seen recently in the future.

Today's latest report from the Intergovernmental Panel on Climate Change (IPCC) serves as a stark warning of the true scale of the global adaptation and urgent climate resilience needed now if we are to arm ourselves for the climate shocks ahead.

We have to accept that we cannot stop the rain and that some flooding is inevitable. Our message to people is clear - just because flooding hasn't happened to you in the past, it doesn't mean it won't happen in the future.

Flood defences will always be at the heart of managing the nation's risk, but we all need to adapt to the changing climate. This means making big decisions about how and where we live and work and learning to live with more water - and do so better than ever before.

We need to build or convert properties to be more resilient to flood water, so that people and businesses can bounce back quicker when the waters start to rise.

We'll also need to be more innovative and look at new approaches to work more effectively with landowners to make space for the huge quantities of water we are seeing during floods.

It is clear though that this is not just about planning for the future, the impacts of climate change are happening now, and the need to adapt to these changes is real and pressing.

What we can all do

We must all adapt the way we live and work as the climate emergency evolves – to learn to live with variations in temperature and more water and to support our communities to become vigilant and more resilient to more frequent extreme weather events.

Advances in the range of services available on our website means that people now have more information at their disposal to take their own preparatory steps. People can now identify their future **flood risk simply by entering a postcode**. Our website also includes information on what to do **before, during and after** a flood and how to **sign up to NRW's free flood warning system**. Our new **Flood Map for Planning** also includes information on how climate change will affect flood risk over the next century.

The impact of climate change is something for all of us to tackle as a collective and is an issue that must be tackled without delay.

Annex 2. Web statistics from Eunice and Franklin (17 – 21 Feb)

Most of the feedback from people using the website over the recent storms was positive. This suggests that the improvements to our online flood services and content over the last 18 months are helping people understand their flood risk and take action.

Checking for flood warnings

356,099 unique page views

Around 70% are using their mobiles

Flood alerts and warnings on the North Wales coast, River Taff, and Upper Severn were the top viewed pages.

Checking flood risk

30,459 unique page views (simple address search tool)

1,680 unique page views (check your flood risk on a map)

River levels

130,780 unique views of the river levels info

Severn at Llandrinio, Vyrnwy at Llanymynech and Wye at Erwood were the most popular river gauges being checked

5-day flood forecast

9,623 people checked to understand their flood risk over the next 5 days

This is a service that more people accessed using a desktop (rather than mobile or tablet), which could suggest a different type of user.

Advice on what to do

Around 5000 people checked for advice on how to prepare for flooding. 177 people went on from here to the sign up for flood alerts page.

Around 1000 people have looked for advice on what to do during a flood.

80 people have looked for advice on what to do after a flood.

Disclaimer

- Assumption is that numbers are actually a lot higher, but if people don't 'accept cookies' we can't track them



Papur Bwrdd

Teitl y papur:	Diweddariad gan y Pwyllgor Cyllid
Cyfeirnod y papur:	22-03-B05
Noddir y papur gan:	Syr David Henshaw – Cadeirydd y Pwyllgor Cyllid
Cyflwynir y papur gan:	Syr David Henshaw

Diben y papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn rhoi'r diweddaraf i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Cyllid ar 10 Chwefror 2022.

Diweddariad

Diweddariad Cyllid

2. Rhoddwyd diweddariad i'r Pwyllgor ynglŷn â pherfformiad ariannol cyfredol CNC ac unrhyw risgiau o ran gwariant.
3. Cynhaliwyd trafodaeth ynglŷn â'r gofynion anghyson a'r trefniadau llywodraethu ac atebolrwydd sydd ar waith ar gyfer coedwigaeth a phren. Awgrymwyd gennym y dylid ystyried y trefniadau trosolwg ar gyfer y maes hwn yn dilyn y trafodaethau a gynhaliwyd yn ystod cyfarfod Bwrdd CNC ym mis Mawrth ynglŷn â diben a rôl Ystad Goetir Llywodraeth Cymru.

Fforddiadwyedd a Mesurau Rheoli'r Gweithlu

4. Rhoddwyd y diweddaraf ynglŷn â'r newidiadau yng nghyswllt fforddiadwyedd a mesurau rheoli'r gweithlu. Nododd y Pwyllgor fod rhai o'r mesurau rheoli wedi cael eu llacio a bod penderfyniadau recriwtio, yn gyffredinol, yn cael eu gwneud ar lefel y gyfarwyddiaeth erbyn hyn.
5. Trafododd y Pwyllgor y manteision sydd ynghlwm wrth 'recriwtio o dan arweiniad gwybodaeth', megis recriwtio yn ôl setiau sgiliau yn hytrach nag yn ôl nodweddion y swydd, sef model a allai fod yn fwy effeithiol ac effeithlon. Mae'r Pwyllgor Cyllid wedi gofyn i'r Pwyllgor Pobl a Thaliadau ystyried y mater hwn er mwyn sicrhau y bydd modd cael y cydbwysedd iawn.

Ymarfer Llinell Sylfaen a Chyllideb 2022-23

6. Rhoddwyd diweddariad i'r Pwyllgor ynglŷn â'r gwaith sydd ar y gweill o ran categoreddio gweithgareddau CNC. Roedd angen cynnal trafodaethau gyda Llywodraeth Cymru ynglŷn â'r opsiynau sydd ar gael i leihau'r bwlch cyllido, fel y nodwyd yn ystod yr ymarfer cyllideb a gynhaliwyd yn yr haf, er mwyn lleihau'r pwysau ar y sefydliad.
7. Pwysleisiais pa mor bwysig yw cyfeirio at Fwrdd CNC yn yr wybodaeth a roddir i Lywodraeth Cymru ynglŷn â lefelau'r gwasanaeth y gallai CNC eu darparu wrth symud ymlaen.

Cynigion Codi Tâl ar gyfer 2022/23

8. Derbyniodd y Pwyllgor yr argymhelliad ar gyfer parhau â'r Cynigion Codi Tâl, fel y'u nodir yn yr ymgynghoriad.
9. Bydd ymgynghoriad yr Adolygiad Strategol o Godi Tâl, a gynhelir yn ddiweddarach yn y flwyddyn, yn ystyried costau trwyddedu a'r agwedd gydymffurfio. Mae Calvin Jones yntau wedi cynnig y cyngor a'r cymorth hwn wrth asesu'r manteision ehangach o gyd-destun strategol.

Diweddariad am Grantiau

10. Cyflwynwyd diweddariad am y cynnydd parthed archwilio modelau cyflawni amgen ar gyfer gweinyddu grantiau yng Nghymru. Rhagwelir y bydd y Pwyllgor yn cael cynnig strategol ynghylch model cyflawni amgen yng nghyfarfod y Pwyllgor Cyllid ym mis Ebrill 2022.

Dull Llywodraethu'r Pwyllgor – Adolygiad Effeithiolrwydd Blynyddol

11. Trafododd y Pwyllgor y camau gweithredu drafft mewn ymateb i'r adborth a gafwyd yn sgil yr arolwg adolygu effeithiolrwydd, ac aeth ati i gynnig adborth cyffredinol ynglŷn â'r broses adolygu effeithiolrwydd.

Cyfarfodydd y dyfodol

12. Mae cyfarfod ychwanegol wedi'i drefnu ar gyfer 11 Mawrth 2022 er mwyn i'r Pwyllgor allu adolygu'r Cynllun Busnes drafft a'r Gyllideb ddrafft ar gyfer 2022/23 a chymryd rhan mewn sesiwn a hwylusir yn allanol yn ymwneud â'r Cynllun Corfforaethol.

Papur y Bwrdd

Teitl y Papur:	Diweddariad gan y Pwyllgor Pobl a Thaliadau
Cyfeirnod y Papur:	22-03-B06
Noddir y Papur gan:	Zoe Henderson - Cadeirydd y Pwyllgor Cyllid
Cyflwynir y Papur gan:	Zoe Henderson

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn cyfarfod y Pwyllgor Pobl a Thaliadau (PaRC) a gynhaliwyd ar 2 Mawrth 2022.

Diweddariad

2. Croesawodd y PaRC y Pennaeth Datblygu Sefydliadol dros dro newydd i'r cyfarfod. Trafodwyd yr eitemau allweddol isod a rhoddwyd diweddariadau ar y gwaith rota a chyflog. Cymeradwywyd yr adroddiad ar y Bwlch Cyflog rhwng y Rhywiau ac Adroddiad Blynyddol Amrywiaeth a Chynhwysiant 2020-2021 yn barod ar gyfer y Bwrdd. Rhoddodd y PaRC ei fewnbwn ar y Cynllun Corfforaethol newydd drwy sesiwn wedi'i hwyluso. Cafwyd diweddariad hefyd ar y rhaglen Adfywio/Adnewyddu.

Gwybodaeth Reoli / Diweddariad Lles, Iechyd a Diogelwch dros dro

3. Ystyriodd y PaRC yr Wybodaeth Reoli a oedd yn canolbwyntio ar y risg recriwtio. Trafododd y Pwyllgor yr anawsterau recriwtio presennol, gan gynnwys prinder cyffredinol ymgeiswyr a'r materion aciwt gyda'r setiau sgiliau sy'n ofynnol ar gyfer rolau unigryw sy'n hanfodol i fusnes yn CNC.
4. Cyflwynwyd y Diweddariad Lles, Iechyd a Diogelwch Dros Dro i'r PaRC. Llongyfarchodd y Pwyllgor y tîm ar gyflawni Safon ISO45001 a thrafododd sut i ymdrin â chanfyddiadau'r Adroddiad. Ystyriodd y PaRC y materion ynghylch absenoldeb sy'n gysylltiedig â straen a'r ffordd orau o fynd ati i adrodd ar y mater hwn er mwyn cael mewnwelediad o'r achosion straen.

Rheoli Perfformiad

5. Croesawodd y PaRC y dull newydd o Reoli Perfformiad yn CNC a fyddai'n mabwysiadu dull mwy seiliedig ar ddatblygu a blaenoriaethau yn hytrach na'r dull blaenorol a oedd yn seiliedig ar amcanion. Pwysleisiwyd pwysigrwydd cysylltu â'r gwaith Amrywiaeth a Chynhwysiant.

Diweddariad risg/gan gynnwys risg strategol o ran recriwtio ac adnoddau

6. Cafodd y Pwyllgor ddiweddariad am risg a ddatblygodd yn ddiweddar mewn ymateb i'r broblem recriwtio ac adnoddau sy'n dod i'r amlwg. Trafododd y Pwyllgor yr archwiliad Cynllunio'r Gweithlu diweddaraf a gofynnodd a oedd y ddau yn gysylltiedig. Byddai adolygiad yn cael ei gynnal o'r staff sy'n aros ac yn gadael CNC i gael mewnwelediad ar sut i ddenu newydd-ddyfodiaid a phobl iau i'r sefydliad.

Adroddiad at Wraidd y Mater ar Absenoldebau oherwydd Iechyd Meddwl

7. Cyflwynwyd papur i'r Pwyllgor a oedd yn tynnu sylw at yr elfennau allweddol o ran absenoldebau oherwydd iechyd meddwl a'r gwaith yr oedd CNC wedi'i wneud i helpu i gefnogi staff yn y maes hwn. Cynigiodd y Pwyllgor awgrymiadau ynghylch sut y gellid mynd i'r afael â hyn.

Cynllunio ar gyfer Olyniaeth/ Rolau Hanfodol i Fusnes

8. Cafodd y Pwyllgor ddiweddariad am waith CNC yn mynd i'r afael â materion ynghylch rolau sy'n hanfodol i fusnes yn y sefydliad. Roedd yr wybodaeth a gasglwyd gan y busnes wedi arwain at ddatblygu'r dull prawf yn y tîm Llifogydd i nodi'r rolau sy'n hanfodol i fusnes a nodwyd yn y papur. Bu'n llwyddiannus a byddai'n cael ei gyflwyno i dimau pellach. Pwysleisiodd y PaRC ymhellach yr angen i ddenu pobl iau i'r sefydliad.

Adolygiad Effeithiolrwydd Blynyddol y Pwyllgor Pobl a Thaliadau

9. Ystyriodd y PaRC yr adborth a gafwyd o'u Hadolygiad Effeithiolrwydd Blynyddol, a thrafodwyd ffyrdd o wella'r Pwyllgor.

Papur y Bwrdd

Teitl y Papur:	Diweddariad y Pwyllgor Ardaloedd Gwarchoddedig (PrAC)
Cyfeirnod y Papur:	22-03-B07
Noddir y Papur gan:	Rosie Plummer – Cadeirydd PrAC
Cyflwynir y Papur gan:	Rosie Plummer

Diben y Papur:	Gwybodaeth
Argymhelliad:	Nodi'r diweddariad

Mater

1. Mae'r papur hwn yn darparu diweddariad i'r Bwrdd yn dilyn y cyfarfod PrAC a gynhaliwyd ar 1 Chwefror 2022. Mae cofnodion y cyfarfod ar gael ar Diligent i holl aelodau'r Bwrdd sydd â diddordeb.
2. Yn sgil y cyfarfod, ac er mwyn rhoi diweddariad i'r Bwrdd, mae'r Cadeirydd yn darparu diweddariad ar bynciau trafod y Pwyllgor, gan gynnwys unrhyw faterion sydd angen sylw penodol.

Diweddariad

Rhaglen Tirweddau Dynodedig Integredig

3. Rhoddwyd diweddariad i PrAC am y gwaith sy'n gysylltiedig â'r Rhaglen Tirweddau Dynodedig Integredig:
4. Gan nodi nad oedd cyllid Llywodraeth Cymru ar gyfer y gwaith hwn gan CNC yn derfynol eto, cafodd PrAC ddiweddariad am y gwaith hyd yma. Mae cyfarfodydd anffurfiol wedi dechrau gyda'r Awdurdodau Lleol sydd wedi'u cynnwys yn yr Ardal Gwmpasu bosibl ar gyfer y Parc Cenedlaethol newydd arfaethedig yn y Gogledd-ddwyrain, i esbonio'r broses a rhoi cyfle iddynt godi unrhyw bryderon cychwynol.
5. Rhoddwyd diweddariad i'r Pwyllgor am faterion allweddol sy'n codi o gynigion Adran yr Amgylchedd, Bwyd a Materion Gwledig, yn dilyn yr ymgynghoriad mewn ymateb i'r 'Landscapes Review' (Adroddiad Glover). Byddai'r cynigion mewn perthynas â newid deddfwriaethol yn darparu dibenion cyfreithiol cryfach ar gyfer tirweddau cenedlaethol a dibenion cryfach ar gyfer Ardaloedd o Harddwch Naturiol Eithriadol. Trafododd PrAC y cyfleoedd i Gymru yn sgil moderneiddio deddfwriaeth, a'r cyfle i fynd i'r afael â'r argyfyngau hinsawdd a natur wrth reoli adnoddau naturiol yn gynaliadwy.

6. Adolygodd PrAC y Canllawiau Gweithdrefnol drafft: Dynodiadau Tirwedd Statudol. Bydd y canllawiau'n cael eu mireinio yn unol ag adborth gan y Pwyllgor ac eraill. Clywodd PrAC y bydd hyfforddiant ar eu cyfrifoldeb yn cael ei ddarparu i Fwrdd Cyfoeth Naturiol Cymru gydol y broses. O'r herwydd, nodwyd yr angen i ymgysylltu'n gynnar â'r Ysgrifenyddiaeth ynghylch unrhyw ddyddiadau hyfforddi posibl.

Diweddariad targed byd-eang 30 x 30

7. Darparwyd diweddariad ar y targed o warchod a rheoli o leiaf 30% o ardaloedd tir a môr y byd yn effeithiol erbyn 2030, yn dilyn ymrwymiad y Cenhedloedd Unedig ac arweinwyr y byd. Gan fod Cymru wedi cyrraedd y targed morol, byddai trafodaethau'n canolbwyntio'n bennaf ar sut y gellir cyrraedd y targed ar y tir.

Rheoli Risg - Adroddiad at wraidd y mater ar Risg Strategol (RS) 05 (Hyrwyddo SMNR)

8. Mae gwerthfawrogiad a dealltwriaeth o SR05 wedi'i ail-ddatblygu. Mae'r Risg hon bellach yn cynnwys canolbwyntio ar arweinyddiaeth yn ogystal â'r cyfleoedd i ddylanwadu ar eraill wrth fynd i'r afael â'r argyfyngau hinsawdd a natur. Fe wnaeth y Pwyllgor gynnig adborth ar y Risg hon yn ogystal â'r Datganiad Parodrwydd i dderbyn Risg a bydd yn parhau i adolygu'r SR05 o bryd i'w gilydd, wrth iddo barhau i ddatblygu.

Materion Monitro Safleoedd Gwarchodedig

9. Rhoddwyd diweddariad i'r Pwyllgor am y problemau sy'n ymwneud â monitro safleoedd gwarchodedig oherwydd y cyfyngiadau ariannol sy'n gysylltiedig â'r model presennol. Cytunwyd y bydd angen penderfynu ar lefel a natur gwaith monitro Cyfoeth Naturiol Cymru, yn ogystal â dyrannu adnoddau a sicrhau sgiliau ar gyfer hyn, wrth gamu ymlaen i sicrhau cynllun cadarn ar gyfer cyflawni cyfrifoldebau monitro statudol ac anghenion gwybodaeth data ehangach Cyfoeth Naturiol Cymru. Cynigiodd y Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu hwyluso'r mater hwn a bydd yn trefnu cyfarfod gyda phobl allweddol, gan gynnwys defnyddio arbenigedd aelodau Bwrdd y Pwyllgor Cynghori ar Dystiolaeth, i fwrw ymlaen â'r mater hwn. Roedd PrAC o'r farn bod dyletswydd ar CNC i gyfleu'n glir i Lywodraeth Cymru y problemau adnoddau sy'n gysylltiedig â hyn.

Rhaglen Cyflawni Safleoedd Gwarchodedig

10. Nid oes unrhyw faterion i'w hadrodd gyda'r Rhaglen Cyflawni Safleoedd Gwarchodedig. Roedd carreg filltir Ch3 wedi'i chyflawni a rhagwelir y bydd y sefyllfa ar ddiwedd y flwyddyn ar statws Gwyrdd. Bydd mesurau dangosfwrdd a cherrig milltir ar gyfer 2022/23 yn cael eu fframio gan raglen gyflawni a ariennir dan Rwydweithiau Natur, sy'n adlewyrchu blaenoriaeth y Gweinidog o ran gweithredu ar fioamrywiaeth. Disgrifir Rhwydweithiau Natur isod.

11. Rhaglen Rhwydweithiau Natur aml-flwyddyn 2022-2025

Mae Rhwydweithiau Natur yn rhan o strategaeth Llywodraeth Cymru i fynd i'r afael ag argyfwng natur y genedl. Y nod yw sicrhau bod rhwydweithiau ecolegol Cymru, gyda safleoedd gwarchodedig wrth eu craidd, ar dir a môr, yn cael eu cydnabod a'u rheoli'n ddigonol ac yn effeithiol mewn ffordd sy'n gwella eu gwydnwch. Mae'r rhwydweithiau

hyn yn gwneud cyfraniad sylweddol at wydnwch ecosystemau ehangach ac yn atal dirywiad bioamrywiaeth – gan ddod yn Natur Gadarnhaol erbyn 2030.

12. Mae Rhwydweithiau Natur yn cynnwys rhaglen tair blynedd a ariennir gan Lywodraeth Cymru i gefnogi partneriaid drwy Gronfa Sylfaen Treftadaeth Genedlaethol y Loteri a rhaglen gyflawni a ariennir yn benodol drwy CNC. Mae CNC wedi gwneud cais am tua £3.4m, gan godi i £7.4m ar gyfer y cyfnod 2022/23 - 2024-25 o dan raglen Rhwydweithiau Natur. Bydd y rhaglen hon yn adeiladu ar y gwaith a gyflawnwyd yn y flwyddyn ariannol hon (2021/22) o dan raglen y Gronfa Cadernid Bioamrywiaeth ac Ecosystemau (BERF) a ariennir gan Lywodraeth Cymru. Mae'r gwaith o gynllunio rhaglenni wedi datblygu'n dda, ynghyd â'r dulliau llywodraethu, capasiti a mecanweithiau priodol, a fydd yn gweithio ochr yn ochr â gwaith a gynlluniwyd drwy raglenni cymorth grant blynyddol. Bydd y ffocws ar gyflawni, sy'n cynnwys elfennau'r tir a'r môr, ar:

13. Daearol a dŵr croyw

- Darnio cynefinoedd
- Pori (maint, math, amseru) ar gyfer nodweddion lled-naturiol iseldir e.e. glaswelltir, rhostir a ffen nad yw'n seiliedig ar fawn, morfa heli
- Dyddodion nitrogen atmosfferig
- Cyflwyno rhywogaethau goresgynnol estron (INNS)

14. Morol

- Rhywogaethau goresgynnol estron (INNS)
- Sbwriel morol
- Mynediad a hamdden
- Cynllunio morol a rheoli datblygiadau
- Newid hinsawdd morol a rheoli perygl llifogydd.

Llywodraethu PrAC - Adolygiad Effeithiolrwydd Blynyddol

15. Bu'r Pwyllgor yn trafod y camau gweithredu drafft a gynhyrchwyd mewn ymateb i adborth arolwg yr adolygiad o effeithiolrwydd. Roedd PrAC yn teimlo bod modd mynd i'r afael â'r rhan fwyaf o'r argymhellion a'r camau gweithredu, llawer ohonynt wedi'u cydgysylltu. Er hynny, o ystyried y goblygiadau cyffredinol ar adnoddau, ni allai ragweld mwy o gyfarfodydd rheolaidd PrAC.

Llywodraethu PrAC - Rhagolwg

16. Gwnaed trefniadau ar gyfer cyfarfod hysbysu safleoedd gwarchodedig posibl ym mis Mehefin 2022. Mae hyn yn dibynnu a fydd unrhyw wrthwynebiad yn ystod y broses ymgynghori, sydd ar waith ar hyn o bryd.

17. Fel y gwyddoch efallai, mae PrAC yn cyfarfod deirgwaith y flwyddyn ar hyn o bryd. O 2023 ymlaen, bydd yr Ysgrifenyddiaeth yn gwneud trefniadau dros dro ar gyfer dau 'ddyddiad wrth gefn' ychwanegol ar gyfer cyfarfodydd, ar gyfer hysbysiadau safleoedd gwarchodedig, pe bai angen y rhain.



Papur y Bwrdd

Teitl y Papur:	Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes ar gyfer Chwarter 3 2021/22 ac Adroddiad Perfformiad Mewnol Newydd ar gyfer diwedd Chwarter 3
Cyfeirnod y Papur:	22-03-B08
Noddir y Papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y Papur gan:	Y Tîm Gweithredol
Diben y Papur:	Craffu
Argymhelliad:	<p>Gofynnir i'r Bwrdd graffu ar berfformiad Cyfoeth Naturiol Cymru ar gyfer trydydd Chwarter 2021/22 ac ystyried yn benodol:</p> <ul style="list-style-type: none">• Y cynnydd yn erbyn pob mesur a adroddwyd ar Ddangosfwrdd Perfformiad y Cynllun Busnes• Fformat a chynnwys ein Hadroddiad Perfformiad Mewnol newydd• Alldro diwedd blwyddyn a ragwelir ar gyfer pob mesur yn y ddau adroddiad

Mater

1. Mae Adroddiad Dangosfwrdd Perfformiad ein Cynllun Busnes ar gyfer Chwarter 3 bellach yn barod i'w gyflwyno i'r Bwrdd.
2. O'r Chwarter hwn ymlaen, rydym hefyd yn cyflwyno Adroddiad Perfformiad Mewnol ychwanegol. Mae hwn yn cyd-fynd â Dangosfwrdd Perfformiad y Cynllun Busnes sy'n rhoi mwy o syniad o sut rydym yn perfformio fel sefydliad, yn ogystal â'r hyn rydym yn ei gyflawni ar lawr gwlad. Mae pum mesur perfformiad mewnol presennol wedi'u symud o Ddangosfwrdd Perfformiad y Cynllun Busnes i'w cynnwys yn yr Adroddiad Perfformiad Mewnol newydd hwn.
3. Gofynnir i'r Bwrdd graffu ar y ddau adroddiad sy'n cael eu cyhoeddi ar ein gwefan.

Cefndir

4. Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes yw un o brif ffyrdd y Bwrdd o graffu ar ein gwaith cyflawni. Cafodd ei ddatblygu fel rhan o'r broses o baratoi Cynllun Busnes 2021/22 gyda'r Bwrdd a'r Tîm Gweithredol, gan weithio'n agos gyda'r Tîm

Arwain. Mae hefyd yn ymwneud â'n Cynllun Corfforaethol; bydd ein Cynllun Corfforaethol newydd nawr yn cael ei gyhoeddi yng Ngwanwyn 2023.

5. Mae'r adroddiad yn cynnwys:

- **Dangosfwrdd** sy'n rhoi trosolwg o berfformiad yn erbyn mesurau 2021/22 sydd wedi'u cyflwyno yn ôl blaenoriaeth strategol fel y nodir yn y Cynllun Busnes.
- **Tabl o flaenoriaethau strategol a phynciau** i helpu i lywio'r adroddiad.
- **Crynodeb ar gyfer pob Pwnc** sy'n dangos cynnydd yn ymwneud â'r is-benawdau yn y Cynllun Busnes
- **Manylion ar gyfer pob mesur penodol** gyda sefyllfa diwedd blwyddyn

6. Mae adroddiad Perfformiad Dangosfwrdd y Cynllun Busnes ar gyfer C3 i'w weld yn Atodiad 1 ac mae bellach yn cynnwys 20 Pwnc a 30 Mesur. Mae'n cynnwys mesur wedi'i ailgyflwyno o 2020/21 ar gyfer Natur a Ni - gwaith i ddatblygu gweledigaeth a rennir ar gyfer yr amgylchedd naturiol hyd at 2050 - y mae CNC yn gweithredu fel hwylysydd ar ei chyfer. Fel y nodwyd uchod, mae pum mesur â ffocws mewnol wedi'u dileu ac maent bellach yn cael eu cyflwyno mewn Adroddiad Perfformiad Mewnol newydd.

7. Mae'r Adroddiad Perfformiad Mewnol hwn yn Atodiad 2 yn cynnwys 11 o fesurau â ffocws mewnol, gan roi cipolwg ar ba mor effeithiol rydym yn rheoli CNC fel sefydliad ar ddiwedd C3. Mae'r mesurau'n cwmpasu sawl un o'n Gwasanaethau Galluogi, gan gynnwys Cyllid, Lles, Iechyd a Diogelwch, rheoli staff, hyfforddiant a dysgu, a llywodraethu, er enghraifft.

Asesiad

8. Mae Dangosfwrdd Perfformiad ein Cynllun Busnes ar gyfer C3 wedi'i grynhai isod:

	Chwarter 1 (1 Ebrill – 30 Mehefin 2021)	Chwarter 2 (1 Gorffennaf – 30 Medi 2021)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2021)	Diwedd Blwyddyn Disgwyliedig (31 Mawrth 2022)
Coch	3	3	2	1
Oren	10	10	9	6
Gwyrdd	21	21	19	23
Cyfanswm	34	34	30	30

9. Mae ein Hadroddiad Perfformiad Mewnol newydd ar gyfer diwedd C3 wedi'i grynhai yma:

	Chwarter 1 (1 Ebrill – 30 Mehefin 2021)	Chwarter 2 (1 Gorffennaf – 30 Medi 2021)	Chwarter 3 (1 Hydref – 31 Rhagfyr 2021)	Diwedd Blwyddyn Disgwyliedig (31 Mawrth 2022)
Coch			1	0
Oren			1	3

Gwyrdd			9	8
Cyfanswm	Amherthnasol	Amherthnasol	11	11

10. Gofynnir i'r Bwrdd graffu ar Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes, gan nodi rhai materion allweddol isod. Ceir rhagor o fanylion yn yr adrodd ei hun (Atodiad 1):

- Mae **dau fesur** sy'n **Goch** ar ddiwedd C3 – ein gwaith ar **fwyngloddiau metel** a'n **Cynlluniau Rheoli Basn Afon (RBMP) a'n hymchwiliadau sy'n gysylltiedig â dŵr**. Mae newidiadau yn y rhaglen mwyngloddiau metel wedi arwain at aildrefnu rhywfaint o waith ac, mewn un achos, at brosiect yn cael ei ymgorffori mewn cynllun llawer mwy. Mae'r gwaith RBMP wedi bod yn Goch drwy gydol y flwyddyn oherwydd nifer yr ymchwiliadau y gallwn eu cynnal. Byddwn yn parhau i wneud cynnydd ond ni fyddwn yn gallu cwblhau'r ymchwiliadau hynny sy'n fwy cymhleth. Fodd bynnag, byddwn yn adolygu ac yn ymateb i ymatebion rhanddeiliaid i'r ymgynghoriad RBMP drafft i lywio Cylch 3 yn y chwarter nesaf. Er ein bod yn disgwyl i'r **gwaith mwyngloddiau metel fod yn Oren ar ddiwedd y flwyddyn**, rydym yn disgwyl i'r **gwaith RBMP barhau i fod yn Goch**.
- O'r **naw mesur sydd wedi'u graddio'n Oren** ar gyfer C3, **disgwylir i bedwar aros felly ar ddiwedd y flwyddyn**. Y rhain yw gweithredu argymhellion perygl llifogydd, ein strategaeth profiad cwsmeriaid a'n cynllun ymgysylltu â rhanddeiliaid, a gweithredu Adfywio – ein rhaglen adnewyddu Covid-19. Mae recriwtio staff (gan gynnwys prinder ymgeiswyr sydd â'r sgiliau cywir) a chyfyngiadau Covid-19 yn achos ein treial gweithio hybrid (cartref a swyddfa) wedi arafu cynnydd. Disgwylir i'r **pum mesur Oren sy'n weddill yn C3** - yr argyfwng hinsawdd a gweithredu bioamrywiaeth ar draws CNC, asedau perygl llifogydd, ymateb i ddigwyddiadau a'n Strategaeth Fasnachol - **i gyd fod yn Wyrdd ar ddiwedd y flwyddyn**.
- Rydym yn disgwyl i'n cyfraniad at y gwaith o Ymadael â'r UE symud o **Wyrdd i Oren** oherwydd diffyg adnoddau staff parhaol i ymgymryd â'r gwaith ychwanegol y bydd y maes hwn yn parhau i'w olygu. Rydym wrthi'n trafod sut i fynd i'r afael â hyn.
- Mae **19 mesur** wedi'u graddio'n **Wyrdd** ar ddiwedd C3, a disgwylir i bob un o'r rhain fod yn Wyrdd erbyn diwedd y flwyddyn, ac eithrio gwaith sy'n gysylltiedig ag ymadael â'r UE a ddisgrifir uchod. Mae'r mesur safleoedd gwarchoddedig, a oedd yn Goch yn C4 y llynedd, ond sydd wedi gwneud cynnydd sylweddol eleni ac sydd ar y trywydd iawn i fod yn wyrdd, a'r mesur Natur a Ni newydd lle mae'r gwaith paratoi ar y trywydd iawn ar gyfer lansio'r ymgyrch ym mis Chwefror 2022, o ddiddordeb arbennig.
- Ar hyn o bryd, rydym yn disgwyl un mesur Coch, chwe mesur Oren a 23 mesur Gwyrdd ar ddiwedd y flwyddyn.

11. Yn yr un modd, gofynnir i'r Bwrdd graffu ar yr Adroddiad Perfformiad Mewnol, gan nodi rhai materion allweddol isod. Ceir rhagor o fanylion yn yr adrodd ei hun (Atodiad 2):

- O'r 11 mesur a restrir yn yr Adroddiad Perfformiad Mewnol yn Atodiad 2, mae **un mesur yn Goch** (taliadau), **un yn Oren** (absenoldeb staff) a **naw yn Wyrdd**.

Ar hyn o bryd, o ran taliadau, mae 89% o anfonebau'n cael eu talu o fewn 30 diwrnod, a'n targed yw 94.5% neu uwch. Ar hyn o bryd, rydym yn gweithio i ddileu'r ôl-groniad ac yn disgwyl bod yn Wyrdd ar ddiwedd y flwyddyn.

- Rydym yn disgwyl y bydd **wyth mesur Gwyrdd, tri mesur Oren** (absenoldeb staff, ymateb gorfodi a Chais Anghydfurfiaeth/Camau Unioni) a **dim mesurau Coch ar ddiwedd y flwyddyn**. Mae absenoldeb staff yn debygol o aros yn Oren, ac mae'r mesurau oren ychwanegol oherwydd ein bod yn disgwyl derbyn hysbysiad Ymateb Gorfodi a Chais Anghydfurfiaeth neu Gamau Unioni yn C4.

Argymhelliad

12. Gofynnir i'r Bwrdd graffu ar Adroddiad Dangosfwrdd Perfformiad y Cynllun Busnes a'r Dangosfwrdd Perfformiad Mewnol ar gyfer Chwarter 3, a chytuno arnynt, i gadarnhau eu haddasrwydd ar gyfer eu cyhoeddi.

Risgiau Allweddol

13. Os nad yw'r wybodaeth am berfformiad a ddarperir yn adlewyrchu'n gywir y cynnydd tuag at gyflawni'r Cynllun Busnes, a gweithrediad CNC fel busnes, yna ni fydd y Bwrdd yn gallu cyflawni ei rôl o graffu ar ddarpariaeth CNC.
14. Os bydd COVID-19, goblygiadau ymadael â'r UE a'r digwyddiadau tywydd eithafol yn y chwarter diwethaf yn effeithio arnom ymhellach, mae'n bosibl y caiff staff eu llethu'n llwyr, a bydd gennym lai o allu i gyflawni ein perfformiad diwedd blwyddyn disgwylidig.

Y Camau Nesaf

15. Bydd y ddau adroddiad perfformiad yn cael eu trafod gyda Llywodraeth Cymru a'u cyflwyno i'r Gweinidog Newid Hinsawdd. Byddant yn cael eu cyhoeddi ar wefan Cyfoeth Naturiol Cymru.
16. Rydym bellach yn croesawu unrhyw sylwadau neu safbwyntiau gan y Bwrdd.

Goblygiadau Ariannol

17. Nid oes unrhyw oblygiadau ariannol sylweddol o ran darparu'r adroddiad perfformiad ei hun, ond mae'n amlwg bod rhan o'n hadolygiad chwarterol yn ystyried dyraniad ein hadnoddau ac felly mae cysylltiad agos rhwng papurau cyllid a pherfformiad.

Asesiad o'r Effaith ar Gydraddoldeb

18. Mae'r Asesiad o'r Effaith ar Gydraddoldeb perthnasol yn cwmpasu ein Datganiad Lles, Cynllun Busnes 2020/21 a'r Cynllun Corfforaethol hyd at 2022 (2023 bellach), ac fe'i diweddarwyd ym mis Mawrth 2021.

Mynegai Atodiadau

Atodiad 1 – Dangosfwrdd Perfformiad Cynllun Busnes Chwarter 3

Atodiad 2 – Adroddiad Perfformiad Mewnol

Annex 1: Business Plan Performance Dashboard 21/22 (to Q3)

The green, amber or red status* of each of our [Business Plan](#)'s dashboard measures.

Respond to the Climate Emergency

Current	Measure	Year end	Page
Amber	Climate emergency action across NRW	Green	6
Green	Verification of Glastir Woodland grant scheme applications	Green	8
Green	Area of new woodland created on the NRW Estate	Green	9
Green	Actions undertaken to restore Welsh peatlands	Green	11
Amber	Implement Flood Review recommendations	Amber	13
Amber	Maintain flood risk assets in high risk systems at target condition	Green	14
Green	Properties with reduced or sustained protection through capital work	Green	15

Respond to the Nature Emergency

Current	Measure	Year end	Page
Amber	Biodiversity action across NRW	Green	18
Green	Priority actions undertaken on protected sites to improve condition of features	Green	20
Green	Actions undertaken on National Nature Reserves on NRW managed land to im+prove	Green	21
Green	Delivering targeted action for declining species or those on the edge of extinction	Green	22
Green	Number of UKWAS Corrective Action Requests and Observations open and progress...	Green	24
Red	Progress of our work to reduce pollution from metal mines	Amber	25
Green	Support implementation of the Welsh National Marine Plan	Green	27
Green	Progress NRW actions in Wales Marine Protected Area network management actions plan	Green	28
Red	Deliver remaining water related investigations & develop new River Basin Management Plans	Red	30

*The [key to green, amber or red performance assessment](#) is on page 59 of this report

Developing and using our evidence with partners to advocate for and deliver SMNR

Current	Measure	Year end	Page
Green	Develop Natur a Ni / Nature and Us campaign products for launch	Green	33
Green	Promote, advocate and encourage use of State of Natural Resources Report	Green	35
Green	Use of Area Statements within NRW to embed priorities and opportunities	Green	37

Developing NRW into an excellent organisation that serves the communities of Wales

Current	Measure	Year end	Page
Amber	Response to incidents (initial category 'High', within 4 hours)	Green	40
Green	Performance of regulated sites and water quality discharges	Green	42
Green	Deliver NRW's combined health and educator training	Green	44
Green	Develop and implement a People Strategy for NRW	Green	46
Green	Equality, Diversity and Inclusion action	Green	47
Amber	Progress the Customer Experience Strategy	Amber	49
Amber	Deliver our Stakeholder Engagement Plan	Amber	50
Amber	Implement our Commercial Strategy	Green	52
Green	Timber volume offered to market / sold / dispatched	Green	53

Responding to the Covid-19 pandemic and the UK Leaving the European Union, taking opportunities for a green recovery

Current	Measure	Year end	Page
Green	NRW's contribution following EU Exit	Amber	56
Amber	Implement Covid-19 Renewal programme	Amber	58

Note: five internal measures shown in Q2 have been removed for Q3 onwards. Internal performance is shown in a new accompanying report from this Q3 onwards. A new Measure for Natur a Ni has also been added.

Direct link to each Topic in this report (*links below / right*)

Respond to the Climate Emergency

- [Reducing Our Carbon Footprint \(page 5\)](#)
- [Creating New Woodland \(page 7\)](#)
- [Restoring Peatland \(page 10\)](#)
- [Managing Flood Risk \(page 12\)](#)

Respond to the Nature Emergency

- [Putting Nature at the Centre \(page 17\)](#)
- [Protecting Habitats and Species... \(page 19\)](#)
- [Managing Land Sustainably \(page 23\)](#)
- [Managing the Sea Sustainably \(page 26\)](#)
- [Managing Freshwater Sustainably \(page 29\)](#)

Developing and using our evidence...

- [Creating a Shared Vision... \(page 32\)](#)
- [Improving and presenting evidence... \(page 34\)](#)
- [Work with Partners and communities using Area Statement \(page 36\)](#)

Developing NRW into an excellent organisation...

- [Responding to and Managing Incidents \(page 39\)](#)
- [Regulation – permitting, regulating and... \(page 39\)](#)
- [Benefitting Communities \(page 43\)](#)
- [Developing our Organisation \(page 45\)](#)
- [Understand and improve our Customers' Experiences \(page 48\)](#)
- [Making the Most of Commercial Opportunities \(page 51\)](#)

Responding to the Covid-19 pandemic...

- [Providing Advice and Guidance \(page 55\)](#)
- [Delivering our Covid-19 Renewal... \(page 57\)](#)

Each topic report (*linked above / left*) reflects a short summary of recent progress in relation to that topic and also states the Business Plan dashboard measures related to that topic.

Priority: Responding to the Climate Emergency

Responding to the climate emergency through coordinating action and delivery in relation to climate adaptation and mitigation, including natural resources impacts and opportunities to reduce Wales' carbon footprint and contribute to [achieving a net zero Carbon Wales by 2030 \[note: external link\]](#).

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Reducing Our Carbon Footprint](#)
- [Creating New Woodland](#)
- [Restoring Peatland](#)
- [Managing Flood Risk](#)

The following pages reflect recent progress on each of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Reducing Our Carbon Footprint

Topic summary progress:

- We have developed an evidence base consisting of homeworking emissions modelling, NRW built estate energy performance benchmarking, Low carbon pathway surveys for 11 of our high emitting sites and managing the NRW built estate. This was in response to our climate emergency guidance for our Renewal/Adfwyio programme to support the knowledge base for carbon positive decision making in the programme.
- We used this evidence to develop a scoring matrix for considering the climate emergency in the accommodation review which is part of Adfwyio/Renewal. This has been shared with our Facilities and Adfwyio/Renewal teams.
- We also worked with the Facilities team to develop Financing the transition to a low emission and climate adapted estate paper for our Adfwyio/Renewal Programme.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Climate emergency across NRW](#)

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Climate emergency action across NRW

The measure reflects activity being undertaken on the Climate emergency across NRW: through the delivery of our climate change decarbonisation programme.

Latest position (to end of December 2021):

- Our **milestone for this measure is to ensure the agreed decarbonisation principles are embedded in the Renewal Programme**
- We have partially completed this activity. We have developed a scoring matrix for building consideration of the climate emergency, including decarbonisation and adaptation, into decisions taken in the accommodation review which is an intrinsic part of our Adfwyio/Renewal programme. This needs to be incorporated into the ongoing accommodation review being led by our Heads of Place.
- This measure is **amber**.

What we are doing next:

- We will now work to complete low carbon pathway reports for our built estate, transport and procurement. These documents will identify possible pathways to 2030 and aim to identify a range of achievable emissions reductions for these 3 areas of NRW. We will work to refine and improve the data quality for the Annual Welsh Government Net Zero public sector reporting.
- We are currently on track to achieve our **year end milestone activity to produce an outcome report on delivery of the top ten priority areas of the Climate Change and Decarbonisation Change Programme** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Amber	Green	Amber	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Creating New Woodland

Topic summary progress:

- We are playing a key role in delivery and support for the 39 Recommendations from the Ministerial 'Deep Dive' on woodland creation and timber use. We are reporting to Welsh Government (WG) on progress for those recommendations which NRW are leading.
- We continue to provide WG with advice, technical guidance and support, including support for their Woodland Creation work and the upcoming Agricultural Bill and Sustainable Farming Scheme.
- We continue to progress woodland creation on the Welsh Government Woodland Estate

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Verification of Glastir Woodland grant scheme applications](#)
- [Area of new woodland created on the NRW Estate](#)

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Verification of Glastir Woodland Grant scheme applications

This measure reflects NRW work to verify applications for Glastir Woodland Creation (GWC) and Glastir Woodland Restoration (GWR) Grant Schemes. This includes reflection of the number of plan applications and area (in hectares) verified for the relevant scheme rounds.

Latest position (to end of December 2021):

- Our **milestone for this measure is to provide the number of applications and area.**
- We have completed this activity. For GWC Round 9, we expect 196 plan applications totalling 1,644 hectares (ha). To date 168 (1,018ha) have been received. 145 (745ha) have been completed. 21 (272ha) are progressing. 2 (1ha) have been returned unverified. For GWC Round 10, we expect 138 (2,262ha). To date 55 (456ha) have been received. 24 (151ha) have been completed. 30 (302ha) are progressing. 1 (3ha) has been returned unverified. For GWR Round 09, we expect 31 (285ha). To date 31 (285ha) have been received. Of these none have been completed yet. 30 (284.5ha) are progressing. 1 (0.5ha) was withdrawn during verification.
- This measure is **green**.

What we are doing next:

- We will now continue to verify GWC Rounds 9 and 10 plus GWR Round 9. Up to 62 new GWC Round 11 plan applications, and up to 5 new Woodland Creation Planning Pilot Scheme plan applications are expected before or shortly after 25 February 2022.
- We are currently on track to achieve our **year end milestone activity to provide the number of applications and area** for the relevant scheme rounds in quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Area of new woodland created on the NRW Estate

This measure reflects the area of new woodland created on the NRW Estate (hectares acquired / identified if already in ownership and hectares planted). It covers the contribution of NRW's land estate to woodland creation and progress on the commitment to the [Welsh Government Woodland Estate \(WGWE\)](#) being bigger in 25 years than it was in 2018.

Latest position (to end of December 2021):

- Our **milestone for this measure is to have sufficient sites in progress to be confident of achieving our year-end milestone of 150ha acquired/identified and 150ha planted.**
- We have acquired/identified three sites totalling 63ha and have instructed solicitors on a further four sites totalling 232ha, all due for completion by the end of Quarter four. Beyond this we are investigating a further 10 sites totalling c.530ha.
- This measure is **green**.

What we are doing next:

- We will continue to investigate land, both on the open market and from other sources to build a pipeline of sites for planting in future years. Establishment work has begun on this years' planting sites, for completion in quarter four.
- We are currently on track to achieve our **year end milestone activity of 150ha acquired/identified and 150ha planted** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Restoring Peatland

Topic summary progress:

Projects led by NRW in 21/22:

- 5 Year National Peatland Action Plan programme - Delivering 600ha of restoration activity annually and co-ordinating effort on peatland restoration in Wales.
- LIFE Welsh Raised Bogs - Working to restore seven of the best examples of raised bogs in Wales.
- Pen Y Cymoedd - Restoration works as mitigation for the development of the Pen y Cymoedd windfarm (Aims to restore 1500 hectares over 25 years).
- Progressing a new LIFE bid for the Quaking Bog restoration project
- Lowland peatland survey
- NRW is also a partner in a number of other regional projects co-ordinated through our Place teams.
- We continue to progress conversion of degraded peatland on the NRW Estate to healthy wet 'bog' where it will help combat climate change.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Actions undertaken to restore Welsh peatlands](#)

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Actions undertaken to restore Welsh peatlands

We are embarking on a national programme of peatland restoration across Wales. This measure reflects actions taken to [restore Welsh peatlands](#), including on the NRW Estate. It includes an update on the number of hectares of peatland restoration activity undertaken on the NRW Estate and other land.

Latest position (to end of December 2021):

- Our **milestone for this measure is National Peatland Action Programme groundworks commenced.**
- We have completed this activity. We have completed 21 ha of groundworks on the Welsh Government Woodland Estate and 5ha of groundworks on NRW Estate National Nature Reserves. 185 ha of groundworks are underway under active contracts. 30 ha of groundworks are out to tender / under evaluation prior to contract award. National Peatland Action Programme partners have been funded via Strategic Allocated Funding and Land Management Agreements and have commenced groundworks.
- This measure is **green**.

What we are doing next:

- We will now continue to support partners, continue with development of Land Management Agreements and continue with direct procurement of groundworks both on and off the NRW estate.
- We are currently on track to achieve our **year end milestone activity of 600 ha of peatland restoration activity undertaken (including up to 170 ha on the NRW estate)** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Managing Flood Risk

Topic summary progress:

- Our **Capital Programme** of £17m continues to progress well, and end of year outturn is on track for utilisation of the budget. There are risks though, as is typical with a large portfolio of construction projects. Llyn Tegid work is on site and key schemes at Stephenson Street (Newport) and Ammanford are progressing. The value of the capital programme this year is high (e.g. compared to £13m last year) and is a significant draw on many key staff's time.
- The **Flood Recovery and Review Implementation Programme** is progressing well. We are on track to deliver the 51 recommendations scheduled for completion this year. The challenge remains around the more complex and longer-term tasks. Staff capacity is a significant issue, for this and for all flood risk work. There are recruitment challenges for all flood authorities, in a competitive external market with scarce specialist skills. We started a recruitment campaign in November, in response to these challenges, but still half of the 52 new (or backfill) posts remain unfilled at end of Q3.
- Our **Improvement Programme** contains 30 active projects across the range of our activities. Several are significant ICT projects which are delivering core customer-facing systems. We are working to ensure that the requirements for the ongoing operation and maintenance of these systems is recognised and fully funded.
- Our **Revenue Maintenance Programme** is delivering within the available budget. Our work on a new Risk-Based Revenue Allocation Model (RBRAM) is progressing but has hit some ICT issues and will deliver in 22/23. This will enable us to make better risk-based decisions on maintenance work.
- There is a **high and continuing workload arising from previous flood events**. This includes large numbers of requests for information and for flood alleviation work from public and politicians, right across Wales.
- We have continued to assess the recommendations from the 'Toddbrook review' into **reservoir safety**, as we seek to do more to go beyond compliance to ensure safety.
- We continue to push for recognition of and action against the challenges ahead, particularly in regard to the need for significant **adaptation** in response to the **Climate Emergency**.

Topic owner: Jeremy Parr

Business Plan dashboard measure/s for this topic:

- [Implement Flood Review recommendations](#)
- [Maintain flood risk assets in high risk systems at target condition](#)
- [Properties with reduced risk or sustained protection through capital work](#)

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Measure: Implement Flood Review recommendations

This measure is the delivery status against the recommendations identified in our Review of the February 2020 floods. These were the most significant floods in Wales since the 1970s, and our review into our own performance identified areas for improvement and recommended actions. The Flood Recovery and Review Implementation Programme (FRRIP) was established to manage and track delivery of the recommendations.

Latest position (to end of December 2021):

- The review had a range of actions for delivery over the short, medium and longer term. 51 of the 74 actions (69%) have been scheduled for delivery by the end of March 2022 and are on track to be delivered. The other actions are those which we always knew would require sustained effort over the longer term. The Review identified that additional resources would be required to deliver all the recommendations.
- This measure is amber because whilst we have continued to press for delivery where we can, our pace of progress continues to be affected by challenges in recruiting staff with the right skills to create the delivery capacity required, and increasing demands on our resources. There are shortages across the whole sector and difficulties experienced in recruitment / retention across many flood organisations. So far, we have successfully filled half of the 52 posts created.
- We have strong Governance arrangements in place to manage the issues and risks and ensure delivery of the lessons identified in the Review.

What we are doing next:

- We are continuing to press for delivery of the 51 actions and Green status by year end, and are actively managing the issues and risks. We have implemented contingency arrangements where possible whilst we work on longer term actions, including in preparing for the winter season.
- We are reporting as Amber because there are risks around delivery of some of the 51 recommendations scheduled for delivery by end of March and we also want to have evidence that we have achieved the benefits. Post March, work will need to continue on the remaining 23 actions and will be reliant upon recruitment of sufficient staff with the right skills.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Amber

See [here](#) for key used for green, amber or red status
 [To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Measure: Maintain flood risk assets in high risk systems at target condition

NRW owns and/or maintains 3,500 assets in high risk systems, forming part of the national flood defence infrastructure, providing benefit to thousands of properties in Wales. It is vitally important that these assets are maintained, as a poor condition asset anywhere within the system can impact that location – it is only as good as its weakest link.

Latest position (to end of December 2021):

- Our **target for this measure is 98% of flood risk assets** in high risk systems at target condition.
- Our performance at end of Q3 is **Amber**, at 97.9%. We have missed the target by just 5 assets (out of the 3,500).
- We have made progress throughout the quarter and throughout the year. We started the year with 92 assets in Wales below required condition and this is 75 at the end of December.
- Assets are inspected on a rolling basis, so the performance can go down if our inspections reveal assets below target condition that are not fixable in the timeframe to the end of the year. The measure is therefore a snapshot at the time of reporting.

What we are doing next:

- We will now work to identify and implement the fixes required to get to green.
- We are also continuing work on improvements to our processes and our data handling, to further improve systems, evidence and assurance mechanisms.
- We are currently on track to meet our **year-end target of 98% of flood risk assets** in high risk systems at target condition, and be green. This depends though on the on-going rolling programme of asset inspections not revealing defects that cannot be fixed in the time period.

Measure owner: Mike Evans

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

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Measure: Properties with reduced flood risk or sustained protection through capital work

This measure reflects the number properties benefitting from a reduced level of flood risk (moving from a higher risk category to a lower through a new scheme or improvement works) or sustained level of flood risk (through capital maintenance work).

Latest position (to end of December 2021):

- We have completed project work at both Cadoxton Brook (Vale of Glamorgan) and Ely Bridge (Cardiff) which will directly reduce risk to 162 homes and 80 businesses this year. Unfortunately, our planned work at LlanfairTH (Conwy) seeking to reduce risk to 33 properties has been delayed into next financial year.
- We have also undertaken maintenance work which will sustain the level of flood protection to 584 properties across Wales through our capital maintenance activities.
- Project development and planning work undertaken in this financial year's capital programme will ultimately benefit over 3,500 properties over the coming years as projects progress into delivery.
- This measure is therefore **green** with the annual target now met, 826 properties have benefitted from our FRM capital work to date this year

What we are doing next:

- We will continue the delivery of our capital works throughout the final quarter of this year. However, we will not add any additional properties to those benefitting from a reduction in risk as the projects due for finalisation this year have been completed. We will deliver further sustained protection to properties through our maintenance work, with the final out-turn likely to be over 1,000 properties benefitting from this by year end. We will also continue the project development work planning, to deliver benefits to properties in future years.
- We have achieved our **year-end target of 800 properties per year**, and it is likely we will add further benefitting properties to this by the end of the financial year, with an estimated end of year position at 1,200-1,300 properties.

Measure owner: Jeremy Parr

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Priority: Responding to the Nature Emergency

In 2018 NRW published its first nature strategy '[Vital Nature](#)'. Since then we've been delivering our annual action programmes to improve the conservation status of [protected sites](#). With partners we're delivering the Sands of Life dune project and a wide range of other projects. Through all our work we deliver direct and collaborative action to improve biodiversity and ecosystem resilience, protect habitats, species and natural resources, manage water, land and sea sustainably and minimise pollution.

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Putting Nature at the Centre](#)
- [Protecting Habitats and Species – Terrestrial, Freshwater and Marine](#)
- [Managing Land Sustainably](#)
- [Managing the Sea Sustainably](#)
- [Managing Fresh Water Sustainably](#)

The following pages reflect recent progress on each of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Putting Nature at the Centre

Topic summary progress:

On the 21st of June 2021, the Senedd took the historic step to declare a nature emergency for Wales, one of the very first parliaments in the world to do so. NRW is progressing the priorities of the Vital Nature Strategy and Work Programme, putting biodiversity and ecosystem resilience at the very centre of our work. Examples include:

- Working with Welsh Government to develop Nature Networks, a 3-year costed programme to enhance biodiversity and build ecosystem resilience with protected sites at its core.
- Working with and supporting partners such Wales Biodiversity Partnership, Public Service Boards, Wales Environment Link and the Local Nature Partnerships to maximise opportunities for biodiversity.
- Contributing to updating the Nature Recovery Action Plan - the biodiversity strategy for Wales.
- Delivering the objectives within Area Statements.
- Nature and Us, a year-long project to involve the people of Wales in a national conversation about the future of our natural environment - a Vision for 2050.
- In addition, as well as our Natural Resource Management Business Board, other Business Boards such as Land Stewardship and Flood Risk Management are working on their programmes to embed nature based opportunities and management of high value nature conservation sites.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Biodiversity action across NRW](#)

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Measure: Biodiversity action across NRW

This measure reflects how we in NRW are responding to the nature emergency and putting biodiversity at the core of our work. We are doing this by identifying the priorities NRW needs to focus on and establishing a programme to help manage and track Vital Nature delivery through our wide range of roles

Latest position (to end of December 2021):

- Our **milestone for this measure is to produce the Vital Nature Biodiversity forward work programme for 2022 onwards**. This activity is underway. We have held a number of meetings and workshops to update the Vital Nature Programme, however due to the commitments of many staff a number of workshops are still pending and will be held over the next month.
- This measure is **amber**.

What we are doing next:

- We will now continue with the planned work that will deliver the updated programme.
- We are currently on track to achieve our **year end milestone activity to provide a progress delivery report to BREG (our Biodiversity and Resilient Ecosystems Sub-group) on the 2021-22 Vital Nature Biodiversity work programme** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Amber	Green	Amber	Green

See [here](#) for key used for green, amber or red status

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Topic: Protecting Habitats and Species

Topic summary progress

Guided by our strategic steer 'Vital Nature' we will address the nature emergency. Highlights from the programme include:

- Providing technical specialist support for the £9.8M Nature Networks Fund in collaboration with Welsh Government and the National Lottery Heritage Fund.
- Delivering positive management for protected sites through a management agreement programme.
- Delivering species and habitats restoration projects, (e.g. LIFE projects, Invasive Non-Native Species Pilot Project)
- Action benefitting National Nature Reserves managed by other bodies.
- Development of advice to inform a Welsh Government funded prioritised programme of multi-year investment to build ecosystem resilience across ecological networks with protected sites at the core.
- Supporting 'Natur am Byth' species recovery project (development phase application was approved in June).
- Implementing biosecurity within NRW and sharing best practice and tools externally.

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

- Priority actions undertaken on protected sites to improve condition of features
- Actions undertaken on National Nature Reserves on NRW managed land to improve
- Delivering targeted action for declining species or those on the edge of extinction

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Measure: Priority actions undertaken on protected sites to improve condition of features

Improving protected site condition is essential for maintaining biodiversity and building ecosystem resilience. This measure reflects how we are progressing with actions to improve protected sites to fully provide ecosystem service benefits and function as a core component of a resilient ecological network - enabling habitats and wildlife to thrive.

Latest position (to end of December 2021):

- Our **milestone for this measure is 50% of actions completed or underway.**
- We have completed this activity. 70% of actions in the work programme were reported as underway or complete by December, with 85 underway and 95 complete. This programme has received additional Welsh Government capital funding this financial year, which is focussed on Section 16 land management agreements with owners and occupiers, the Dynamic Dunes Project, Protected site management in Areas of Outstanding Natural Beauty, curlew, river restoration and marine projects.
- This measure is **green**.

What we are doing next:

- We will now continue the programme of delivery. We have been commissioned by Welsh Government to work with contractors to develop a three-year prioritised programme 'Nature Networks Programme' 2022-25, planned report delivery has been extended until end of January 2022.
- We are currently on track to achieve our **year end milestone activity of 80% of actions completed or underway** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Actions undertaken on National Nature Reserves on NRW managed land

This measure reflects how much we are doing to maintain or enhance the ecological condition of the 56 NNRs in our direct care. We report on the number of priority planned management actions and the number of NNRs receiving significant investment to improve condition via these actions.

Latest position (to end of December 2021):

- Our quarterly **milestone for this measure is to have sufficient % of the planned priority actions in progress and/or completed to be confident about achieving our year-end milestone of 80% of planned priority actions completed resulting in significant investment in at least 50 of the 56 NNRs in our direct care.**
- 476 actions are planned across 51 NNRs. 472 actions were to commence by end Q3, of which 42 have now been deemed no longer required. Of the remaining 430 actions, 373 (87%) are Green, 12 Amber, 20 Red with 25 not reported. This measure is **green**.

What we are doing next:

- The measure is green and most works are now complete or underway. We will be celebrating and building on this success to consolidate the benefits while continuing to monitor progress closely. Where planned actions have not been carried out, we will identify the reasons why and work across teams to make further improvements.
- Our **milestone for this measure is to have a minimum of 80% of planned priority actions completed** by the end of Quarter four. We currently expect to **exceed the 80% target** and to be green at year end

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Delivering targeted action for declining species or those on the edge of extinction

This measure reflects actions to address biodiversity loss and build ecosystems resilience - what we are doing as targeted actions for declining species or those on the edge of extinction in Wales. Unless we reverse biodiversity decline and build resilient ecosystems, our well-being and that of future generations will suffer.

Latest position (to end of December 2021):

- Our **milestone for this measure is to develop our future approach for the management of the Cae Gwyn FWPM site on the Afon Eden Special Area of Conservation (part of the Fresh Water Pearl Mussel Strategy strategy)**.
- We have completed this activity. We have drafted a management plan for Cae Gwyn which details a long-term plan for the site including priority river and floodplain restoration activities. So far this year we have carried out key stock exclusion fencing as well as obtaining the species licence and flood risk permit for work in 2022-23. All of this work has also received assurance from our Programme Management Office (PMO).
- This measure is **green**.

What we are doing next:

- We will now continue our river and floodplain restoration work at Cae Gwyn to establish the framework for our Declining Species Programme.
- We are currently on track to achieve our **year end milestone activity to report on development of priorities for Declining Species Programme** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Managing Land Sustainably

Topic summary progress (i.e. overview of work undertaken against this topic):

- We have published new standard advice on Ancient Woodland on our website and have provided consultation responses to UK Department of Business Energy and Industrial Strategy on proposed changes to National Policy Statements which provide the policy framework for determining Nationally Significant Infrastructure Projects. Following the Minister's decision to suspend the implementation date of Technical Advice Note 15 and the Flood Map for Planning until June 2023, we are reviewing what advice should be provided in response to planning application consultations. The Minister intends to issue a further letter to clarify procedure which will inform our approach. Notwithstanding, this review, WG's decision has caused disruption to our normal Development Planning Advice Service
- For the Welsh Government Woodland Estate, we continue to progress actions to close any Corrective Action Requests or Observations arising from the annual UK Woodland Assurance Standard audit and to prepare for the next audit.
- For metal mines, we have completed: surface water management construction (Llannerchyaur); channel works (South Frongoch) ; channel outline design (North Frongoch); 12 months' monitoring of Cwm Rheidol's Dispersed Alkaline Substrate trials; 6 months' field trials at Parys Mountain; detailed design of recreational access to Llyn Geirionydd (Pandora); fencing / signage of mine hazards & detailed designs for multiple flow-monitoring structures (Parc); Ground Investigation at Dylife; Grogwynion Habitat site survey at Cwmystwyth; Commenced construction for Cwm Rheidol's Blow-out Prevention lagoon; Ceredigion Council approved Permitted Development Rights (Wemyss).

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- Number of UK Woodland Assurance Standard (UKWAS) Corrective Action Requests (CARs) and Observations (Obs) open and progress towards closing them.
- Progress of our work to reduce pollution from metal mines

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Measure: Number of UK Woodland Assurance Standard (UKWAS) Corrective Action Requests (CARs) and Observations (Obs) open and progress towards closing them.

Being certified via UKWAS shows we [sustainably manage the Welsh Government Woodland Estate \(WGWE\)](#) reaching Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC) international standards. Wales' state forests have been certified via UKWAS since 2001 and we aim to keep it that way.

Latest position (to end of December 2021):

- In 2021 we retained certification with 1 major CAR, 1 minor CAR and 5 Obs, fewer than in 2020 and we want fewer still.
- Our auditors assess evidence of closure. They have closed the major CAR. Work is in progress to close out of the 1 minor CAR and 4 of the Obs at the 2022 audit. 1 Obs will remain open during the period of the certificate with evidence of progress being provided annually.
- This measure is **green**.

What we are doing next:

- Build on the good result to further embed progress on the quality of our sustainable forest management.
- Continue to work on closure of CARs and Obs.
- Prepare staff and systems for the 2022 audit, date and regions yet to be confirmed.
- We will be Green at year end due to us retaining certification this year.

Measure owner: Dominic Driver

Q1	to Q2	to Q3	Expected year end
Amber	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Progress of our work to reduce pollution from metal mines

This measure reflects progress with the assessment and remediation of high risk [sites](#), in line with our Metal Mine Strategy - Delivering a safe local environment and improvements to local air and water quality and ensuring the sites are safe.

Latest position (to end of December 2021):

- Our **milestone for this measure is to produce a further 2 project definitions and 2 detailed designs**. We have not completed this activity. We have completed project definition at Pandora but have not completed project definition for Parc, which is now subsumed into the Gwydir Parc Mine Complex. We have not completed the detailed design for the main dam under the Flood Risk Management-funded Cae Conroi Orphan reservoir project or for surface water management and tips at Dylife. This will now go ahead in the next financial year.
- **This measure is red.**

What we are doing next:

- We will now continue with the initial Assessment/Definition for Parc, which has been subsumed into the Gwydir Parc Mine Complex. This commenced in Q3 and includes three years' monitoring. We will progress the detailed design for main dam under the Flood Risk Management-funded Cae Conroi Orphan reservoir project. This work will run into the next financial year. Ground investigations and detailed design for surface water management and tips at Dylife will now go ahead in the next financial year. We will progress with detailed design at Wemyss and scoping study at Nant-y-Mwyn.
- We are currently on track to achieve our **year end milestone activity to further 16 preliminary assessments** in quarter four. We currently expect we will be amber at year end because looking at performance for all four quarters, we will achieve the majority, but not all.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Red	Amber

See [here](#) for key used for green, amber or red status
 [To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Managing the Sea Sustainably

Topic summary progress (i.e. overview of work undertaken against this topic):

- Our work on the topic Managing the Sea Sustainably is coordinated via NRW's Marine Programme. Progress continues to be made in all key work areas including delivering: implementation of the Welsh National Marine Plan; NRW's Offshore Renewable Energy Programme; NRW's Integrated Coastal Management Programme, with a focus on coastal squeeze; plan and project level marine casework advice; blue carbon work programme; work on practical marine and coastal restoration and ecosystem resilience; contributing to the Wales green / blue recovery programme; implementation of the Marine Area Statement; Marine Protected Area (MPA) condition improvement projects and MPA network management actions; technical support to WG in identifying new Marine Conservation Zones to complete the Welsh MPA network; marine monitoring and reporting; the prioritised marine evidence programme; management of the Dee and Burry Inlet cockle fisheries and the Dee Conservancy.
- Whilst across the programme most work is on track, many areas are dependent on single-year funding. A number of areas have been flagged in terms of delivery risk due to resources, and in the 3-year GIA budget bidding exercise, including MPA management and restoration, marine monitoring, and, critically, the Offshore Renewable Energy Programme which is due to grow as a result of new technologies. Multiple routes are being pursued for delivery resources, including for example, the Nature Network Fund and energy deep dive actions.

Topic owner: Rhian Jardine

Business Plan dashboard measure/s for this topic:

- [Support implementation of the Welsh National Marine Plan](#)
- [Progress NRW's actions in the Wales Marine Protected Area network management actions plan](#)

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Measure: Support implementation of the Welsh National Marine Plan

This measure reflects progress in relation to Welsh National Marine Plan (WNMP) implementation including the need to support proportionate decisions that take full account of environmental, social and economic considerations under the new planning framework.

Latest position (to end of December 2021):

- Our **milestone for this measure is to progress development of priority products**. We have worked with the Marine Spatial Approach Expert Group and receptor leads to develop a work programme to deliver against the WG request for NRW to map ecological considerations. This has been approved by Marine Programme Planning and Delivery Group and WG and this work is ongoing and currently expected to report in October 2022. We continue to populate the Marine Advice Handbook, including work on proportionality. Following agreement internally and with WG, we will publish the core principles to support implementation of the enhancement and restoration element of the policy in the WNMP as an NRW product. Internal consultation on these principles is now complete. This measure is **green**.

What we are doing next:

- We will continue to work to capture relevant guidance and evidence in the WNMP Implementation Table, and to deliver shared priorities. The Marine Spatial Approach Expert Group will continue to deliver the work programme to map ecological considerations, and we will work with others across marine to ensure NRW can provide high-quality evidence advice that both supports marine plan implementation and wider stakeholder evidence needs (e.g. WG Tidal Lagoon Challenge programme). We will be looking to publish NRW's draft core principles to provide the context in which we (NRW) will be coming to discussions with developers. We are currently on track to achieve our **year end milestone activity to sign-off priority products** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Progress NRW's actions in the Wales Marine Protected Area network management actions plan

This measure reflects progress with [Marine Protected Areas network](#) management actions. The marine protected area network is a key tool in developing greater resilience in the marine environment and is an integral consideration for all developments in the marine area, through Wales National Marine Plan policy (WNMP).

Latest position (to end of December 2021):

- Our **milestone for this measure is to review action progress and report to Wales MPA Management Steering Group**
- We have completed this activity. We have reported to the Steering Group that all NRW actions are underway and progressing well.
- This measure is **green**.

What we are doing next:

- We will now work to complete all NRW actions by the end of the financial year.
- We are currently on track to achieve our **year end milestone activity to sign off and report on final delivery** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Rhian Jardine

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Managing Freshwater sustainably

Topic summary progress (i.e. overview of work undertaken against this topic):

- We continue to deliver Cycle 2 investigations, National measures and the local measures alongside the development of the Cycle 3 River Basin Management Plans (RBMP) where we are identifying local measures for opportunity catchments to commit to in the final Plans.
- Consultation on the draft RBMP closed at the end of June and we are reviewing responses. We will use these to help inform the final details for the updated RBMP, which are expected to be published in June 2022.
- Work on Periodic Review 24 and Water Resources Management Plans is progressing with key dates in 2022 and 2023.

Topic owner: Sian Williams

Business Plan dashboard measure/s for this topic:

- [Deliver remaining water related investigations and develop new River Basin Management Plans](#)

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Measure: Deliver remaining water related investigations and develop updated River Basin Management Plans

This measure on water related investigations and [River Basin Management Plans](#) (RBMPs) reflects how we are progressing delivery of the current RBMPs, to protect and improve Wales' water environment and set the strategic direction for the updated Plans (2021- 2027).

Latest position (to end of December 2021):

- Our **milestone for this measure is to complete a further 270 investigations from Cycle 2.**
- We have not completed this activity. We have discussed this with our Executive Team in December and taken the decision that this will remain red but we will work to assess and develop new metrics for 22/23. Cumulatively we have completed 292 of the 447 investigations.
- This measure is **red**.

What we are doing next:

- We will continue to progress as many of the investigations as we can over the remaining Q4 period. We will now continue to deliver the programme but will not be able to complete those investigations that are more complex.
- We are currently on track to achieve our **year end milestone activity to review and respond to the draft RBMP consultation stakeholder responses to inform Cycle 3** in quarter four. This has now been completed and will inform Cycle 3 in quarter four including finalising the River Basin Management Plans.
- We currently expect we will be red at year end as we will not have completed the total of 447 investigations.

Measure owner: Sian Williams

Q1	to Q2	to Q3	Expected year end
Red	Red	Red	Red

See [here](#) for key used for green, amber or red status

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Priority: Developing and using our Evidence with Partners to Advocate for and Deliver SMNR

Developing and using our evidence with partners and communities to advocate for and deliver the sustainable management of natural resources (SMNR) through [state of natural resources reporting](#), area statements and joint working to improve the resilience, well-being and connection of nature and people: using evidence, sharing evidence and developing evidence.

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Creating a Shared Vision for the Natural Environment for 2050](#)
- [Improving and Presenting Evidence about the Natural Environment](#)
- [Work with Partners and Communities using Area Statements](#)

The following pages reflect recent progress for those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Creating a Shared Vision for the Natural Environment for 2050 - Natur a Ni / Nature and Us

Topic summary progress (i.e. overview of work undertaken against this topic):

- Preparations to launch the first phase of the Nature and Us national conversation are near completion. We've finalised or are close to completion of the survey, campaign materials (social media ads, videos) workshop and public webinars (scripts, scenario videos) and held a test stakeholder workshop with students at Cardiff University. This has helped us improve our products further and confirmed the suitability of the chosen approach.
- Close liaison with Welsh Government (WG) has been ongoing and Nature and Us is now developed with support from WG. Their feedback has improved campaign products and narrative.
- The Minister is supportive and will be involved in the launch. We are discussing the launch date with WG, reflecting the availability of Ministers and positioning Nature and Us alongside other initiatives they are launching, such as the National Forest Campaign.
- Awareness raising with stakeholders has been ongoing and included meetings with e.g. the Future Generations Commissioner's office and the Welsh Local Government Association. An offer has been prepared to the Public Services Boards to jointly host the regional focus groups being organised as part of phase 1. A meeting is being organised for organisations working with seldom heard voices. The aim is to understand better what tools and resources would support them to involve their networks with Nature and Us.
- Two poets in residence have been commissioned by Literature Wales to creatively respond to phase 1 of the conversation. Both poets have interestingly contrasting perspectives (North and South Wales, rural and urban, and Welsh and English) and complementary creative practices. They will be shadowing the conversations and carrying out a series of poetry workshops within their own communities.

Topic owner: Sarah Williams

Business Plan dashboard measure/s for this topic:

- **Develop Natur a Ni / Nature and Us campaign products for launch**

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Measure: Develop Natur a Ni / Nature and Us campaign products for launch

This measure reflects the work needed to develop the products for Nature and Us so that they are ready for launch in Q4. Once the products are in place we will be able to go live with the campaign in a timeframe agreed with Welsh Government and to input into our corporate plan.

What is the latest position? (to end of December 2021):

- Our **milestone for this measure is to provide an update on campaign products.**

We have almost completed this activity. We have finalised a number of campaign products, including: campaign and scenario videos, workshop and webinar scripts, branding, ad campaign and methodology to analyse the conversation findings.

The following products are at an advanced stage and will be finalised in time for launch in Q4: Public survey, stakeholder toolkit, stakeholder communications, campaign posters and postcards, supplementary learning resources for educators, press release and media brief

- This measure is **green**.

What we are doing next? (including activity to address current/predicted red or amber, and next target/milestone):

- We will finalise the remaining products and continue to raise awareness with stakeholders, ahead of launch early in Q4. There is some uncertainty around the final launch date and this has slowed down finalising some of the products.
- We are currently on track to achieve our **year end milestone activity of launch of campaign and update on initial responses** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Sarah Williams

Q1	to Q2	to Q3	Expected year end
N/A	N/A	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Improving and Presenting Evidence about the Natural Environment

Topic summary progress (i.e. overview of work undertaken against this topic):

- NRW staff have liaised closely with Welsh Government to ensure the next SoNaRR Report (likely to be in 2025) is policy ready.
- To ensure timely delivery of the SoNaRR reports and enable planning of chapter authors SoNaRR has now become a project recognised by the Portfolio Management Office.

Topic owner: Chris Collins

Business Plan dashboard measure/s for this topic:

- Promote, advocate and encourage use of State of Natural Resources Report

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Measure: Promote, advocate and encourage use of State of Natural Resources Report

This measure reflects action to promote, advocate and encourage use of [the State of Natural Resources Report](#) (SoNaRR2020) evidence and key findings to realise the benefits of the sustainable management of natural resources (SMNR).

Latest position (to end of December 2021):

- Our **milestone for this measure is to liaise with Welsh Government (WG) on the use of SoNaRR in any revised Natural Resources Policy (NRP)**.
- This activity is complete. We have had a series of meetings with the policy lead for the NRP in WG and discussed the use of SoNaRR2020 in any forthcoming NRP and in more specific policies.
- This measure is **green**.

What we are doing next:

- We will now build on SoNaRR2020 by using it as the basis of food systems research with stakeholders as part of the Bridges to the Future project. We will feed this research and unpack SoNaRR202 into Area Statements at the point they are refreshed (we are uncertain when this will be with the NRP timeline being uncertain).
- We will be gathering feedback on the usefulness of SoNaRR2020 from stakeholders over the next few months.
- We are currently on track to achieve our **year end milestone activity of summary of engagement, feedback and use of SoNaRR and the application in Area Statements** in quarter four.
- We have placed SoNaRR within a project management framework approved by the Portfolio Management Office to ensure timely delivery for both work following on from SoNaRR 2020 and future SoNaR Reports .
- We currently expect we will be green at year end.

Measure owner: Chris Collins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Work with partners and communities using Area Statements

Topic summary progress (i.e. overview of work undertaken against this topic):

- Our focus this quarter has been on working with Public Services Board (PSB) partners to develop Well-being Assessments, incorporating key messages and evidence from SoNaRR2020 and Area Statements.
- For our Marine work, we have developed briefings and provided evidence to support identification of marine and coastal opportunities and challenges within PSB processes across Wales.
- We have been working with communities in the Valleys to develop a shared vision for future local land management as part of 'Project Skyline'.
- We have kicked-off a farmer-led research project focused on sustainable grazing and soil health in South Powys.

Topic owner: Martyn Evans

Business Plan dashboard measure/s for this topic:

- Use of Area Statements within NRW to embed priorities and opportunities

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Measure: Use of Area Statements within NRW to embed priorities and opportunities

This measure reflects the use of [Area Statements](#) within NRW particularly in our Service and Place plans and through joint working to embed priorities and opportunities.

Latest position (to end of December 2021):

- Our **milestone for this measure is to update on programme and project progress and any action on areas for change, informing forward work programmes including using Area Statements to align our Service plans to and with our Place plans.**
- This activity is part of a rolling programme. We have been developing our 2022-23 Place Plans and have been structuring them around Area Statement priorities and opportunities. We have finalised the Position Statement which sets out how NRW will keep Area Statements under review.
- This measure is **green**.

What we are doing next:

- We will continue to take a place-based approach to aligning work programmes with Area Statement priorities and work with our Public Service Board partners to finalise Well-being Assessments. We will develop a concept paper for a national framework for Area Statements to better enable place-based delivery of the Natural Resources Policy.
- We are currently on track to achieve our **year end milestone activity to update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 22/23** in Quarter four.
- We currently expect we will be green at year end.

Measure owner: Martyn Evans

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Priority: Developing NRW into an excellent organisation that serves the communities of Wales

Developing NRW into an excellent organisation, through engagement and collaboration with stakeholders around the [sustainable management of natural resources](#) and focussing on new ways of working, to improve benefits to communities from the environment

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Responding to and Managing Incidents](#)
- [Regulation – permitting, regulating, and where required enforcing compliance](#)
- [Benefitting Communities](#)
- [Developing Our Organisation](#)
- [Ensuring Everyone’s Well-being, Health and Safety](#)
- [Understand and improve our Customers’ Experiences](#)
- [Making the most of our Commercial Opportunities](#)

The following pages reflect recent progress on six of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Responding to and Managing Incidents

Topic summary progress (i.e. overview of work undertaken against this topic):

- **Preparedness:** Development of the guidance materials that support our response roles has continued at pace, including the sign-off of the new Land Management Handbook, with a number of guidance updates in progress.
- **Response:** In a challenging year, we have continued to respond to several incidents recently, as well as managing the EU Exit, Covid, Avian Influenza and *Phytophthora pluvialis* response. We have also continued development of additional topic specific Critical Incident Plans to help guide our response to those incidents that have the largest potential impact.
- **Review:** Incident reviews have been carried out for a number of recent incidents with the recommendations resulting in actions and the embedding of learning from our experience. Further training has been provided to review facilitators to embed the recently updated Learning from Experience guidance.
- **Recording & reporting:** Preparations for upgrading our incident recording system to a new web version have continued, with testing to commence in Quarter 4. Continuous improvement and embedding of the incident management dashboard remains ongoing, with links made to the Master Data Team to address data quality issues.
- **Training:** Training of new rota volunteers has been taking place across the organisation, improving our skills and capabilities to deal with all types of incidents, including those officers on the new Land Management Duty Officer rotas.
- **Exercising:** Teams across NRW have continued to take part in exercises both internally and with our multi-agency partners. The learning from these exercises has been factored into our ongoing training programme.
- **Rota Resilience:** Additional rota volunteers have started to join rotas following completion of their training, helping to bolster the numbers of staff we have available to respond to incidents. Assuming the rota consultation is approved, we will be focusing on new staff members joining rotas from April, following relevant training.
- **Business Continuity:** Additional actions have been carried out (with others ongoing) to improve resilience and our ability to respond to incidents that could disrupt our critical and priority business activities. These actions have been driven by learning from the Coronavirus Pandemic and the sharing of information by our partners in relation recent Cyber-attacks and associated exercises.

Topic owner: Lyndsey Rawlinson

Business Plan dashboard measure/s for this topic:

- [Response to incidents \(initial category 'High', within 4 hours\)](#)

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Measure: Response to incidents (initial category 'High', within 4 hours)

For incidents we initially class as High Level (using our Incident Categorisation Guidance criteria), we aim to respond within four hours of being notified. This is to ensure we prioritise our efforts on the high impact incidents, and we act within a suitable timeframe to minimise harm and impact. Response may include physical attendance at the site, but also includes other activities, such as contacting professional partners

Latest position (to end of December 2021):

- Our **target for this measure is 95%**. We have not achieved this. Performance for this quarter **currently stands at 88%**. The cumulative total for the last 12 months is 91%. This measure is **amber**.
- Of the 1,222 initial High Level incidents in the year to end Quarter 3, 1,115 have a recorded response that took place within 4 hours of notification. 107 incidents failed to meet the target. Of these, 28 have a recorded response time of greater than 4 hours; 26 are showing as errors, and; 53 have missing response details. Lack of recording of response details therefore remains the biggest issue in meeting this measure.

What we are doing next:

- Throughout Quarter 4, we will be contacting officers who have missing or mis-recorded incident response details. Staff will be reminded how to correctly record these details in the database and asked to do correct and update records as soon as possible. The aim of this temporary approach is to raise awareness of the importance of this issue and to ensure that staff have access to clear guidance on the recording process.
- We will also be updating the incident recording guidance and rolling out further training on its use in 2022/23, as part of the planned update to our Incident Categorisation Guidance and ongoing data quality improvement work.
- We currently expect to meet our **year end target of 95%** in Quarter four, and to be green at year end, due to the planned approach outlined above.

Measure owner: Lyndsey Rawlinson

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

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Topic: Regulation – permitting, regulating, and where required enforcing compliance

Topic summary progress (i.e. overview of work undertaken against this topic):

- Progress for Q3 in relation to the Performance of regulated sites measure has been as expected. The measure is green with 100% of the sites with category 1 and category 2 compliance breaches receiving an appropriate regulatory response determination within 6 months.
- It should be noted that more compliance breaches have been found in this reporting quarter (April – June 2021) than the previous reporting quarter (January – March 2021) and the number of compliance breaches are still significantly below the number of compliance breaches reported in the pre-pandemic reporting quarter of January – March 2020.

Topic owner: Nadia De Longhi

Business Plan dashboard measure/s for this topic:

- Performance of regulated sites and water quality discharges

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Measure: Performance of regulated sites and water quality discharges

This measure reflects the number of category 1 and category 2 compliance breaches with appropriate regulatory response determined within 6 months. Poor performance at permitted sites has the potential for impacts on the environment, communities and the reputation of a sector. They are also resource intensive in terms of our regulatory effort and are considered to pose a greater risk of incidents, which can also then consume a large amount of our resources and impact communities.

Latest position (to end of December 2021):

- Our **target for this measure is 75% of category 1 and category 2 compliance breaches to have an appropriate regulatory response determined within 6 months.**
- There have been 27 category 1 and category 2 compliance breaches over the period (April – June 2021) and **100%** have had an appropriate response.
- **NB** – The 27 compliance breaches in Q3 of 2021-22 (April – June 2021) is an increase on the 8 compliance breaches recorded in Q2 of 2021-22 (January – March 2021) and is a significant increase from the 13 compliance breaches recorded in Q3 of 2020-21 (April – June 2020).
- This measure is **green**.

What we are doing next:

- We are currently on track to meet our **year end target of 75% of category 1 and category 2 compliance breaches to have an appropriate regulatory response determined within 6 months** in quarter four, and are likely to be green at year end.

Measure owner: Nadia De Longhi

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Benefitting Communities

Topic summary progress:

- In this topic we focus on work to better engage with stakeholders at all scales in Wales to improve our approaches and how well we are engaging in our Places to understand the nuances of local needs impacting on approaches to delivery. To this end we continue to conduct regular meetings with key Environmental stakeholders to ensure they are involved in our thinking about our new Grants Portfolio. Their contributions have been helpful in understanding the priorities and appetite for our intended areas of grants support for the next two years. They have welcomed the opportunity to feed into the early steps of the process. We look forward to continued fertile conversations with this influential sector group as we enter the next steps as well as wider discussions about how we recognise each other's ambitions for delivering outcomes for Wales. Similarly, we have two representatives from the grants third sector community (Wales Environment Link (WEL) and Wales Council for Voluntary Action (WCVA)) representing the voice of customers to help us develop our grants offer. Our work this quarter to contribute effectively to the well-being assessments being developed by each PSB across Wales will help set the agenda for the next 5 years in the ensuing Well-being Plans.
- We have completed the recruitment to the new Grants Assessment and Monitoring team. The new recruits have settled in well and training has been delivered for them in the new processes. So, we now have trained staff to deploy to both ensure in flight grants are well managed as we approach year end and the associated increase in grants claim alongside processing the new grants emerging from the identified programmes for 2022/23. We have finalised the agreement with Arts Council Wales (ACW) and now have the green light to commence the Creative Nature Programme. This 12-month programme will explore how the arts can be used to enhance how we engage with people and communities. Work strands will use art installations as innovative approaches to challenge current thinking about food, energy and transport systems, decarbonisation, and the future of the natural environment.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- [Deliver NRW's combined health and educator training](#)

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Measure: Deliver NRW's combined health and educator training

This measure on the development and delivery of NRW's combined health and educator training, resources and projects reflects our work to highlight the multiple health and attainment benefits the natural environment can provide.

Latest position (to end of December 2021):

- Our **milestone for this measure is to update on programme and project progress and any action on areas for change, informing forward work programmes.** This measure is **green**.
- We have completed this activity including our annual meeting with the Children's Commissioner who has praised NRW's work on the inclusion of Children's Rights in our decision making. We have delivered a session for 40 GP Training Programme Directors, responsible for the training of all the GPs in their geographical areas as part of a wider Health Education and Improvement Wales (HEIW) training session. The session raised/increased awareness of the value of green/blue prescribing and the wider benefits that can bring as a sole prescription or as a support for prescribed medication.

What we are doing next:

- We will now finalise four education resource packages, follow up the GP Programme Director Training leads and complete work to review our health and education web and intranet pages. We will continue with the Health Impact Assessment project, review of the Healthy Schools Framework Scheme in partnership with Public Health Wales and implement any outputs from the Ministerial Play review recommendations. Educator training events and support for the PSB Well-being Assessment and Plan process will continue.
- We are currently on track to achieve our **year end milestone activity of update on programme and project progress and any action on areas for change, identifying new work programmes/projects for 22/23** in quarter four. We currently expect we will be green at year end.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Developing our Organisation

Topic summary progress:

- There are two direct initiatives that we are developing and plan to start implementing they are:
 - People Strategy
 - Diversity and Inclusion StrategyThese will help collate a variety of initiatives under a single strategy to ensure they are delivering against organisational expectations.

Topic owner: Steve Burton

Business Plan dashboard measure/s for this topic:

- Develop and implement a People Strategy for NRW
- Equality, Diversity and Inclusion action

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Measure: Develop and implement a People Strategy for NRW

This measure reflects the development and implementation of our People Strategy.

Latest position (to end of December 2021):

- Our milestone for this measure is to finalise and **publish** our People Strategy, supported by an action plan setting out immediate priorities for the next 12 months.
- We have completed this activity. The People Strategy was shared with People and Remuneration Committee (PaRc) in December for Board approval in January. In the meantime, we have also set up the People Board to support implementation.
- This measure is **green**.

What we are doing next:

- We will now ensure a comms plan is developed to share the strategy with staff and use the People Board to implement the initiatives identified in the People Strategy.
- We are currently on track to achieve our **year end milestone activity to have priority actions underway and complete where appropriate, in line with the People Strategy action plan** in Quarter four, and we currently expect we will be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Measure: Equality, Diversity and Inclusion action

This measure reflects development and implementation of our Equality, Diversity and Inclusion (EDI) Action Plan, now superseded by **'Gyda'n Gilydd - All Together' - NRW's Inclusion and Diversity Strategy 2021-25** and high-level plan.

Latest position (to end of December 2021):

- Our **milestone for this measure is to present to Board an Inclusion and Diversity recommendation report based upon Q2 and Q3 outputs.**
- We have completed this activity with Papers submitted to Executive Team (1 December meeting) and PaRC (10 December) with approvals. We have now completed Stages 1 and 2 of the initial Equality, Diversity and Inclusion (EDI) Project which began in January 2021, ending in November. The findings from the initial two stages included feedback from Stakeholders, and our NRW EDI Task and Finish Group, who also scrutinised the findings of the Stage 1 desktop review - carried out by consultants Diverse Cymru.
- This measure is **green**.

What we are doing next:

- We will now submit the Strategy and Paper to NRW Board meeting on 28 January 2022 requesting final sign off.
- We are currently on track to achieve our **year end milestone activity to complete a sub plan for 2022-2023 based upon the review in Q3 and agreement with the NRW Board** in quarter four, and will be green at year end.

Measure owner: Steve Burton

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Topic: Understand and Improve our Customers' Experiences

Topic summary progress:

- The Lead Specialist Advisor, Customer Experience recruitment is completed, the post will be filled in January 2022 and will lead the delivery of all aspects of the Customer Experience and Engagement Strategy.
- Procurement of a Customer Journey mapping supplier has been significantly delayed due to Welsh language/translation requirements.
- Stakeholder mapping workshops have been held with staff, a paper is being prepared to go to our Executive Team with recommendations for activities and quick wins.

Topic owner: Naomi Lawrence

Business Plan dashboard measure/s for this topic:

- [Progress the Customer Experience Strategy](#)
- [Deliver our Stakeholder Engagement Plan](#)

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Measure: Progress the Customer Experience Strategy

This measure reflects the Progress of the Customer Experience Strategy

Latest position (to end of December 2021):

- Our **milestone for this measure is to develop understanding of current sources of customer insight with a view to consolidating into a holistic view (Feedback framework)**.
- We have not completed this activity. We have only just completed the recruitment for the Lead Specialist, Customer Experience role who will be tasked with completing this activity.
- This measure is **amber**.

What we are doing next:

- We will now begin to work with colleagues across NRW to identify the current sources of customer insight, and develop ideas to provide valuable, qualitative and quantitative reporting. Due to delays in the Customer journey mapping procurement process, we have not yet selected our preferred supplier to carry out this piece of work.
- We are not currently on track to achieve our **year end milestone activity which is to begin a review of results of the customer journey mapping exercise and agree next steps** in quarter four.
- We currently expect we will be amber at year end.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Expected year end
Green	Green	Amber	Amber

See [here](#) for key used for green, amber or red status

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Measure: Deliver our Stakeholder Engagement Plan

This measure reflects the delivery of our stakeholder engagement plan.

Latest position (to end of December 2021):

- Our **milestone for this measure is to continue delivery of the contact programme and the ongoing mapping exercise.**
- We have not completed this activity. We have undertaken workshops with staff and are developing a paper to go to our Executive Team with recommendations for activities and quick wins. The planned activities have been outlined as well as proposed ones (including targeted and wide-reaching training).
- This measure is **amber**.

What we are doing next:

- Once the proposed activities have been agreed, we will begin implementation.
- We are currently on track to achieve our **year end milestone activity to undertake a perceptions audit** in quarter four.
- We currently expect we will be green at year end.

Measure owner: Naomi Lawrence

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

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Topic: Making the most of commercial opportunities

Topic summary progress (i.e. overview of work undertaken against this topic):

- We have failed to hit some of our Business Plan Dashboard targets with regards to the Commercial Strategy primarily due to staff shortages, Covid impacts and having to prioritise other work such as the Ministerial Deep Dive recommendations.
- We are ahead on many areas of the Commercial strategy as some of the delays have meant bringing other workstreams forward, so our innovation working practices have advanced, for example Natural Burials and site developments and new procurement approaches at Maesgwym and Ceinws, as well as helping to improve current business as usual activities such as the comprehensive Filming Permissions Review.
- We continue to be actively engaged with our WG colleagues on enhancing local ownership and new delivery models for renewable energy developments and have influenced decisions on how NRW can enable this new approach.
- We continue to improve in Timber Sales and are positively driving the up to 30% Alternative Timber Sales.

Topic owner: Elsie Grace

Business Plan dashboard measure/s for this topic:

- Implement our Commercial Strategy
- Timber volume offered to market / sold / dispatched

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Measure: Implement our Commercial Strategy

This measure reflects how we are implementing our Commercial Strategy (which superseded the Enterprise plan) and sets out what we will focus on in the next five years and NRW's approach to commercial opportunities, including the development of the People, Planet, Prosperity measurement of commercial success and value.

Latest position (to end of December 2021)

- Our milestone for this measure is to hold a **Circular Business Connectors Event facilitated by NRW and hold a Commercial Day – NRW Pitch Day**
- We have not completed this activity in Q3. This measure is **amber**.

What we are doing next:

- We have set a date in the diary, lined up speakers and are preparing communications for release. Due to the ongoing Ministerial Deep Dives which included many of our stakeholders and because we were hoping for a face to face meeting rather than something online, we have held off until Q4. We won't have a face to face meeting, but we will be able to comment on how to integrate the Deep Dive Recommendations into the next year of the strategy.
- We are currently on track to achieve our **year end milestone activity of Annual Review prepared (for publishing April 2022) and Strategy Revision (published April 2022)** in Q4.
- We currently expect we will be green at year end.

It should be noted that although some of what we had planned to do in the Business Plan Dashboard has been pushed back or moved mainly to circumstances outside of our control, we have been able to pull forward various workstreams due to the freed-up capacity and some of the commercial innovation streams such as Natural Burials, and the new procurement approach, leaving us in many areas ahead of strategy expectations.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Expected year end
Amber	Amber	Amber	Green

See [here](#) for key used for green, amber or red status

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Measure: Timber volume offered to market/sold/dispatched

This measure reflects a commitment set out in the [Timber Sales and Marketing Plan](#). NRW currently offers an available timber harvest of around two thirds of the total Welsh market, generating significant income and supporting the timber economy in Wales.

Latest position (to end of December 2021):

- Our **target for this measure is 620,000m³ (232,000m³ in Q3)**
- We have achieved 611,000m³ which is 98% of the target.
- This target has an operational tolerance of 15% to accommodate weather and disease events, as set out in the Timber, Sales and Marketing Plan.
- This measure is **green**.

What we are doing next:

- We will offer a further 207,000m³ for sale in February 2023.
- We are currently on track to meet 98% of our year end target of 830,000m³.
- We currently expect we will be green at year end.

Measure owner: Elsie Grace

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Green

See [here](#) for key used for green, amber or red status

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Priority: Responding to the Covid-19 pandemic and the UK leaving the European Union, taking opportunities for a green recovery

Collaborating with partners in response to major change, including the Covid-19 pandemic and the UK leaving the European Union, providing advice and guidance and taking opportunities to maximise a green and blue recovery

Our NRW Business Plan sets out the following topics in relation to this priority:

- [Providing advice and guidance](#)
- [Delivering our Covid-19 Renewal Programme](#)

The following pages reflect recent progress on each of those topics, along with the latest performance position in relation to the Business Plan dashboard measure/s for each.

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Topic: Providing advice and guidance

Topic summary progress (i.e. overview of work undertaken against this topic):

- This work includes maintaining relationships with other agencies and staff across NRW to provide a coherent view on the continuing impacts of EU Exit and to advise Welsh Government via liaison with colleagues across the UK.
- We are working closely with Welsh Government and other agencies supporting the development of legislation and are ensuring that the long-term impact, risks and opportunities related to environmental governance are recognised. In particular, development of the new oversight body, increased risk of Judicial Review, strategic complaints work and increased liaison and advisory work related to environmental governance.
- We will continue to manage this additional permanent work with temporary resources on behalf of the wider organisation, seeking for a solution to transition this work into business as usual.

Topic owner: Ruth Jenkins

Business Plan dashboard measure/s for this topic:

- NRW's contribution following EU Exit

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Measure: NRW's contribution following EU Exit

This measure reflects an update on NRW's contribution following EU Exit to environmental principles and governance, the new oversight body and new legislation (development of Agriculture and Fisheries Bills etc). NRW must respond effectively to developing issues and changes for advice and guidance to staff, customers and stakeholders.

Latest position (to end of December 2021):

- Our **milestone for this measure is to provide a progress update**. This measure is **green**.
- We are continuing to contribute to the development of new legislation following EU Exit, supporting Welsh Government (WG) and coordinating a comprehensive response from NRW. We are working with other agencies, staff across NRW and with the Interim Environmental Protection Assessor Wales (IEPAW) on environmental governance and have briefed Executive Team on the long-term impact, risks and opportunities related to the new oversight body and its effect on NRW's work. In particular, the increased risk of Judicial Review, strategic complaints work and advisory work. We are working closely with the IEPAW on calls for evidence in response to submissions and will have increased work in this area in Q4.

What we are doing next:

- We will now finalise proposals for the management of permanent new and additional work following EU Exit. We will work with WG on new legislation and the new oversight body and with other agencies, NRW staff and interim process.
- We are currently on track to achieve our **year end milestone activity to provide a progress update** in quarter four.
- We currently expect we will be amber at year end due to the temporary nature of the programme and additional permanent work that is not currently resourced long-term. Executive Team have confirmed the need to resource this high profile, permanent new work, which will mitigate this risk if implemented.

Measure owner: Ruth Jenkins

Q1	to Q2	to Q3	Expected year end
Green	Green	Green	Amber

See [here](#) for key used for green, amber or red status
 [To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Topic: Delivering our Covid-19 Renewal Programme

Topic summary progress:

- Hybrid working trials (mixture of home and office working) were implemented and then paused due to Covid regulations.
- Significant progress has been made on our Space workstream, engaging with place-based teams on the future of the built estate.
- A revised room booking system will be launched on 16th January 2022.
- Work continues against the other workstreams milestones and key deliverables.

Topic owner: Victoria Rose-Piper

Business Plan dashboard measure/s for this topic:

- Implement Covid-19 Renewal programme

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Measure: Implement Covid-19 Renewal programme

This measure reflects the broad range of work undertaken to deliver the Renewal programme.

Latest position (to end of December 2021):

- Our **milestone for this measure is delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered.**
- We have achieved many of the programme plan milestones although the hybrid working trials had to be paused post implementation as a result of the Covid rule change.
- This measure is **amber**.

What we are doing next:

- We currently expect we will be green / amber at year end to achieve our **year end milestone activity of delivery against programme plan, including implementation of planned trials initiatives and measurement of benefits delivered** in quarter four.
- The appointment of a new Programme Manager and Renewal team within Business Support Services enables a refresh of the programme to take place and some of the key deliverables and milestones to be refreshed.

Measure owner: Victoria Rose-Piper

Q1	to Q2	to Q3	Expected year end
Green	Amber	Amber	Amber

See [here](#) for key used for green, amber or red status

[To return to start of report - see [Business Plan Performance Dashboard](#) - pages 1 and 2]

Key: Green, amber or red ratings

The detail of how the green, amber or red measure status is determined for each measure in our Business Plan dashboard is shown below. We only depart from this where necessary, for the specific measure being considered (e.g. using specific tolerances for numeric targets to be a fair reflection of performance, and to ensure alignment with long-standing performance reporting approaches for these).

Each quarter we report both a current position to that quarter, and an expected year end position. The expected year end position is based on our measure leads' expert knowledge around the activity area. This typically includes reflection around action being undertaken, current or emerging issues and various categories of risk. The reported year end position is therefore clearly subject to significant uncertainty in many cases, and also dependent on the nature of the individual measure being considered.

Some measures have no pre-set green, amber or red categorisation in place. This is often the case for measures that are new/emerging work areas, or where a pre-set approach would not make sense. Ratings for these measures are therefore based on a common-sense reflection approach in year – i.e. a fair reflection of the position at that time.

Respond to the Climate Emergency

Page	Measure	Type	Red is...	Amber is...	Green is...
6	Climate emergency across NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
8	Verification of Glastir Woodland grant scheme applications	Numeric	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies,	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies,

			focused on fair reflection of position	on fair reflection of position	focused on fair reflection of position
9	Area of new woodland created on the NRW Estate	Numeric	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
11	Actions undertaken to restore Welsh peatlands	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
13	Implement Flood Review recommendations	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position
14	Maintain flood risk assets in high risk systems at target condition	Numeric	Figure / target not achieved.	Within 30% of figure / target	98% (with no integer rounding)
15	Properties with reduced risk or sustained protection through capital work	Numeric	Figure / target not achieved.	Within 30% of figure / target	90% (with integer rounding, i.e. $\geq 89.5\%$ would be green)

Respond to the Nature Emergency

Page	Measure	Type	Red	Amber	Green
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18	Biodiversity action across NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
20	Priority actions undertaken on protected sites to improve condition of features	Milestone	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
21	Actions undertaken on National Nature Reserves on NRW managed land to improve	Milestone	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
22	Delivering targeted action for declining species or those on the edge of extinction	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
24	Number of UKWAS Corrective Action Requests and Observations open and progress closing them	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position

25	Progress of our work to reduce pollution from metal mines	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
27	Support implementation of the Welsh National Marine Plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
28	Progress NRW's actions in the Wales Marine Protected Area network management actions plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
30	Deliver remaining water related investigations and develop new River Basin Management Plans	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

Developing and using our evidence with partners to advocate for and deliver SMNR

Page	Measure	Type	Red	Amber	Green
33	Develop Natur a Ni / Nature and Us campaign products for launch	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be	Activity reflected in milestone is effectively complete

				completed a month later than planned)	
35	Promote, advocate and encourage use of State of Natural Resources Report	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
37	Use of Area Statements within NRW to embed priorities and opportunities	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

Developing NRW into an excellent organisation that serves the communities of Wales

Page	Measure	Type	Red	Amber	Green
40	Response to incidents (initial category 'High', within 4 hours)	Numeric	Figure / target not achieved.	Within 30% of figure / target	95% (with integer rounding, i.e. $\geq 94.5\%$ would be green)
42	Performance of regulated sites and water quality discharges	Numeric	Figure / target not achieved.	Within 30% of figure / target	75% (with integer rounding, i.e. $\geq 74.5\%$ would be green)
44	Deliver NRW's combined health and educator training	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

46	Develop and implement a People Strategy for NRW	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
47	Equality, Diversity and Inclusion action	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
49	Progress the Customer Experience Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
50	Deliver our Stakeholder Engagement Plan	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete
52	Implement our Commercial Strategy	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

53	Timber volume offered to market / sold / dispatched	Numeric	Figure / target not achieved.	Within 30% of figure / target	Figure / target effectively achieved.
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Responding to the Covid-19 pandemic and the UK Leaving the European Union, taking opportunities for a green recovery

Page	Measure	Type	Red	Amber	Green
56	NRW's contribution following EU Exit	Text update	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Red rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Amber rating applies, focused on fair reflection of position	No pre-set Red / Amber / Green rating approach in place, i.e. common-sense approach to Green rating applies, focused on fair reflection of position
58	Implement Covid-19 Renewal programme	Milestone	Activity reflected in milestone is not near completion	Activity reflected in milestone is near complete (e.g. expected to be completed a month later than planned)	Activity reflected in milestone is effectively complete

At the end of each financial year, we report the performance position of each measure within our Annual Report and Accounts, with the final reported position for each reflected as green, amber or red. In that report, **Green** reflects achieved target or milestone, **Amber** reflects close to target or milestone, and **Red** reflects missed target or milestone.

Annex 2: Internal Performance Report (to Q3)

Introduction

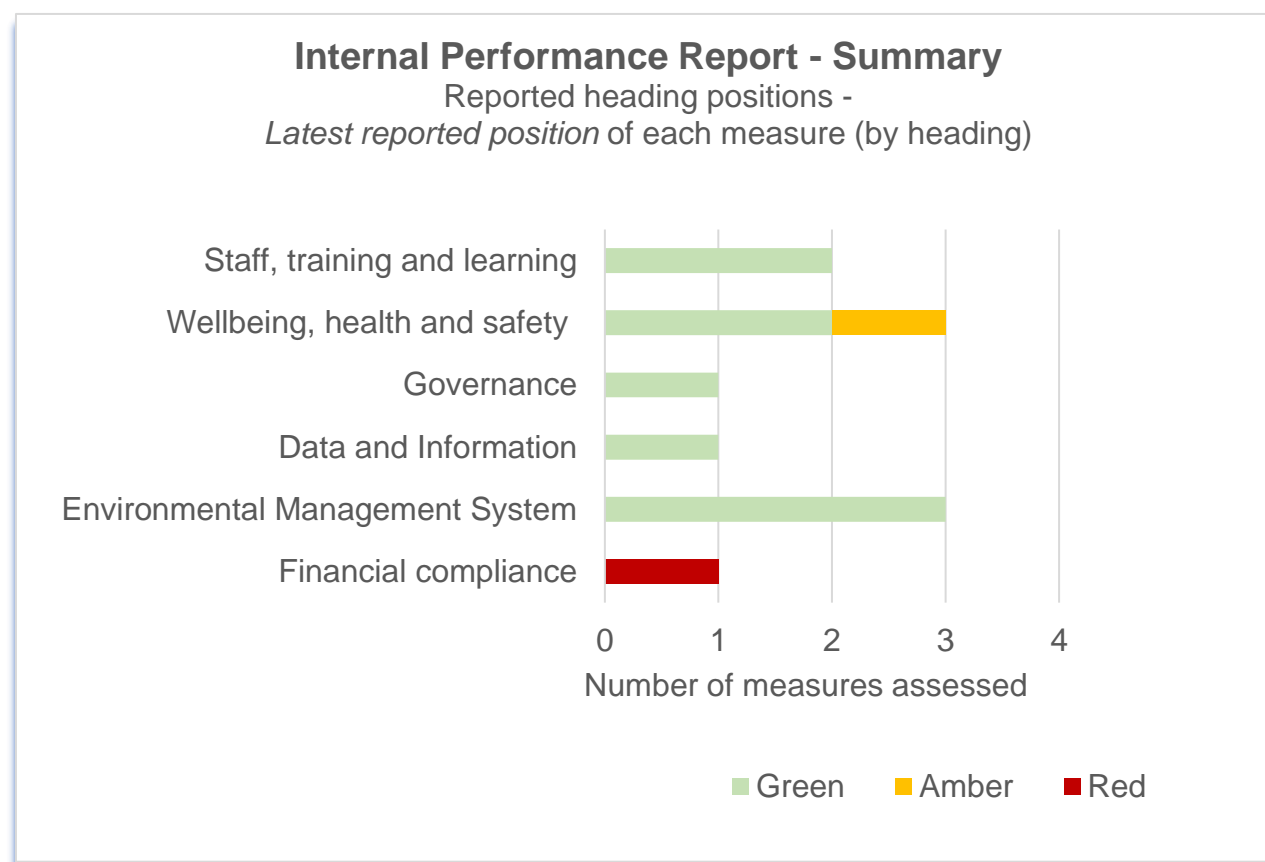
This new Internal Performance Report gives an overview of our internal performance management.

This report reflects our latest position (Quarter 3, i.e. to the end of December 2021) in relation to measures under the following headings:

- **Financial compliance**
- **Environmental Management System** (EMS)
- **Data & information**
- **Governance**
- **Wellbeing, Health & Safety**
- **Staff, training and learning**

The latest performance position in relation to all measures is currently (as shown in the illustration, right): **Nine green, one amber and one red.** Green reflects achieved target or milestone, Amber reflects close to target or milestone, and Red reflects missed target or milestone.

We currently expect all these measures to be green at the end of the year, with three exceptions (as outlined on the next page).



Measures to note

The following page sets out the latest high-level summary position* in relation to the headings and highlighted measures in this Internal Performance Report (see 'Remaining measures' overleaf for the full list of headings and measures not already highlighted on this page). The updates below include all measures that are currently red or amber, along with any that are signalling that they expect to be red or amber in future.

Financial compliance:

- **Payments performance** to our suppliers is Red (at 89%) for December, and we are working to address a backlog of invoices, with increased manual workloads having impacted on the team. Green status is indicated for year end (at 94.5% or higher) and we are revising our plan to achieve this

Environmental Management System (EMS):

- **Enforcement response** is Green, with no enforcement notices issued to NRW for December. Any response is reviewed by relevant internal groups, and by our external auditors. Amber status is indicated for year-end, related to an anticipated future notice, which would move us into amber status (with a total of three)
- **Non-conformity or Corrective Action Request** from internal EMS audit is Green for December. Any raised are reported and reviewed by relevant internal groups, and by our external auditors. Amber status is indicated for year end, due to an anticipated future request, which would move us into amber status (at thirteen)

Wellbeing, Health & Safety:

- **Health and Safety Active Monitoring**, i.e. regular inspection and checking to ensure that wellbeing, health and safety standards are being implemented, is Green for December. We expect to be green on this at year end, with recorded Active Monitoring events up compared with last year
- **Absence** is Amber for December (at 3.6%), but has reduced in the past two months. Amber status is indicated for year end (and we would need to reach 3.3% or below to achieve green). Additional reporting and support around absence management is being arranged

Further detail can be found on the next page for the measures not already covered above

*Overall/performance key: The overall/performance status for every measure reflects a green, amber or red state, i.e.:
Green - achieved target or milestone; Amber - close to target or milestone; Red - missed target or milestone.

Remaining measures

The following reflects the latest high-level summary performance position in relation to each measure in this Internal Performance Report (that have not already been highlighted on the previous page).

Environmental Management System (EMS):

- Environmental Incidents is Green (i.e. less than 21), with a single report of an NRW (or contractor) related environmental incident in December

Data and information

- Information Commissioner's Office (ICO) reported incidents is Green with no such investigations ongoing in December

Governance:

- All people working for us are required to declare where their official and/or private interests may be perceived to conflict with NRW's work. Completion of these 'Declarations of Interest' is Green for December (i.e. at least 90%), with the relevant declaration in place for the vast majority of staff

Wellbeing, Health & Safety:

- Health & Safety Near Misses is Green for December, and we expect to be green at year end (with an increase on the previous year's position)

Staff, training and learning:

- Personal Development Plans (PDPs) in place is Green for December for plans being in place (green reflects 90% or higher)
- 'Mandatory E-Learning' (online training items all NRW staff are required to complete) is Green for December (green is at least 89.5%)

Papur Bwrdd

	Manylion y Papur
Teitl y papur:	Adroddiad Blynyddol 2021-22 ar Amrywiaeth a Chynhwysiant
Cyfeirnod y papur:	22-03-B10
Noddir y papur gan:	Prys Davies, Cyfarwyddwr Gweithredol y Strategaeth Gorfforaethol a Datblygu
Cyflwynir y papur gan:	Steve Burton, Pennaeth Rheoli Pobl a Julia Allen, Cynghorydd Arbenigol Arweiniol, Amrywiaeth a Chynhwysiant
Diben y papur	Penderfynu
Argymhelliad	<p>Gofynnir i'r Bwrdd nodi'r cynnydd a wnaed drwy gydol 2021 mewn perthynas ag Adroddiad Blynyddol 2021-22 ar Amrywiaeth a Chynhwysiant</p> <p>I'w Benderfynu</p> <p>Gofynnir i'r Bwrdd gymeradwyo Adroddiad Blynyddol 2021-22 ar Amrywiaeth a Chynhwysiant fel y gellir ei gyhoeddi</p>

Mater

1. Y bwriad yw cyhoeddi Adroddiad Blynyddol 2021-22 ar Amrywiaeth a Chynhwysiant ar ein gwefan, fel y gall y cyhoedd ei ddarllen. Mae'r adroddiad yn nodi llwyddiannau, heriau ac ystadegau'n ymwneud ag Amrywiaeth a Chynhwysiant.

Cefndir

2. Mae'r adroddiad yn tynnu sylw at waith a wnaed trwy'r holl sefydliad yn ystod y flwyddyn ariannol ddiwethaf mewn perthynas ag Amrywiaeth a Chynhwysiant.

Asesu

3. Ein prif faes gwaith fu bwrw ymlaen â chamau 1 a 2 Prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant 2021. Mae'r broses ymgynghori/ymgysylltu hon gyda staff/rhanddeiliaid wedi arwain at ddatblygu chwech o Amcanion Cydraddoldeb o fewn ein strategaeth 'Gyda'n Gilydd – All Together' – sef Strategaeth Amrywiaeth a Chynhwysiant CNC ar gyfer 2021-25. Cymeradwywyd y Strategaeth hon gan y Bwrdd ym mis Ionawr 2022, ac mae Cynllun Gweithredu wrthi'n cael ei lunio.
4. Dengys ein hadroddiad blynyddol ar y Bwlch Cyflog Rhwng y Rhywiau ar 31 Mawrth 2021 fod y bwlch yn parhau i gulhau – mae'r ffigur cymedrig wedi gwella eleni o 2.5% i 2.0% ac mae'r ffigur canolrif wedi aros ar 3.1%. Fodd bynnag, gwelir gwell cynrychiolaeth o fenywod yn ein chwarterl isaf a'n chwarterl canol uwch.
5. Fel cymharydd yn y DU, mae'r Bwlch Cymedrig Rhwng y Rhywiau wedi gostwng o 10.5% yn 2011 i 7.0% yn 2020, gan godi i 7.9% yn 2021 ([ONS](#)), ond mae'r gwerth yn dal i fod yn bositif.
6. Dengys canlyniadau ein dadansoddiad o'r Bwlch Cyflog Rhwng y Rhywiau fod menywod, ar gyfartaledd, yn cael 98c yn y bunt o gymharu â dynion; ac ar sail y ffigur canolrif o 3.1%, cânt 97c yn y bunt o gymharu â'r cyflog fesul awr a gaiff dynion.
7. Dengys canfyddiadau ein Dadansoddiad o Broffiliau Staff fod angen i'r Cynllun Gweithredu ar Amrywiaeth a Chynhwysiant ddatblygu ymhellach ddealltwriaeth gyffredinol ein gweithlu o amrywiaeth. Mae hyn yn cynnwys cysylltiadau agos â'n Chynllun Ymgysylltu a Chyfathrebu er mwyn ein helpu i ddenu ac ymgysylltu â gweithlu sy'n cynnig adlewyrchiad gwell o'r cymunedau hynny lle caiff rhai o'n swyddfeydd mwyaf eu lleoli. Ymhellach, byddwn yn canolbwyntio er enghraifft ar gynorthwyo pobl i allu gweithio'n hyblyg/rhan amser a denu ymgeiswyr iau, a hynny trwy gyfrwng prosesau teg a mwy cynhwysol – fel y nodir yn ein Strategaeth.
8. Roedd yr adolygiad o'r Asesiad o'r Effaith ar Gydraddoldeb yn cynnwys map proses 'o'r dechrau i'r diwedd' yn ymwneud â'r holl ystyriaethau y dylid rhoi sylw dyledus iddynt, ynghyd â thempled craffu cychwynol newydd ar gyfer Cam 1 a phroses well ar gyfer mapio canlyniadau.

Crynodeb

9. Y canolbwynt eleni fu cwblhau Camau 1 a 2 y Prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant, gan arwain at ddatblygu chwech o Amcanion Cydraddoldeb o fewn ein strategaeth 'Gyda'n Gilydd – All Together' – sef Strategaeth Amrywiaeth a Chynhwysiant CNC ar gyfer 2021-25. Cymeradwywyd y Strategaeth hon gan y Bwrdd ym mis Ionawr 2022, ac mae Cynllun Gweithredu wrthi'n cael ei lunio.

Argymhelliad

10. Argymhellir y dylid cymeradwyo'r Adroddiad Blynyddol ar Amrywiaeth a Chynhwysiant, fel y gellir ei gyhoeddi.

Risgiau Allweddol

11. Trwy beidio â rhoi'r diweddaraf i'r Tîm Gweithredol a'r Pwyllgor Pobl a Thaliadau, y perygl yw y bydd trefniadau llywodraeth yn y maes cydraddoldeb, amrywiaeth a chynhwysiant yn gwanhau.
12. Mae'r gwaith hwn yn lleihau'r risg y byddwn yn peidio â chydymffurfio â deddfwriaeth allweddol. Bydd y Cynllun Gweithredu ar Amrywiaeth a Chynhwysiant yn cael ei lunio gyda mesurau a fydd yn anelu at gyflawni ein Hamcanion Cydraddoldeb Strategol ar gyfer 2020-2024, gan sicrhau ein bod yn cydymffurfio â Dyletswyddau Cydraddoldeb y Sector Cyhoeddus. Mae'r Comisiwn Cydraddoldeb a Hawliau Dynol yn rheoleiddio ein cydymffurfiaeth.
13. Mae yna berygl y bydd y Comisiwn Cydraddoldeb a Hawliau Dynol yn rhoi nifer o ddulliau ar waith, gan ddibynnu ar yr amgylchiadau arbennig mae'n ceisio'u newid. Gall hyn amrywio o ganllawiau a chymorth i gynnal ymchwiliadau a chymryd camau yn y llysoedd.
14. Rydym wedi lliniaru risgiau'n ymwneud â diogelu data a'r Rheoliad Cyffredinol ar Ddiogelu Data (GDPR) trwy ddilyn y gofynion a'r gweithdrefnau diogelu data sy'n ofynnol trwy'r prosesau caffael i ddefnyddio darparwr allanol.

Y Camau Nesaf

15. Ar ôl i Adroddiad Blynyddol 2021-22 ar Amrywiaeth a Chynhwysiant gael ei gyhoeddi, bydd manylion yn cael eu rhaedru trwy gyfrwng ein cyfrifon cyfryngau cymdeithasol ac yn fewnol trwy gyfrwng y fewnrwyd. Bydd yr adroddiad ar gael mewn fformat hygyrch a bydd yn cael ei gyhoeddi ar ein gwefan a'n mewnrwyd.

Goblygiadau Ariannol

16. Costau 'busnes fel arfer' parhaus yw'r costau sy'n gysylltiedig â Chydraddoldeb, Amrywiaeth a Chynhwysiant.

Asesiad o'r Effaith ar Gydraddoldeb

17. Mae Asesiad o'r Effaith ar Gydraddoldeb wedi cael ei gynnal mewn perthynas â'r Prosiect Cydraddoldeb, Amrywiaeth a Chynhwysiant a'r Strategaeth Amrywiaeth a Chynhwysiant.

Mynegai o'r Atodiadau

Atodiad 1: Adroddiad Blynyddol 2021-2022 ar Amrywiaeth a Chynhwysiant

Annual Diversity and Inclusion Report 2021 – 2022

Draft for approval

This report is available in both English and Welsh on our website at

(Link to be included)

This report has been written using website publishing principles.

If you require a copy in a different format for example large print, audio version please contact:

Email address: Equalities@naturalresourceswales.co.uk

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Executive Summary

Welcome to the summary of our Annual Diversity and Inclusion Report 2021-22. The report focuses on how we have implemented our policies and work on developing our Strategic Equality Objectives for 2021 – 2025.

This report sets out the work that we have done over the last financial year in relation to Equality, Diversity, and Inclusion.

Some of the highlights over the year have been:

- Our partnership with The Wales Public Body Equality Partnership
- Equality and Diversity Project 2021
- Continuing with our work on ensuring our website is accessible
- Neurodiversity Awareness workshop for our Board and Executive Team members
- Celebrating and raising awareness of diverse days throughout the year
- Renewing our Disability Confident assurance
- Actively promoting awareness and use of Gender Pronouns

We have an Equality, Diversity, and Inclusion (EDI) Forum with staff representatives from across the organisation. The Forum is Chaired by the Head of People Management. The Forum includes the Executive Director of Corporate Strategy and Development who has overall responsibility for EDI within the organisation, one of our Board Members, Executive Team EDI Champion, and Trade Union representatives.

A representative from each of our seven staff Networks also sit on the EDI Forum, who provide support to staff and are proactive in promoting EDI. Covid-19 continues to be testing for many of our staff and our Networks provide essential support during these challenging times.

Over the last year we have largely concentrated on our Equality and Diversity Project 2021 Stages 1 and 2. This has included engaging with staff, stakeholders, and customers to find better and more inclusive ways to reach out and work with our diverse communities across the whole of Wales. This work will help us to better understand how we can work with all our communities. Working collaboratively can help us to shape more inclusive services and enable us to positively reflect awareness of who we are and the diversity of roles in NRW. Through engagement and feedback received our staff, stakeholders and communities have their say and contribute to the work we do. Our aim through increasingly engaging in this way help is to shape fair and accessible information and inclusive services that meet a broad diverse range of priority customer and staff needs for the future. Our approach is You said. We listened. We did. We fed back.

Background

The Equality Act 2010 places a duty on public bodies to consider the effect our work, policies, and services that we deliver can have on others, including impacts in our own workplace. In summary public bodies must, in the exercise of their functions, have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 makes it unlawful to discriminate against people with a “protected characteristic”. The protected characteristics are:

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

We are also subject to the devolved Public Sector Equality Duties Wales as set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, noting that listed bodies will undertake:

- Annual Monitoring Reports
- Strategic Equality Plans
- Setting Objectives
- Collect and Analyse Equality Information
- Service User Equality Information
- Workforce Equality Information and Workforce Pay Differences
- Consultation and Engagement
- Assessing Impact
- Staff Training
- Procurement
- Accessibility

The Public Sector Equality Duty is part of the Equality Act (2010) and a legal requirement. The broad aim of the general equality duty is to integrate consideration of the advancement of equality, non-discrimination and fostering good relations into everything you do. The purpose of the specific duties is to help in our performance of the general equality duty.

Our duties to promote and use the Welsh language are set in the Welsh Language (Wales) Measure 2011. Our Welsh Language Standards require that the language is considered in all our decision-making processes and is included as a consideration in our Equality Impact Assessment process, ensuring that both languages are treated equally.

Carrying out Equality Impact Assessment scrutiny on our key changes is about fair and reasonable decision making which considers feedback received to shape inclusive services for people, whatever their background or circumstances.

Public Sector Wales Strategic Equality Objectives 2020 – 2024

Our Strategic Equality Objectives were developed as part of The Wales Public Bodies Equality Partnership and approved by NRW Board in September 2020. They were officially launched in March 2021 by Deputy Minister, Jane Hutt MS.

We supported this launch by delivering an aligned promotion with the other partners on our social media accounts. This included articles on our intranet, linking to the engagement events for staff and communities to engage with NRW on the EDI Consultation Project 2021.

Public Sector Wales Equality Partnership Work

In line with the Memorandum of Understanding for the partnership it was agreed to establish Task and Finish groups to take forward agreed actions.

The four Task and Finish groups listed below were agreed and will focus on the following key objective and made up of nominees of staff from the partnership organisations:

- HR – Diversity and Gender Pay Gap
- Procurement
- Data Collection and Monitoring
- Engagement and Service delivery

The remit of each Task and Finish group is to:

- Share and exchange information about approaches to delivery, to facilitate learning across the partnership about what constitutes success and best practise.
- Identify opportunities for sharing and collaborative working which could lead to the development of shared initiatives and programmes of work.
- Identify and agree actions for change that may need to be taken forward by individual bodies or collectively.
- Measure and evaluate the impact of any shared initiatives and programmes of work.

The groups started to meet in December 2021, NRW have members of staff on three of the groups namely Procurement, HR and Customer Engagement teams who will report, and where appropriate make recommendations to the main partnership group in due course.

In March 2020, the Board agreed to sign-up to the cross-public sector Shared Equality Objectives and also that we should develop a more specific plan for NRW, tailored to our particular organisational priorities and values. We established a steering group, involving a number of Board members, to help guide our work and have undertaken a number of pieces of work to inform our priorities going forward.

‘Gyda’n Gilydd - All Together’ NRW's Diversity & Inclusion Strategy 2021-25

In 2021 we set out to develop our NRW strategic Equality Objectives supported by a strategy and action plan for delivery.

We want NRW to be an organisation where everyone feels they can participate, where we are open to new ideas, perspectives and innovation, where we are seen as approachable and fair, practicing inclusive ways of working for all. This Diversity and Inclusion Strategy sets out our approach to deliver this ambition.

A focus on Diversity and Inclusion in all that we do will better enable us to deliver on our strategic purpose (sustainable management of natural resources – SMNR) as an organisation and help us tackle the climate and nature emergencies. A supportive organisational culture that embraces a broad understanding of diversity and inclusion as part of its DNA will be more creative and innovative – qualities that are essential for us to grow given the complexity and urgency of the challenges that we face.

Our EDI Consultation Project 2021 set out to gather views from customers, staff and stakeholders on our future vision for Diversity and Inclusion. We took the opportunity to review our current position as an organisation, our commitments (including our commitments in the Shared Equality Plan for public sector bodies in Wales), our organisational aims and objectives and those areas where we want to make a real difference over the next 3 years.

Working across the whole of Wales, we consult with the public regularly, but we wish to engage with a wider and more diverse audience and want to find ways to actively engage with under-represented groups, by inviting them to have their say in our work.

As part of that two-stage process, we commissioned an external assessor to undertake an assessment of our activities under the umbrella of equality, diversity and inclusion, seeking views and feedback both internally within NRW as well as from external partners and stakeholders (Stage 1). Following this assessment, we convened a Task and Finish Group (Stage 2) comprised of a representative group of staff from across the organisation, at various grades and across a diverse range of job roles, to help identify our key objectives for the next 3 years (2022-2025). Our strategy is set around 6 objectives, set out below, which have also been influenced by feedback from stakeholders and learning from external initiatives.

- Bring about a shift in our culture by identifying and implementing initiatives that support everyone to actively listen and model inclusive workplace behaviours
- Improve the quality of data we capture to enable us to make more informed and better decisions
- Raise the Diversity and Inclusion bar through 'living our values' and by supporting and celebrating our own diversity as well as the diversity of Wales
- Review the way we use language in our policies and practices in order to create a more inclusive and diverse culture
- Ensure anyone in Wales, including our existing and new customers, stakeholders, and service users are able to shape our services and easily access our spaces
- Ensure our policies align with our Diversity and Inclusion objectives and develop our people in a meaningful way.

We have identified key actions to help us deliver our aims along with indicators that will be used to measure progress. Not all of this will be achieved on our own. We recognise the need to engage with other sectors to hear from their experiences, share in the research, tackle issues much earlier in the lifecycle and much more.

Our strategy was approved by Board on 28 January 2022.

Policies

A review of our policies will take place as part of the Action Plan being developed to help attain the objectives in our Strategic Equality Objectives for 2021 – 2025 to ensure that our policies are inclusive to and support the diverse workforce we aim to retain and attract for the future.

Over the last year six of our policies were reviewed: -

- Leave Policy and Procedures
- Menopause Policy and Procedure
- Provision of Eye-tests and Glasses
- Hand Arm Vibration Syndrome Policy and Procedure
- Project and Programme Management Policy
- Disciplinary Policy and Procedure

Website Accessibility

The accessibility regulations came into force for public sector bodies on 23 September 2018.

We are continuously improving the accessibility of naturalresources.wales by:

- re-writing content so that it's clear for most people to understand
- publishing content as web pages, as they are more accessible than PDFs
- converting PDF and word application forms into accessible web forms
- in exceptional cases of publishing PDFs, we ensure they are tagged in a way that would work better for screen readers
- testing new websites to make sure they meet the accessibility standards
- sharing knowledge and guidance so that everyone in the organisation is considering accessibility when creating content for people.

List of [improvements we've made to make the website more accessible](#).

As part of the regulations, we must publish and update the [accessibility statement](#) for Natural Resources Wales.

Equality, Diversity, and Inclusion Forum

The purpose of the forum is to bring together staff who are committed to improving and promoting a positive culture around equity, diversity and inclusion with commitment from the Board, Executive and Leadership Teams as well as our Trade Unions.

Note: Equity leads to equality. It is about each of us reaching our full potential; fairness or justice in the way people are treated; with self-determination as a key concept of equity.

Meetings have taken place on a quarterly basis over the last year with the Forum concentrating on: -

- Review of Equality Impact Assessment
- EDI Forum events calendar to help co-ordinate future promotion of days and events. This will give EDI Forum a plan for the whole year with each event/day will be agreed by the Forum, supporting Staff Networks in collaborative working to promote events.
- Developing and consulting with a single, holistic Work and Wellbeing Staff Passport for NRW.
- Task and Finish Group of Forum members to discuss NRW response to Welsh Government Race Equality Action Plan with a vision for A Wales that is Anti-Racist by 2030.
- Neurodiversity Awareness session arranged for Board Members in September 2021, which will also be used more widely within the organisation. Raising awareness session as a manager tool, with Managers February 2022.
- Forum members have scrutinised process and priority recommendations from EDI Project Stage 1 and 2 with feedback to EDI Programme Board.

Staff Networks

The Networks are run by staff for staff and bring together people from all areas of the workplace who identify with others from a similar background or group.

Staff Networks fulfil various functions including providing opportunities for social interaction, peer support and personal development. Staff networks can also contribute to the development of our policies and working practices.

As an organisation we value our self-organised groups in creating an environment that respects the diversity of staff and enables them to get the maximum benefit and enjoyment from their involvement in the workplace.

We support the networks by:

- Encouraging managers to release employees to participate in meeting and targeted work arising
- Promoting the Networks to new and existing employees
- Listening constructively to any employee concerns raised through the staff networks
- Taking part in initiatives developed by the staff network
- Renewed Employers for Carers membership January 2022.

We currently have 7 staff networks as follows: -

- Assisted User Groups (ICT and Telephony)
- Calon LGBTQ+ Network
- Christian Fellowship
- Cwtch (Carers Network)
- Dementia Friends
- Muslim Network
- Neurodiversity Network

In August 2021 our Calon LGBTQ+ Network met with Welsh Government PRISM Network to discuss their approach to WEI Stonewall submission and sharing good practice on best ways in engaging with staff. Calon hope to continue to collaborate with PRISM moving forward on campaigns.

One member from each Network attends the EDI Forum meetings, providing an update and a forward look on what the Network is involved with. Open conversations for constructive feedback are encouraged at meetings.

Each Network gives a presentation at the Induction course for new member of staff to help ensure staff are aware of our Networks and the support they can offer at an early stage in their career with us here.

Over the year an events calendar has been developed which helps in having a more coordinated approach to how our staff networks work, making it easier to work together to promote and raise awareness of events.

Information on each of our Networks and their purpose can be found in **Annex 1** of this report.

NRW Support and Raising Awareness Days in 2021-22

The staff Networks were also involved in raising awareness of some of the activities below:

- March – International Transgender Day of Visibility – organised by Calon Network
- May – Dementia Action Week 17 – 23 may – organised by Dementia Friends
- June – Carers Week 7 – 11 June – organised by Cwtch Carers Network
- July – Hajj Pilgrimage awareness – organised by Muslim Network
- September – World Alzheimer’s Day – organised by Dementia Friends
- September – Neurodiversity Awareness with Board and ET members – organised by EDI Forum and Neurodiversity Network
- November - Carers Rights Day – organised by Cwtch Carers Network
- February – Using Personal Pronouns – organised by Calon Network

Neurodiversity Awareness Session

N Network set up 2020

In line with our EDI Project 2021 work, the Task and Finish Groups highlighted the need for more training to help in understanding a range of potential barriers that staff with Neurodiverse conditions may experience in a workplace setting.

Board and ET members attended the Neurodiversity awareness session in September to help them in gaining a better understanding of Neurodiverse conditions, the support that’s needed for both staff and managers, and reasonable adjustments that can be put in place which will benefit everyone in their day-to-day work.

Some examples include: -

- Diversity at work: Valuing the contributions of neurodivergent people and having different neurodivergent experiences represented is known as neurodiversity.

- Providing candidates with the questions ahead of the interview. This gives the candidate a chance to fully understand what is being asked and prepare an appropriate response. This helps to make the interview a better experience for both candidate and interviewer.
- Having quiet workspace and corners in offices for those who find it difficult to concentrate in a busy environment.
This can include demonstrating practical mindfulness of extreme sensitivity to bright lights and loud noises
- Shorter meetings with regular breaks to help with concentration
- Ensuring that written information is followed up with a verbal conversation for a person with Dyslexia, ensuring that information is fully understood.
- Think about the modern office. Most teams hot desk. An autistic person can find this stressful; not knowing where you will sit can present as a real barrier to inclusion. This might sound baffling to some, but changes in environment can have negative impacts. To counter this, consider providing a reserved seat. Without being mindful of neurodivergent colleagues' needs, you may unknowingly add extra stress to their days.

Further awareness raising sessions have taken place to ensure that Managers are aware of the different Neurodiverse conditions and the difficulties some may encounter. The session also focusses on the strengths and skills that come with each condition. Gaining a better understanding of each individual colleague's condition will create a more inclusive culture where Neurodiversity is understood and accepted and retain a more diverse skilled workforce.

Equality Impact Assessment Review

Over the last year the review of the Equality Impact Assessment process has continued asking for feedback from staff completing the assessment with the EDI Team providing advice and guidance to staff in discussions and an assurance check on each completed assessment.

The Assessment has been built into The Project Manager's Office Toolkit Gateway 0, for projects and programmes which are taken forward from the Service Development Plan. this helps project managers to consider whether an assessment is required for projects at an early stage in the process and the need to consult and engage with people that our work is likely to have an impact on. This helps in ensuring that views and likely impacts can form part of our decision-making process and find ways to mitigate/re-shape services/policies or reduce the impact our work can have on others.

Awareness of the need to complete an Equality Impact Assessment has been highlighted in the Managers' Monthly meeting, for discussion at team meetings.

In the coming year an Equality Impact Assessment Stage 1 Screening form will be developed to assess whether there is a need to complete a full Equality Impact Assessment prior to start of work or project.

This screening sheet will be a starting point to help in the assessment of impacts process as "we don't know what we don't know" without seeking targeted/reasonable feedback from those who are likely to be impacted before a senior decision is made, using the "You said. We listened. We did. We fed back" approach.

Over the last year 32 assessments were carried out, a list of topics assessed can be found in **Annex 2** of this report.

Stonewall Workplace Equality Index

NRW did not submit an application to Stonewall Workplace Equality Index (WEI) 2022 due to current work in developing the Diversity and Inclusion Strategy and Action Plan.

Stonewall change their question criteria every three years with changes this year focusing on evidence of embedding gender-neutral language into our policies. We are further developing our approach to inclusion through language with focus on our Equality Objective 4: 'Review the way we use language in our policies and practices in order to create a more inclusive and diverse culture'.

Moving forward we will aim to submit every other year; this will give us the opportunity to update policies in line with our EDI Project and planned work in readiness for the next planned submission.

Recruitment

From January 2021 until December 2021, we received 2449 applications in total, 820 of these were from internal candidates. As part of our commitment to the EDI strategic objectives and the EDI Consultation Project 2021, our aim will be to attract applications across our communities to best reflect the diversity of our population in Wales. A breakdown of our recruitment statistics for the period above can be found in **Annex 3** of this report. The statistics are based on questions asked on the NRW external application form titled 'Equalities Monitoring Form Recruitment'.

Disability Confident Employer

"Disability Confident" is a scheme that is designed to help us recruit and retain disabled people for their skills and talents. This ensures that those with disabilities are guaranteed an interview when applying for vacancies within our organisation where they meet the minimum skill criteria requirements for the role. We successfully achieved re-accreditation to this scheme in May 2021.

Over the last year we have received 32 requests for interviews under this scheme's guaranteed interview process. Of the 32 requests, 4 requests were from internal staff and 28 from external candidates, with 21 candidates invited to an interview. The other 11 did not meet the minimum criteria requirement for the roles in questions and were declined an interview on this occasion.

- Further work in developing ourselves as a Disability Confident Employer will form part of our Action Plan being developed to help attract more disabled people to apply and be successful in securing roles with our organisation – Equality Objective 6: Ensure our policies align with our Diversity and Inclusion objectives and develop our people in a meaningful way.

Staff Self-Disclosure

We ask and encourage our staff to voluntarily self-disclose personal details such as ethnicity, sexual orientation, religion, faith, belief or no belief and caring responsibilities, confidentially in our central MyNRW HR system. Staff can self-disclose as much or as little information as they feel comfortable in doing, as part of the process. To date 71% of our staff have self-disclosed some or all information voluntarily as part of this process. The percentage of staff who have disclosed has gone up by 3% since last year.

As part of the Diversity and Inclusion Action Plan we will look at ways to increase the number of staff who self-disclose. We want to communicate more on the benefits to managers and staff of confidentially self-declaring their profiles. New staff are encouraged to self-disclose and an explanation is given as to why providing this confidential information is important in helping us to understanding the diversity of our workforce as well as and how representative we are to the diversity of the people of Wales. Accurate staff data also enables us to ensure we have the right inclusive policies and support in place to engage more effectively around understanding a diverse range of staff needs.

Self-Disclosure Completion Rates – January 2022

Directorate Disclosure Stats	Number completed disclosure	Number not completed disclosure	Total	Percentage completed disclosure	Percentage not completed disclosure
Operations	889	405	1294	69%	31%
Evidence, Policy and Permitting	447	144	591	76%	24%
Finance and Corporate Services	119	49	168	71%	29%
Communication, Customer and Commercial	76	28	104	73%	27%
Corporate Strategy and Development	79	21	100	79%	21%
Overall Total	1610	647	2257	71%	29%

More information can be found in **Annex 4** on our staff self-disclosure statistics. Disclosure includes 'prefer not to say' option.

Induction for New Staff

All new staff are invited to participate in the Induction programme, some of the learning sessions are core and mandatory whilst others are optional. A session under the heading of 'Caring Organisation' includes presentations on EDI and Welsh language, along with an introduction to each of our staff Networks, this is an optional part of the Induction programme.

These presentations help staff to gain a better understanding of what we mean by equity, diversity and inclusion. Focus also highlights the importance of respecting each other's differences to help in making NRW a diverse, inclusive workplace that welcomes the whole person, and how these differences play an important part in helping NRW to achieve its core purpose as an organisation.

Six presentations on Diversity and Inclusion have been given over the last year as part of the optional programme. Two induction programmes have taken place over the last year. In total, 1508 members of staff attended the first programme with 1421 attending the second.

All staff are required to complete an online, mandatory Diversity and Inclusion course. Completion rates are monitored by our Learning and Development team, with reminders sent to Managers asking them to ensure their team complete this mandatory course.

Gender Pay Gap at 31/3/21

The following shows the reporting outcomes for March 2021 as well as comparisons with previous years.

	2019	2020	2021
Mean	5.3%	2.5%	2.0%
Median	12.1%	3.1%	3.1%

Quartiles	2019		2020		2021	
	Male	Female	Male	Female	Male	Female
Lower Quartile	53%	47%	54%	46%	53%	47%
Lower Middle Quartile	50%	50%	53%	47%	54%	46%
Upper Middle Quartile	54%	46%	52%	48%	51%	49%
Upper Quartile	67%	33%	62%	38%	62%	38%
Total Workforce	56%	44%	55%	45%	55%	45%

Our gender pay gap information is captured on 31st March each year to comply with The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 methodology.

Analysis

We have improved our Mean Gender Pay Gap: the overall mean has reduced by 0.5% from last year's figure, and by 3.3% overall over the last 2 years.

The analysis results in our Gender Pay Gap show that females on average are paid 98p in the £1.00 compared to males; and based on the median of 3.1% are paid 97p in the £1.00 compared to males' hourly pay.

We note that the Upper Quartile shows the broadest variance for proportion of Males 62% and females 38%. This is when compared to the combined workforce figures of Males 55% and females 45% in 2021.

As a comparator in the UK, the Mean Gender Pay Gap has fallen from 10.5% in 2011, to 7.0% in 2020, rising to 7.9% in 2021 ([ONS](#)), but remains positive in value.

Our Median Gender Pay Gap has remained static over the last year, there has been an increased representation of females shown in our lower and upper middle quartiles. On analysis of this data, the gap is not as a result of paying males more than females for the same job – but rather the types of roles that males and females work in and the salaries these roles attract.

There are more males in higher paying roles than females, despite having good representation in leadership roles other high paying roles are attracting more men (STEM i.e. science, technology, engineering, and mathematics, etc.)

Part time working is likely to have an impact on this gap, male employees are less likely to work part time than female employees.

Ethnicity into the Environment

A group of environmental organisations in Wales, led by National Resources Wales, have pooled resources and are looking to collaborate with an organisation or individual with expertise and experience of working alongside ethnic minority networks and groups in Wales. The project aims to build understanding of what is already happening and explore where people would welcome support to access, connect with and take action in nature. Our intention is to move beyond just identifying barriers created by the sector to actively dismantling them.

This work is focused on what ethnic minority-led groups would welcome in terms of support and resources to access, connect with and take action for nature. There will be a strong focus on identifying opportunities led by community interest, building on what's already happening as well as areas that groups or individuals would like to collaborate on. in the future. We want to explore the best way to develop relationships and continue conversations into the future.

Complaints

Over the last year we received 3 complaints in relation to Equality, Diversity and Inclusion as follows:-

1. One complaint was received in relation to the temporary closure of a car park and walking path which the complainant said was unsuitable for disabled users. The decision to close the car park and path was following an incident at the site, where a health and safety review concluded that as duty and care for the contractors and members of the public the car park and path would be closed for the duration of the work.

A temporary pedestrian access to some recreation facilities was constructed, with a stock fence along the path edge to ensure user safety. Due to the terrain and the temporary nature of the path, it was unsuitable for disabled access. NRW accepted the complaint that the path was not inclusive, but due to the temporary nature of the work and health and safety of the users that the path was proportionate and acceptable given the circumstances. Security guards were located in the car park to direct and advise people of alternative suitable car parks and trails within a short distance for all.

The temporary arrangements were explained to the complainant.

2. One complaint was received noting a number of walking paths in NRW managed woodlands had been blocked by gates which provided no alternative access to wheelchair users. One gate with radar key operation allowing disabled access had been broken, cut and replaced with a normal padlock. Photographic evidence was attached to the complaint. The complaint noted other access restrictions in relation to overgrown vegetation and a barrier with a horse step over.

The complainant was contacted by a member of NRW staff by telephone, given an apology and accepted that work needed to be carried out to ensure the walks were accessible. It was explained that due to the amount of anti-social behaviour particularly off-road motorbikes, barriers are installed to try and restrict access to unlawful users due to accidents and near misses.

To address the matters raised, vegetation was cut back, a padlock was replaced with a radar lock, the horse step over was removed allowing wheelchair access whilst keeping the barrier in place. As an organisation, managing and keeping our legitimate users safe can present challenges along with restricting access to anti-social users.

3. A complaint was received in relation to indirect discrimination for reasons relating to a disability breach of section 19 of the Equality Act, which stated that as a publicly funded service NRW were required comply with the public sector equality duties, and engage with Deaf and disabled people, and carry out an equality impact assessment before introducing new procedures, policies or practices. The complaint was in relation to matters noted below:-

- (a) That installation of an exit barrier and intercom system for out of hours emergency exit at one of our car parks indirectly discriminated against the complainant as someone who considered themselves to be disabled for the purposes of the Equality Act 2010;

Action taken by NRW in response to (a) above is as follows:

It was explained that during the working day, wardens are available at the car park to assist anyone who encounters difficulties at the exit barrier. NRW have worked with the barrier supplier who operates the emergency automated intercom out of hours to ensure that if the emergency button is pressed and no direct contact can be made with the individual, the barrier is released allowing exit from the car park.

- (b) That the requirement to provide telephone numbers is mandatory on applications for permissions/permits and as a method of payment for parking permits indirectly discriminates against you as someone who considers themselves to be disabled for the purposes of the Equality Act 2010:

Action taken by NRW to address (b) above is as follows:-

It was explained that one of the three methods available for payment for permits requested a telephone number as mandatory. Two other methods are in place, one at the kiosk at the car park and the other at our visitor centre in Coed y Brenin.

NRW are reviewing our online forms to make sure that we ask applicants whether they have any access needs we need to consider in relation to their applications, and what their preferred method of contact is.

The complainant received an apology with the offer to discuss the matter further. We are keen to understand the difficulties faced to try and provide practical solutions and to continually refine our processes to find more inclusive ways of working with disabled customers.

We are currently reviewing the area of fair access to our services/spaces for people with protected characteristics within our Strategy/Diversity and Inclusion Action Plan.

Conclusion

The findings of this year's report continue to show that Covid-19 has impacted many areas that would be associated with Diversity and Inclusion across the business, for example our work with external accreditations and events to promote and embed equality further was reduced to support wider programmes to ensure the well-being of our staff.

Our major area of work has been to progress our EDI Project 2021 – stages 1 and 2. This staff/stakeholder consultation/engagement process has led to developing six Equality Objectives within our 'Gyda'n Gilydd - All Together' - NRW's Diversity & Inclusion Strategy 2021-25. The strategy was approved by Board in January 2022, with an Action Plan in development.

Our annual Gender Pay Gap (GPG) reporting on 31 March 2021, shows a continuing trend of narrowing our gap, improving the figure this year from 2.5% to 2.0% Mean, and remaining static at 3.1% Median. However, there has been an increased representation of females shown in our lower and upper middle quartiles.

As a comparator in the UK, the Mean Gender Pay Gap has fallen from 10.5% in 2011, to 7.0% in 2020, rising to 7.9% in 2021 ([ONS](#)), but remains positive in value.

The GPG analysis results also show that females on average are paid 98p in the £1.00 compared to males; and based on the median of 3.1% are paid 97p in the £1.00 compared to males' hourly pay.

The findings of our Staff Profiles Analysis show that the broad understanding of diversity of our workforce needs further development within the Diversity and Inclusion Action Plan. This includes close links to our Engagement and Communication Plan to help us engage with and attract a workforce that is more reflective of those communities where some of our largest offices are located. In addition, we will focus for example on supporting increased take-up of flexible/part-time working and attracting younger job applicants, through fair and more inclusive processes - as highlighted within our strategy.

The Equality Impact Assessment review has included an end-to-end process map to enable all 'due regard' considerations, along with a new Stage 1 initial scrutiny template and improved outcomes mapping.

Annex 1

Staff Networks Information

Calon our LGBTQ+ Staff Network

The Network provides support, guidance, and networking opportunities for NRW's LGBTQ+ staff members and allies who wish to support LGBTQ+ equality and inclusion.

The network migrated from contributors of legacy bodies and was the first official staff network group of NRW in April 2013. To date there are 50 formal members, with 130 following the network on Yammer.

Over the last year the network has been involved with the publication of guidance and the gender pronouns video to the organisation in February 2022, as well as raising awareness of International Transgender Day of Visibility on 31 March 2021.

The network will shortly be nominating a new lead following BR standing down in November 2020, celebrating International Days of Visibility and contributing to Stonewall's Workplace Equality Index submission.

Cwtch Carers Network

The Carer's Network (Cwtch) group was established in 2019 with the aim of doing more to recognise, support and value our colleagues who care for a loved one. There are around 30-35 on the meeting group membership, and more in the wider yammer network.

Regular meetings have continued to be held throughout 2021-2022 however with increased demands on many members during lockdown times attendance has been relatively low, as has the time capacity of members to be involved in activities. The network has therefore decided to move to more focussed quarterly meetings during 2022-2023 with the aim of increasing availability and attendance. Kate Cameron is the current Chair with Mariella Scott supporting as Secretariat and Annie Payne supporting both roles.

The network has links to other staff networks such as Dementia Friends and the wellbeing and time to talk groups. One member attends and provides an update at the EDI Forum meetings who continue to support the network.

The Cwtch Yammer group is active with 80 members and an intranet page available to all staff. This includes guidance for staff explaining the support that is available directly from NRW and through our membership of the Employers for Carers scheme. During 2022 there are plans to update the intranet pages.

'Carers Cuppa' sessions take place monthly, such as the Elder Care Cuppa and 'A word' cuppa, and through the yammer group page have recently invited suggestions for any further groups that may be helpful to establish.

In meetings this year the group has discussed:

- The recently released State of Caring report – the UK's most comprehensive research into the lives and experiences of carers in 2021
- Using technology to support people living well with dementia
- Introduction of an NRW Carer's passport and supporting policies and procedures
- Activities to promote Carers Rights Day and Carers Week 2021
- EDI Forum support
- The Employers for Carers scheme and the resources available to us as continued members
- How the network can support one another, especially during the pandemic
- The future of our meetings and what we'd like to get from them

Some of our activities in raising awareness over the last year included: -

- In June 2021 Carers Week was celebrated, with a strong intranet presence to let people know about the group. With carers blogs where people shared personal experiences of caring and balancing this with their work lives with a focus on caring through the pandemic. We also held several workshops -support for working carers and support for the line managers of working carers, which were expertly facilitated by Jane Healey from Carers Wales.
- In November on Carer's Rights Day workshops for line managers were hosted, at the request of some that hadn't been able to attend previously. Unfortunately, the sessions for line managers weren't as well supported hoped, due to competing calendar commitments, and a different approach will be taken cascade the recording of one of the presentations to all NRW's line managers. If, having listened to the recording, line managers have any further questions or would like to chat through some anonymised examples, Carers Wales will be happy to assist via some sessions scheduled around relevant calendars. Cwtch are keen to share the advice and support available from Carers Wales to all our line manager group and have therefore also offered to organise sessions at other organised meetings (such as Executive Team or Leadership Team Group) having visible senior support is a key part of NRW's commitment.

A significant piece of work that some of the members have been involved in this year has been developing NRW's Work and Wellbeing Staff Passport and its accompanying procedure and updating the Carers policy and procedure alongside other staff networks.

The Cwtch group continue to work with our Diversity and Inclusion Specialist Advisor to link with the 'Employers for Carers' scheme and NRW have remained members of the Wales hub, having recently renewed membership for a second year. The aim of Employers for Carers is to support employers in supporting employees with caring responsibilities and to create carer-friendly workplaces. As mentioned above NRW have access to their publicity, guidance, and training materials, details of which are shared with staff who are carers and their line managers through the intranet, Yammer and Managers Monthly as appropriate.

Neurodiversity Network

The Neurodiversity Network exists to link up Neurodivergent staff, along with allies, so that they can support each other and advise NRW on relevant issues.

The network has been in existence since October 2020 with approximately 30 members in total (This figure fluctuates with staff joining and leaving NRW).

Network activities throughout 2021: -

- Advise on management training on Neurodiversity and review training providers – we helped locate trainers for the Board and had some outdated PCS union training cancelled.
- Provide links to external information sources on Yammer
- Provide discussion and sharing platform on Yammer
- Advise MS Teams setup on suitable backgrounds for neurodivergent staff
- Presentations on Dyslexia and Neurodivergence for Webinar Wednesdays
- Representations on NRW EDI meetings
- Teams' meetings for members
- Advising on the use of language describing neurodivergent conditions

It is early days for Diversity and Inclusion and Neurodiversity and although the Network has been able to engage very positively with NRW and its D&I plans, the individual situations our members find themselves in remain problematic.

The stigma surrounding being Neurodivergent means that many members do not feel in a position to ask for the disability accommodations which they are legally entitled to.

Forward Look for 2022 include -

- Quick guides for managers and colleagues working with neurodivergent staff or staff who think they may be neurodivergent
- Staff training on Neurodiversity for network members to promote the positive embracing of difference and empower staff to ask for accommodations where needed
- Work with ODPM to see if adjustments can be better built into HR processes, e.g. by being a reviewed as part of PDP (personal development plan) meetings
- Briefings on legal rights as staff who are disabled by others' actions, under the Equality Act e.g., the right to adjustments and to use them, to not face harassment around a protected characteristic.

Important dates:

Neurodiversity Celebration Week 2022: March 14 - March 19

Assisted Users ICT Group Network

The primary role of the Assisted User Group ICT and telephony is to provide a focal point for matters relating to accessibility. The group is responsible for ensuring NRW is using standard up to date tools and consistent versions, working with ICT governance for management and delivery of any changes.

Activities the group are involved with include: -

- Help test new software

- Escalate risks and issues to ICT Service Delivery Manager, ICT Service Strategy and Design Manager or relevant member of leadership team
- Share learning, tips, and tricks between users of assisted technology
- Group review of further training and guidance needed from outside the organisation
- Review of progress on current projects relating to assisted user technology
- Raising awareness of assisted user's ICT and Telephony needs in all parts of the business
- Ensuring assisted technology requirements are included in new projects from the outset.

The Network has been in existence since 2013 and currently have 29 members.

Over the last year the group have tested various applications such as the desk booking system to ensure it's accessible and where it's not working with project managers seeking a resolution.

No campaigns or awareness raising was carried out over the last year.

Over the next year the group will continue with testing applications and ensuring that software developed in house or purchased off the shelf is accessible to all.

Dementia Friends

Despite continuing to work from home the network has created 95 new dementia friends between Feb 2021 and the end of January 2022, by running virtual sessions linked to both our new starter induction programme and our #TeamNRW staff webinars.

The network has linked their virtual dementia friend information sessions to our NRW induction programme and now all new starters attend a session during their first few months with us. Two sessions are run by the network, the Dementia Friends Awareness session, and a short session about NRW's journey to becoming a Dementia Friendly Community, the resources that are available to staff and the expectations for staff to be 'Dementia Friendly' in their work. The Education and Health team and the Enabling Services PA team also have participated in the awareness session during team meetings.

NRW are now up to 5 accredited NRW Dementia Champions who can deliver information sessions either face to face or using the new virtual format.

Our Dementia Friendly work continues to be represented at our ongoing EDI Forum meetings and a 'caring for elders' virtual cuppa. The cuppa is supported by a group of a core of 12 people.

Details of our Dementia Friendly Community work are shared on a suite of Intranet pages, which the network continues to maintain and update:

<https://cyfoethnaturiolcymru.sharepoint.com/en-gb/our-organisation/equality-and-diversity/dementia-friendly-community-project>

NRW continues to participate in a Wales-wide 'blue light' dementia group to share learning and best practice. This is co-ordinated by the ambulance service and includes representation from police and fire. Attendance has obviously been impacted this year

however going forwards forum members will provide updates about their dementia friendly initiatives and share best practice.

The following virtual training and events were attended, and relevant information disseminated to the business:

- Dementia Friendly Communities – People & Places training for businesses- Platform Cymru
- International Dementia Conference- Alzheimer's Society
- Wales- Dementia Conference- Alzheimer's Society

The network is participating in NRW's Natur a Ni campaign and have met with members of the team to suggest how NRW can involve stakeholders who are either living with dementia or their carers to participate in the campaign.

As a member of the Health, Education and Natural Resources team one of the Organisational Leads is able to feed into policy development and projects that require knowledge and understanding of people living with dementia and their carers and is supporting the 'Health' specialists within this team. Later this month they will be attending a Centre for Aging and Dementia Research Conference themed around the Decade of Healthy Ageing.

Christian Fellowship Network

Over the last year the Network have continued to adjust to the ebb and flow of Covid restrictions have had the constant stability of sharing bible passages and encouragement through the Yammer page. There have often been times when the picture or video shared has really struck a chord with one or more of the group, who are learning more from each other and building stronger relationships, even though many of us have never met face to face. A massive thank you goes to Ian Metcalf for his steadfast approach to sharing amazing pictures, videos, and words every day come what may.

The meetings have also seen an ebb and flow of attendees with different people attending the Short Monday prayer meetings and the regular the longer lunchtime sessions every other week on a Wednesday or Thursday. The network continues to stand with each other, learning more of God's grace and favour and going deeper into topics to both inspire and challenge us. Very often this leads into the context of NRW work environment and the need to pray for both the organisation generally and specific groups of staff that may come to mind.

The network has continued to connect regularly in the Monday sessions and the alternate Thursday lunchtime sessions with colleagues in Welsh government – which continues to be a great blessing and surprise advantage of the continuing covid situation.

Over the year the network has started to make more links with the national support organisation for workplace Christian Fellowships – Transform UK. The network is hoping to explore other ways of connecting with them this year and benefitting from the support they can give.

It has also been a blessing to be able to regularly present in the New starter induction programme – The network and thankful that NRW are prioritising staff networks through

this programme as it really highlights the support and favour, we have from NRW to continue to meet and be able to prioritise this network and for it to really feel part of the organisation.

The network has been in existence since 2014 and currently there are 30 members in the Christian Fellowship Yammer/email group. Generally, between 5 and 10 attend the networks regular meetings, which changes depending on staff availability.

Muslim Network

The network was launched for anyone in the organisation who is a Muslim or would like to find out more about the Islamic faith, meet new people and simply show support as an ally.

The network exists to raise awareness and help staff to have a better understanding about Islam rather than the negative and sometime Islamophobic exposure they get. This is totally unacceptable and helps no one to live in harmony with each other in a community.

Diversity and inclusion are an important part of the NRW and therefore, NRW should be committed to making our organisation as diverse as the environment around us. This needs to be given priority by the NRW ET/Board and to go beyond policies.

This is so important as the Islamic community (like other ethnic minority communities) who are under-represented as per the population within the NRW staffing levels. These communities are far away from the reach of the NRW be it in staff numbers or wider engagement.

Annex 2

List of Equality Impact Assessment topics carried out in 2021 to 2022

The 32 assessments that were carried out were: -

- WISKI Project Phase 2
- Social Sensing Software
- AssessNet
- Citizens River Habitat Survey
- Community Woodland Enabling
- Contract Management Support Service
- Leave Policy and Procedures
- Menopause Policy and Procedures
- Provision of Eye Test and Glasses Policy and Procedures
- I&D Strategy – All Together
- Grants Change Programme
- HAV's Policy and Procedure
- Llyn Tegid Project Review
- Microsoft Teams Project
- Microsoft Teams Phase 3
- Natur a Ni
- NRW Corporate Plan 2022 – 2027
- EDI Project Overview Stages 1 and 2
- Telemetry System Replacement
- Office Booking System
- PPM Policy
- Retrospective Newborough Car Park
- Stephenson Street Flood Alleviation Scheme
- Water Abstraction Reform
- Disciplinary Policy
- Further Education Policy
- Permissions Development and Innovation Project
- Potential Outcomes of Contractual Rotas Project
- Well-being Staff Passport
- Carers Passport
- Reasonable Adjustments Policy

Annex 3

Recruitment Statistics for January 2021 to December 2021

What is your age group?

Age group	Total
16 – 24	354
25-34	619
35-44	373
45-54	181
55-54	81
65+	#
Prefer not to say	15
Blank	#

What is your Gender?

Gender	Total
Male	940
Female	675
Non-Binary	16
Prefer Not to Say	#

Does your Gender Identity Match the sex you were assigned to at Birth?

Gender Identity	Total
Yes	1605
Prefer Not to Say	12
No	#
Blank	#

Are you currently married or in a Civil partnership?

Married or Civil Partnership	Total
No	1146
Yes	455
Prefer Not to say	23
Blank	#

What is your sexual orientation?

Sexual orientation	Total
Heterosexual / Straight	1446
Prefer not to say	74

Bisexual	51
Gay Man	30
Gay Woman / Lesbian	17
Prefer to use own term	#
Blank	#

What caring responsibilities do you have?

Caring responsibility	Total
None	1259
Primary Carer of children (under 18)	252
Secondary Carer	73
Prefer not to say	36
No record	#
Primary Carer (over 65)	#
Assist in caring	#

Do you consider yourself to have a disability?

Disability	Total
No	1578
Yes	42
Prefer not to say	#
Blank	#

Guaranteed Interview requests

Requested	Total
No	221
Yes	32
No Record	1376

Guaranteed Interview offered

Interview offered	Total
Yes	21
No	11
No offer due to not meeting minimum required criteria	

What is your religion or belief?

Religion or belief	Total
Have no faith or belief	945
Have faith or belief	580
Prefer not to say	103
No record	#

What is your ethnicity?

Ethnicity	Total
White (English, Welsh, Scottish, Northern Irish, British, Irish, Gypsy or Traveller, any other White background)	1521
Prefer not to say	32
Asian/Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background)	26
Other ethnic group (Arab or any other ethnic group)	23
Mixed/Multiple ethnic groups (White and Black Caribbean, White and Black African, White and Asian, any other mixed/multiple ethnic background)	11
Black/ African/Caribbean/Black British (African, Caribbean, Any other Black/African/Caribbean background)	11
No record	#

Annex 4

Staff Self-disclosure stats

Age Analysis

	February 2020		January 2021		January 2022	
Age	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Under 25	62	3.1%	73	3.3%	33	1.5%
25 to 35	401	19.9%	429	19.2%	428	19.0%
35 to 45	605	30.0%	654	29.2%	636	28.2%
45 to 55	619	30.7%	663	29.6%	671	29.7%
55 to 65	309	15.3%	385	17.2%	446	19.8%
65 and above	18	0.9%	33	1.5%	43	1.9%
Total	2014	100%	2237	100%	2257	

Age Profile – Full-Time and Part Time Staff

	February 2020		January 2021		January 2022	
Age part -time	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Under 25	No information	No information	#	0.0%	0	0.0%
25 to 35	No information	No information	38	1.7%	37	1.6%
35 to 45	No information	No information	111	5.0%	106	4.7%
45 to 55	No information	No information	105	4.7%	100	4.4%
55 to 65	No information	No information	72	3.2%	76	3.4%
65 and above	No information	No information	10	0.4%	16	0.7%
Total	No information	No information	337	15.1%	335	14.8%
Age full-time						
Under 25	No information	No information	72	3.2%	33	1.5%
25 to 35	No information	No information	391	17.5%	391	17.3%
35 to 45	No information	No information	543	24.3%	530	23.5%
45 to 55	No information	No information	558	24.9%	571	25.3%
55 to 65	No information	No information	313	14.0%	370	16.4%
65 and above	No information	No information	23	1.0%	27	1.2%
Total	No information	No information	1900	84.9%	1922	85.2%
Total overall	No information	No information	2237	100%	2257	100%

Working Arrangements

	February 2020		January 2021		January 2022	
Working Arrangements	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Full-time	1690	84%	1900	84.9%	1922	85.2%
Part-time	324	16%	337	15.1%	395	14.8%
Total	2014	100%	2237	100%	2257	
Of those who disclosed Working Arrangement						
Full-time - Male	1028	51.4%	1150	51.4%	1147	50.8%
Full-time - Female	662	32.9%	750	33.5%	775	34.3%
Part-time - Male	71	3.5%	75	3.4%	79	3.5%
Part-time - Female	253	12.5%	262	11.7%	256	11.3%
Total	2014	100%	2237	100%	2257	

Disability Analysis

	February 2020		January 2021		January 2022	
Disability status	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
No	1230	61.1%	1329	59.4%	1390	61.6%
Yes	65	3.2%	70	3.1%	83	3.7%
Prefer not to say	719	35.7%	838	37.5%	784	34.7%
Total	2014	100%	2237	100%	2257	100%

Gender Analysis

	February 2020		January 2021		January 2022	
Gender	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Male	1230	61.1%	1225	54.8%	1226	54.3%
Female	65	3.2%	1012	45.2%	1031	45.7%
Prefer not to say	719	35.7%	2237	100%		
Total	2014	100%	10	50.0%	2257	100%

Sexual Orientation Analysis

	February 2020		January 2021		January 2022	
Sexual orientation	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Heterosexual / straight	1115	55.4%	1214	54.3%	1288	57.1%
Prefer not to say	851	42.3%	970	43.4%	914	40.5%
Gay Woman / Lesbian	12	0.60%	15	0.67%	15	0.66%
Gay man	12	0.60%	11	0.49%	12	0.53%
Bisexual	12	0.6%	17	0.8%	18	0.8%
Other	12	0.6%	10	0.4%	10	0.4%
Total	2062	100%	2237	100%	2257	
% of workforce identifying as LGBTQ+	48	2.4%	53	2.4%	55	2.39%

Ethnicity Analysis

	February 2020		January 2021		January 2022	
Ethnicity	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
White	1272	63.2%	1371	61.3%	1440	63.8%
Prefer not to say	713	35.4%	832	37.2%	782	34.6%
Mixed multiple ethnic groups	12	0.6%	14	0.6%	16	0.7%
Asian/Asian British	10	0.5%	14	0.6%	13	0.6%
Black/African/Caribbean/Black British	#	#	#	#	#	0.1%
Other ethnic groups	#	#	#	#	#	0.2%
Total	2014	100%	2237	100%	2257	
% of staff who identify as Black, Minority Ethnic	29	1.44%	34	1.52%	35	1.6%

Religion, belief, or non-belief analysis

	February 2020		January 2021		January 2022	
Religion, belief or non-belief	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Have no faith or belief	463	23.0%	515	23.0%	650	28.8%
Have a faith or belief	565	28.1%	587	26.2%	501	22.2%
Prefer not to say	986	49.0%	273	12.2%	1106	49%
Total	2014	100%	2237	100%		
% of staff who identify their religion, belief, or non-belief	565	28.1%	587	26.2%	502	22.2%

Caring Responsibilities

	February 2020		January 2021		January 2022	
Caring responsibilities	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Have a caring responsibility	684	34.0%	739	33.0%	568	25.2%
Have no caring responsibility	836	41.5%	956	42.7%	783	34.7%
Prefer not to say	494	24.5%	542	24.2%	906	40.1%
Total	2014	100%	2237	100%	2257	

Type of caring responsibility

Caring responsibility	February 2020		January 2021		January 2022	
	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Primary carer of child/children under 18	339	68.6%	369	68.1%	381	67.1%
Secondary carer	73	14.8%	82	15.1%	91	16.0%
Multiple caring responsibilities	44	8.9%	47	8.7%	45	7.9%
Primary carer of person over 65	20	4.0%	25	4.6%	30	5.3%
Primary carer of disabled child/children	#	#	10	1.85%	#	#
Primary carer of disabled adult (over 18)	10	2.0%	#	#	12	2.1%
Total	494	100%	542	100%	568	100%

National Identity Analysis

	February 2020		January 2021		January 2022	
National Identity	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Prefer not to say	No Information	No Information	766	34.2%	738	32.7%
Welsh	No Information	No Information	701	31.3%	100	4.4%
British	No Information	No Information	612	27.4%	17	0.8%
English	No Information	No Information	90	4.0%	#	#
Other	No Information	No Information	48	2.1%	634	28.1%
Scottish	No Information	No Information	16	0.7%	50	2.2%
Northern Irish	No Information	No Information	4	0.2%	714	31.6%
Total	No Information	No Information	2237	100%	2257	100%

Draft for approval

Welsh Language Ability of Staff

	February 2020		January 2021		January 2022	
Language Ability	Number of staff	Percentage of staff	Number of staff	Percentage of staff	Number of staff	Percentage of staff
Staff who have self-assessed language skills in MyNRW	1873	93.0%	2128	95.1%	2214	98.1%
Staff who have declared they are able to communicate in Welsh at various levels	1811	89.9%	2041	91.2%	2126	92.2%
Able to pronounce basic Welsh phrases and names	801	39.8%	915	40.9%	941	41.7%
Able to construct basic Welsh sentences	405	20.1%	438	19.6%	458	20.3%
Fluency in spoken and written Welsh	267	13.3%	310	13.9%	331	14.7%
Fluency in spoken Welsh	204	10.1%	225	10.1%	222	9.8%
Able to discuss some work matters confidently	134	6.7%	153	6.8%	174	7.7%
No understanding of Welsh	62	3.0%	87	3.9%	88	3.9%
No return completed	141	7.0%	109	4.9%	43	1.9%
Total	2014	100%	2237	100%	2257	100%

Welsh Language Ability by Directorate January 2022

Language Level	Communication Customer and Commercial	Corporate Strategy and Development	Evidence, Policy and Permitting	Finance and Corporate Services	Operations	Total
0 - No understanding of Welsh	#	#	20	11	49	88
1 - Able to pronounce basic Welsh phrases and names	24	36	263	72	546	941
2 - Able to construct basic Welsh sentences	18	26	146	34	234	458
3 - Able to discuss some work matters confidently	#	#	53	14	95	174
4 - Fluency in spoken Welsh	#	10	44	15	144	222
5 - Fluency in spoken and written Welsh	36	17	61	19	198	331

Note: Data below 10 is shown as a # for data protection purposes.

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Adroddiad Chwarter 3 Lles, Iechyd a Diogelwch (WHS)
Cyfeirnod y Papur:	22-03-B11
Noddir y Papur gan:	Prys Davies, Cyfarwyddwr Gweithredol Strategaeth a Datblygu Corfforaethol
Cyflwynir y Papur gan:	Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Diben y Papur	Trafodaeth

Mater

1. Dyma ddiweddariad perfformiad Chwarter 3 - 2021/2022 Lles, Iechyd a Diogelwch.

Crynodeb

2. Darparu diweddariad ar Les, Iechyd a Diogelwch i'r Bwrdd.

Argymhelliad

3. Gofynnir i'r Bwrdd gynnig sylwadau ar yr Adroddiad Lles, Iechyd a Diogelwch.

Risgiau Allweddol

4. Mae'r tîm Lles, Iechyd a Diogelwch yn parhau i reoli risgiau Lles, Iechyd a Diogelwch. Wrth edrych i'r dyfodol, bydd angen i Cyfoeth Naturiol Cymru gynnal a datblygu a gwella ymhellach ein diwylliant cadarn o fonitro a dysgu mewn perthynas â Lles, Iechyd a Diogelwch. Bydd hyn yn parhau i fod yn elfen allweddol o'n strategaeth i'r dyfodol.
5. Bydd y tîm Lles, Iechyd a Diogelwch yn defnyddio'r wybodaeth a gasglwyd a'r gwersi a ddysgwyd wrth ddatblygu ein strategaeth a'n cynllun gweithredu ar gyfer y dyfodol.

Goblygiadau Ariannol

6. Cydnabyddir bod goblygiadau ariannol sylweddol i gamreoli Lles, Iechyd a Diogelwch. Mae'r tîm Lles, Iechyd a Diogelwch yn parhau i roi systemau newydd ar waith er mwyn rheoli ein risgiau Lles, Iechyd a Diogelwch ac felly lleihau unrhyw gostau. Yn ogystal â diogelu ein staff a'r rhai sy'n defnyddio ac yn gweithio ar yr ystâd y mae Cyfoeth

Naturiol Cymru yn ei rheoli, gallai methiannau i weithredu system Lles, Iechyd a Diogelwch gadarn arwain at oblygiadau ariannol sylweddol.

Asesiad o'r Effaith ar Gydraddoldeb

7. Nid oes asesiad wedi'i gynhyrchu ar gyfer yr adroddiad hwn.

Mynegai i'r Atodiad

- Adroddiad Lles, Iechyd a Diogelwch, Chwarter 3



Board Report Q3- Engagement Pack – October to December 2021

Serious Incident Reviews Summary

<p>1.</p> <p>Details: EV Car Charging.</p> <p>Reference: ACCB879/A1</p> <p>Incident date: 24/08/2019</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total actions: Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 9 • Open: 1 • Overdue: 0 	<p>10</p>
<p>2.</p> <p>Details: Boom had become detached on one side. The worker immediately stopped works and removed the machine from site to prevent any environmental issues.</p> <p>Reference: ACCB1092 / A1</p> <p>Incident date: 21/10/2019</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total Actions: Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 13 • Open: 3 • Overdue: 0 	<p>16</p>
	<p>Total actions Of which:</p>	<p>13</p>

<p>3.</p> <p>Details: Digger un-earthed a live cable at approximately 2-3 inches below the surface of the ground car park in Bwlch Nant yr Arian</p> <p>Reference: ACCB1092 / A2</p> <p>Incident date: 09/01/2020</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<ul style="list-style-type: none"> • Completed & Closed: 9 • Open: 4 • Overdue: 0 	
<p>Open actions: 4</p> <p>Final completion date of March 2022.</p>		
<p>4.</p> <p>Details: Chainshot hit `marguard` in front windscreen of harvester</p> <p>Reference: ACCB1092/A3</p> <p>Incident date: 17/02/2020</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total actions 9</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 9 • Open: 0 • Overdue: 0 	
<p>Completed</p>		
<p>5.</p> <p>Details: Near miss Ringbarking concerns -Cwm Cletwr near Tre`ddol Village.</p> <p>Reference: ACCB1092/A4</p> <p>Incident date: 27/03/2020</p> <p>Type of SIR: Near miss</p> <p>Full investigation: Completed</p>	<p>Total actions 20</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 19 • Open: 1 • Overdue: 0 	
<p>Open actions: 1</p> <p>Final completion date of February 2022.</p>		
<p>6.</p> <p>Details: Felled tree was left leaning (hung-up) against another tree.</p> <p>Reference: ACCB1092/A6</p> <p>Incident date: 10/03/2020</p>	<p>Total actions 4</p> <p>Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 2 • Open: 2 • Overdue: 0 	
<p>Open actions: 2</p> <p>Final completion date of June 2022.</p>		

<p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>		
<p>7.</p> <p>Details: Lorry overturned while transporting stone from Halfway to Glasfynydd.</p> <p>Reference: ACCB1092 / A5</p> <p>Incident date: 09/07/2020</p> <p>Type of SIR: Injury</p> <p>Full investigation: Completed</p>	<p>Total actions Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 11 • Open: 2 • Overdue: 0 	<p>13</p>
<p>8.</p> <p>Details: BT reported a spurious voltage on equipment at their telephone exchange emanating from Kidwelly flood warning station.</p> <p>Reference: ACCB1907/A3</p> <p>Incident date: 11/11/2020</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: Completed</p>	<p>Total actions Of which:</p> <ul style="list-style-type: none"> • Completed & Closed: 11 • Open: 27 • Overdue: 0 	<p>38 (3 tasks assigned to Team Leaders)</p>
<p>9.</p> <p>Details: The incident occurred on the forest road below a clearfell coupe in Afan forest park.</p> <p>Reference: ACCB1097/A1</p> <p>Incident date: 09/04/2021</p> <p>Type of SIR: Near miss.</p> <p>Full investigation: SIR opened and awaiting further information from contractor.</p>	<p>The SIR has been opened and awaiting further information (report) from the contractor.</p>	

<p>10.</p> <p>Details: Fatal accident on NRW estate to member of the public. Blaenrhonnda Forest, near Blaencwm, Penpych.</p> <p>Reference: ACCB903/A5</p> <p>Incident date: 07/05/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and the coroner has adjourned the case until October 2022.</p>
<p>11.</p> <p>Details: Fatal accident on NRW estate to member of the public. Sgwd Pannwr plunge pool, Brecon Beacon.</p> <p>Reference: ACCB890/A5</p> <p>Incident date: 05/06/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and the coroner has adjourned the case until October 2022.</p>
<p>12.</p> <p>Details: Fatal accident on NRW estate to member of the public. Sgwd Gwladus waterfall in Powys.</p> <p>Reference: ACCB890 / A6</p> <p>Incident date: 18/08/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and the coroner has adjourned the case until October 2023.</p>
<p>13.</p> <p>Details: The incident occurred with a fleet vehicle and the handbrake mechanism.</p>	<p>The SIR has been completed. Undergoing final scrutiny prior to publishing in February 2022.</p>

<p>Reference: ACCB890 / A8</p> <p>Incident date: 02/08/2021</p> <p>Type of SIR: RIDDOR reportable injury.</p> <p>Full investigation: SIR opened and paused.</p>	
<p>14.</p> <p>Details: Fatal accident on NRW estate to a sub-contractor working on a standing sales site. Coed Taff Forest.</p> <p>Reference: ACCB1092/A12</p> <p>Incident date: 12/10/2021</p> <p>Type of SIR: Fatal incident.</p> <p>Full investigation: SIR opened and paused.</p>	<p>The SIR has been paused due to further investigation by the police and Health and Safety Executive. (see below)</p>

Incidents on NRW Estate

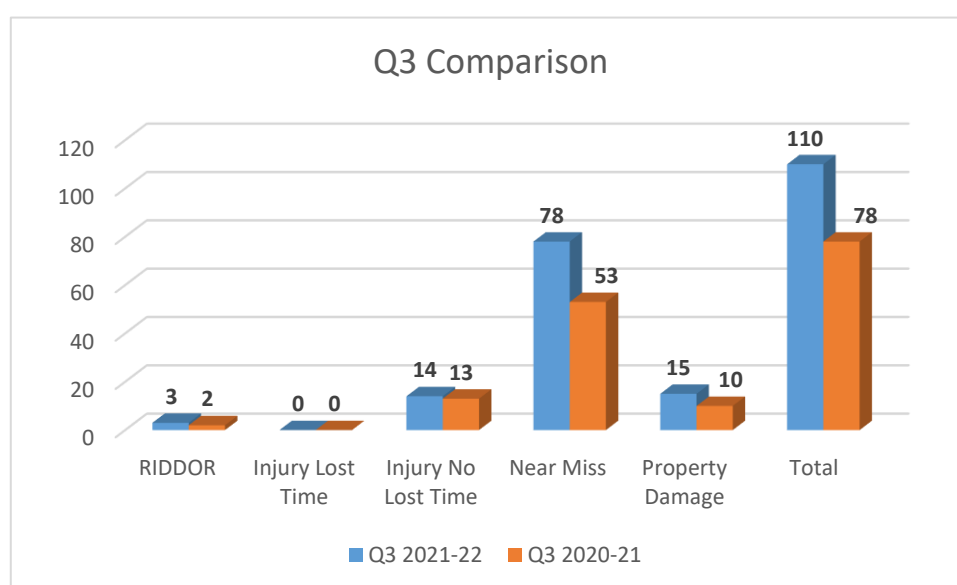
1. On the 12th October 2021, sadly, there was a fatal accident at Coed Taff Forest, which is within the NRW estate. The coupe within Coed Taff Forest was sold as part of a timber sales contract. Euroforest were the successful “standing sales” bidder, where the successful bidder buys the right to harvest the standing trees.
2. The Police and Health and Safety Executive (HSE) are currently investigating the site to ascertain what happened. The site remains closed until further notice.

Incidents

AssessNET Incident Data (all NRW)

NRW	Q3 2021- 22	Q2 2021- 22	Q1 2021- 22	Q3 2020- 21	FY 2020- 21	FY 2019- 20	FY 2018- 19	FY 2017- 18	FY 2016- 17	FY 2015- 16
RIDDOR	3*	2	0	2	3	5	2	8	9	12
Injury Lost Time	0	1	0	0	1	8	7	10	13	14

Injury No Lost Time	14	31	18	13	37	98	115	164	153	159
Near Miss	78	63	52	53	165	226	242	301	364	477
Property Damage	15	9	17	10	31	32	41	46	62	64
Total	110	106	87	78	237	369	407	529	601	726



NRW Totals for Q3 2021/22.

3. A total of **110** incidents have been reported for Q3 2021/22– this constitutes a mixture of employee, contractor, and member of public injuries and near misses. This compares to a total of **78** reported for the same period Q3 2020/21.

2 RIDDOR industrial disease (HAV's surveillance) (2 for same period last FY) –

IP diagnosed with HAV's related Carpal Tunnel Syndrome.

IP diagnosed with ongoing HAV's related disease captured through health surveillance.

1 Contractor Fatality – *not our RIDDOR to report but captured in our data as a RIDDOR (0 for same period last FY) – IP *contractor on standing sales site) fatally injured during felling operations – see Coed Taff SIR above.

31 Injury with no lost time (13 for the same period last FY) – For staff injuries there are a mix of cuts/grazes and slips/trips/falls.

63 Near Miss (53 for the same period last FY) – A mix of reports relating to staff lone working events and driving at work, and contractor near misses (forestry work).

9 Property Damage (10 for the same period last FY) – most relating to vehicles, 1 electrical fire at Itton Depot.

Current incident themes:

- Mountain Bike/slips and trips injuries to members of the Public at our Visitor/Trail Centres
- Slips/Trips/Falls
- Cuts/grazes
- Incidents relating to driving at work and NRW vehicles.

ISO 45001: 2018

4. The contract for the certification for ISO 45001:2018 has been awarded to British Standards Institute (BSi). ISO 45001:2018 is an international standard for health and safety at work developed by national and international standards committee.
5. On the 23rd of December 2021, NRW received formal confirmation of registration to ISO 45001:2018.
6. The ISO 45001:2018 standard is designed to prevent work-related injury and ill-health and to provide safe and healthy workplaces by providing a framework where we can manage and continuously improve our approach to health and safety.
7. Achieving this standard will help NRW ensure the long-term wellbeing, health, and safety of everyone – staff, visitors, contractors and customers.
8. NRW should be proud of the achievement, many organisations fail to attain the standard, as it is a difficult standard to achieve and maintain.
9. There are two actions that need to be addressed with supporting action plans and will be audited at all the forthcoming audit surveillance visits to ensure NRW are improving and fulfilling the legal requirements.

Risk Assessment Management

10. As part of being compliant with ISO 45001, all NRW teams will need to have work activity specific risk assessments. The WH&S team have been working with NRW teams to assist the development of the risk assessments in AssessNet.
11. To make the development of these more efficient and consistent, the WH&S team have developed templates that can be used by managers and team leaders. The WH&S team have also re-populated standard hazards and control measures in the system that team leaders and managers can use and custom to their work activities. Where teams already have specific risk assessments, but in another

format, the WH&S team are assisting the business in updating these onto AssessNet.

Policy update

12. A number of the WH&S policies and procedures were reviewed and updated. These included: -

- Occupational health policy and procedure
- Incident reporting policy and procedure
- Hand Arm Vibration procedure
- Lone and remote working policy and procedure

13. These have been endorsed by the Leadership Team Group and signed off by the members of the National WH&S committee.

Training sessions

14. The WH&S team delivered a number of training awareness sessions over Q3 on Risk Assessment. The risk assessment awareness sessions will continue to be available throughout the year for any new managers, team leaders in total, the following have been delivered: -

15. 9 Risk assessments sessions delivered, and 78 staff attended.

Internal Audit Programme

16. The internal audit team notified the WH&S team that one internal audit review would take place in 2021/2022. This internal audit review was to focus on the Hand Arm Vibration (HAVs) process, which was completed on October 2022 with a moderate reassurance rating.

Updates to existing systems and contracts

17. The WH&S team are currently looking to upgrade the following systems.

- AssessNet,
- Peoplesafe and
- Reactec.

18. Work is being done on the retendering for the PPE contract.

19. These new systems and the PPE contract aiming to be in place for the next financial year.

Wellbeing Health & Safety Pre-qualification questionnaires

20. To ensure that contractors and customers who work on NRW land are adequately assessed at the pre-qualification stage and ensure that they are competent and

have made suitable arrangements in place to manage WH&S a prequalification assessment is undertaken.

21. In total, the following have been assessed and approved -

12 transport of plant framework assessments – 9 of the initial assessment required further clarification, with 3 assessment being approved on initial assessment.

1 boat work framework assessment – this required further clarification.

22. Where potential contractors/customers/suppliers fail the initial assessment, further guidance is provided in that area to allow them to re-submit further supporting evidence. The guidance is reviewed and updated to improve the process for NRW's contractors and customers.

Coronavirus/Covid-19

23. As a result of the pandemic, there has been a need for additional WH&S advice, support and guidance for staff who are working from home and teams who were still undertaking key and essential works activities. Welsh Government (WG) implemented a plan based on alert levels.

24. The WH&S team continue to work with facilities and teams within NRW to provide support and guidance on Covid 19 procedures to ensure NRW remains legally compliant in this area.

25. All alert level information can be found on the Coronavirus intranet page.

Wellbeing initiatives and developments

Corporate Health Standard

26. The focus for 2021/2022 is to ensure suitable and sufficient evidence and supporting information is continued to be gathered for the Gold level award assessment. The action plan was submitted to Public Health Wales for the gold level award assessment in March 2021.

27. However, all Corporate Health Standard (CHS) assessments are dependent on how Public Health Wales and their resources and processes due to Covid-19. Their focus is currently on organisations that have awards to revalidate before moving onto new award assessments. NRW's silver award will expire in March 2022.

Wellbeing Initiatives

28. The WH&S team have run 2 Wellbeing Drop-in session for team leaders and line managers. These sessions are for team leaders and line managers to ask questions or seek advice, support and guidance on any wellbeing issues. They are not used to discuss any individual cases but to ask general advice wellbeing, such as undertaking an occupational health referral, advice on stress, mental health issues etc.

29. To co-incide with October's Breast Cancer awareness month, an awareness session with the company, Breast Cancer Now, was delivered.

30. A burn-out awareness session was arranged during November for all staff which covered what is burnout, risk factors for burnout, prevention and cure of burnout.

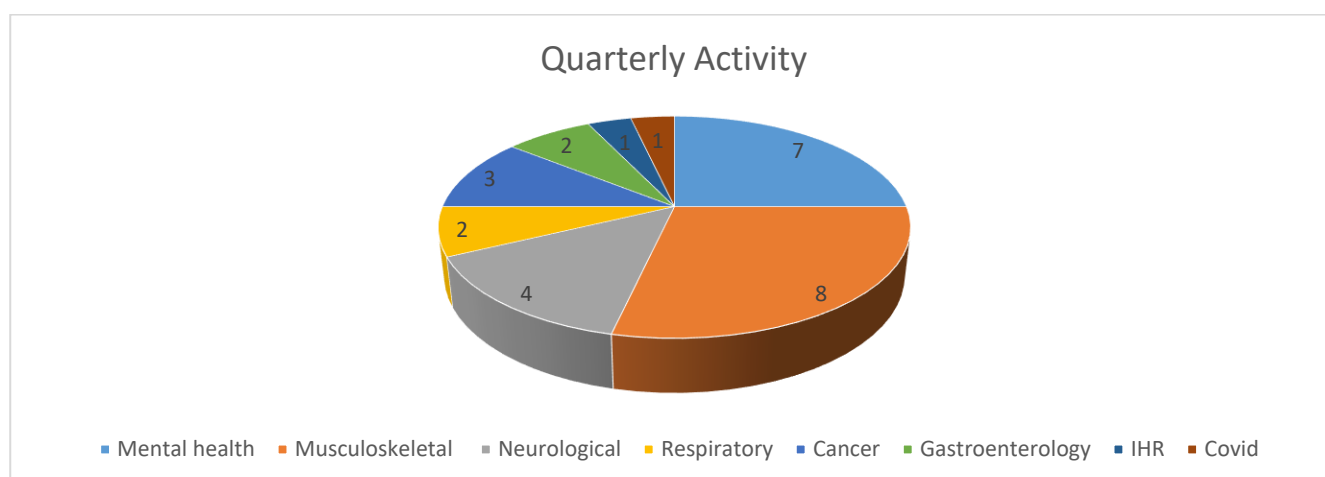
31. To co-incide with Movember, the WH&S team arranged for Prostate Wales to deliver an awareness session. Also, to focus in on men's health, Time To Change Wales presented a session on men's mental health.

NRW Occupational Health Statistics

Quarter 3 – October to December 2021

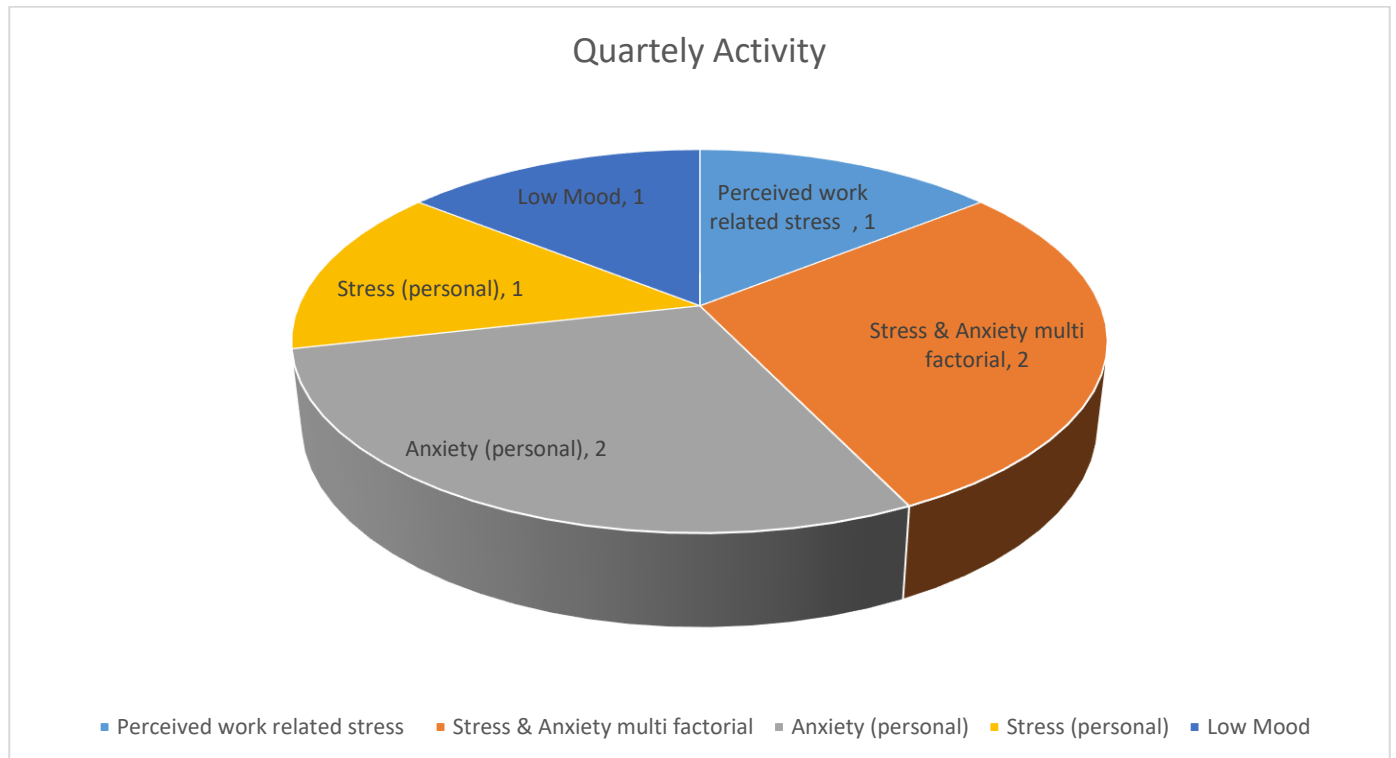
Summary	Comparison from previous quarter
28 referrals/reviews	-10 (38)
37 HAVS screening	+ 37 (0)
3 HAVs Tier 4 assessments	+3 (0)
26 Conflict Resolution screening	+26 (0)

Medical reason for referral



32. Musculoskeletal is the main reason for referrals this quarter at 28.5% Mental health is second at 25% which is a 9% decrease from last quarter.

Mental health categories



33. 12.5% of the mental health referrals are perceived to be work related which is an 18.5% increase from the last quarter.

34. Perceived work-related stress is where it is identified that the employee perceives that their stress is solely work related, i.e. work is the stressor. Where there is both work related and personal related stress this is identified as multi factorial.

Papur y Bwrdd

	Manylion y Papur
Teitl y Papur:	Cynlluniau Llesiant Byrddau Gwasanaethau Cyhoeddus a'r broses ar gyfer eu cymeradwyo yn 2023
Cyfeirnod y Papur:	22-03-B12
Noddir y Papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol Tystiolaeth, Polisi a Thrwyddedu; Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Cyflwynir y Papur gan:	Bill Purvis, Rheolwr Iechyd, Addysg, Mynediad a Hamdden; Fen Turner, Cynghorydd Arbenigol Arweiniol, Adnoddau Naturiol a Llesiant
Diben y Papur	Craffu/Penderfynu
Argymhelliad	<ul style="list-style-type: none">Mae Bwrdd CNC yn cymryd camau tuag at alluogi cymeradwyo pob un o'r 15 cynllun llesiant cyn eu cyhoeddi yn 2023Mae Bwrdd CNC yn dirprwyo'r gwaith craffu manwl ar y cynlluniau ac unrhyw sylwadau a/neu argymhellion sy'n deillio yn sgil hynny yn unol ag Opsiwn C fel y nodir yn y papur hwn.Mae Bwrdd CNC yn derbyn y cylch gorchwyl drafft ar gyfer pob grŵp arwain a goruchwyllo cysylltiedig a nodir yn Atodiad 2 a 3 y papur hwnMae Bwrdd CNC yn enwebu aelod o Fwrdd CNC i gynrychioli buddiannau Bwrdd CNC fel aelod o'r Grŵp Arwain newydd ar gyfer Cynllunio Llesiant.

Mater

- Mae Deddf Llesiant Cenedlaethau'r Dyfodol yn ei gwneud yn ofynnol i CNC gymeradwyo cynlluniau llesiant Byrddau Gwasanaethau Cyhoeddus. Dim ond mewn "cyfarfod o'r corff" y gellir arfer y swyddogaeth hon (canllawiau statudol SPSF3 t 29, a155 ar gyfer aelodau statudol y Bwrdd Gwasanaethau Cyhoeddus).

2. Mae'r broses cynllunio llesiant a'r gofynion ar CNC fel aelodau statudol o'r holl Fyrddau Gwasanaethau Cyhoeddus yn caniatáu i ni, fel y prif gorff amgylchedd yng Nghymru, sicrhau bod gweithgarwch sy'n mynd i'r afael â'r argyfyngau hinsawdd a natur yn rhan annatod o arferion cydweithio craidd ar draws y sector cyhoeddus yn unol ag egwyddor datblygu cynaliadwy Deddf Llesiant Cenedlaethau'r Dyfodol¹.
3. Mae'r papur hwn yn nodi tri opsiwn ar gyfer proses a llwybr llywodraethu ar gyfer cymeradwyaeth ffurfiol gan y Bwrdd i leihau'r baich ar Fwrdd CNC, tra'n bodloni'r gofynion cyfreithiol ar yr un pryd, ac yn gofyn am i'r opsiwn a argymhellir gennym gael ei fabwysiadu.

Cefndir

4. Sefydlodd Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 Fyrddau Gwasanaethau Cyhoeddus a oedd yn cynnwys CNC fel aelod statudol.
5. Mae Byrddau Gwasanaethau Cyhoeddus yn cynnwys yr aelodau statudol canlynol: Cyfoeth Naturiol Cymru, awdurdodau lleol, Byrddau Iechyd Lleol ac awdurdodau tân ac achub.
6. Yn ogystal, gwahoddir y canlynol: Gweinidogion Cymru, y prif gwnstabiliaid, y comisiynydd heddlu a throseddu ar gyfer ardal heddlu y mae unrhyw ran ohoni yn dod o fewn ardal yr awdurdod lleol, person y mae'n ofynnol o dan drefniadau o dan adran 3(2) o Ddeddf Rheoli Troseddwy'r 2007 iddo ddarparu gwasanaethau prawf i ardal yr awdurdod lleol, o leiaf un corff neu sefydliad sy'n cynrychioli mudiadau gwirfoddol ac unrhyw gorff neu sefydliad arall y mae'r Bwrdd Gwasanaethau Cyhoeddus o'r farn ei bod yn briodol ei wahodd.
7. Ar hyn o bryd, mae gan Gymru 15 o Fyrddau Gwasanaethau Cyhoeddus ac mae'n debygol y bydd yn ofynnol i CNC gymeradwyo 15 o gynlluniau llesiant.
8. Diben Byrddau Gwasanaethau Cyhoeddus (fel y nodir gan ddyletswydd yn y Ddeddf) yw gwella llesiant economaidd, cymdeithasol, amgylcheddol a diwylliannol eu hardal.
9. Mae gan Fyrddau Gwasanaethau Cyhoeddus bedair prif dasg:
 - Paratoi a chyhoeddi asesiad o les economaidd, cymdeithasol, amgylcheddol a diwylliannol yr ardal.
 - Paratoi a chyhoeddi Cynllun Llesiant Lleol (WBP) ar gyfer yr ardal sy'n nodi ei amcanion llesiant ei hun a'r camau y mae'n bwriadu eu cymryd i'w cyflawni.
 - Cymryd pob cam rhesymol i gyflawni'r amcanion a bennwyd ganddynt.

¹ Yn y Ddeddf hon, bydd unrhyw gyfeiriad at gorff cyhoeddus yn gwneud rhywbeth "yn unol â'r egwyddor datblygu cynaliadwy" yn golygu bod rhaid i'r corff weithredu mewn modd sy'n ceisio sicrhau bod anghenion y presennol yn cael eu diwallu heb amharu ar allu cenedlaethau'r dyfodol i ddiwallu eu hanghenion hwythau. Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 Rhan 2 'Gwella Llesiant', adran 5 'yr egwyddor datblygu cynaliadwy', paragraff (1)

- Paratoi a chyhoeddi adroddiad blynyddol sy'n nodi cynnydd y Bwrdd Gwasanaethau Cyhoeddus o ran cyflawni ei amcanion llesiant.
10. Ar hyn o bryd, mae Byrddau Gwasanaethau Cyhoeddus yn cyflawni'r cynlluniau llesiant a gyhoeddwyd yn ystod y cylch cyntaf o gynlluniau llesiant yn 2018 ac sy'n rhedeg tan 2023.
 11. Mae'r papur hwn yn cyfeirio at gyfraniad CNC at gymeradwyo'r fersiynau newydd o'r holl gynlluniau llesiant gan ei bod yn ofynnol eu hadnewyddu yn dilyn etholiadau'r Senedd bob pum mlynedd. Yn yr achos hwn, rhaid i bob cynllun gael ei gyhoeddi erbyn mis Mai 2023, ond bydd pob BGC unigol yn gweithio yn unol â'u terfynau amser eu hunain.
 12. Rhaid i gamau gweithredu a nodir yn y cynllun llesiant ddangos cyfraniad at nodau llesiant Cymru a rhaid eu cyflawni yn unol â'r egwyddor datblygu cynaliadwy. Mae Deddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015 yn cydnabod y gallai hyn olygu bod angen ffyrdd newydd a gwahanol o weithio – newid diwylliannol mewn ymddygiad.

Asesu

Gofynion Statudol

13. Rydym nawr ar ddechrau cylch newydd. Mae'r asesiadau llesiant unigol, a fydd yn llywio'r cynlluniau lles, yn agosáu at y cyfnodau drafft terfynol. Rhaid cyhoeddi'r asesiadau llesiant erbyn mis Mai 2022. Bydd y cynlluniau llesiant yn cael eu drafftio yn seiliedig ar yr asesiadau hyn.
14. Yn 2017, sefydlodd CNC system ar gyfer adolygu a chymeradwyo cynlluniau llesiant cyntaf Byrddau Gwasanaethau Cyhoeddus. Roedd hyn yn cynnwys Is-Fwrdd CNC a oedd yn cynnwys pedwar person (dan gadeiryddiaeth Howard Davies) gydag awdurdod dirprwyedig i graffu a chymeradwyo pob un o'r 19 cynllun llesiant yn unigol. Er manylder y gwaith, mae adborth yn awgrymu bod y broses hon yn cymryd llawer o amser i aelodau'r Is-Fwrdd.
15. Mae'r papur hwn yn nodi manylion proses newydd sy'n symud CNC oddi wrth graffu ar bob cynllun llesiant unigol ar y lefel gymeradwyo. Yn hytrach, cynghorir CNC i ddatblygu fframwaith sy'n galluogi nifer fwy amrywiol o rolau ac arbenigedd technegol i gyfrannu'n uniongyrchol at y broses cynllunio llesiant. Yna, gall pob aelod o'r staff Lle asesu pob cynllun unigol yn erbyn y fframwaith a rhoi adborth cyson i bob Bwrdd Gwasanaethau Cyhoeddus ledled Cymru.
16. Ar ôl ei greu, gellir craffu ar y fframwaith integredig hwn a'i brofi drwy grŵp goruchwylio y cytunwyd arno er mwyn sicrhau bod y broses yn gadarn ac yn addas i'r diben. Yna, gall yr un grŵp wneud argymhellion penodol i'r grŵp sicrwydd yn barod ar gyfer y Bwrdd. Mae hyn yn wahanol i'r gwaith o graffu ar bob cynllun llesiant unigol a dylai alluogi CNC i dargedu cymorth mewn ffordd fwy effeithlon a chydgyssylltiedig.
17. Oherwydd natur y gwaith ar Le, gall yr union ddyddiadau ar gyfer cyhoeddi pob cynllun amrywio, er bod ffenestri ar gyfer gweithgarwch yn weddol debyg. Mae

ymgyngoriad statudol 12 wythnos yn debygol o gael ei gynnal rhwng mis Hydref a mis Rhagfyr 2022, gyda'r cynlluniau i gael eu cyhoeddi erbyn mis Mai 2023. Rhaid i'r 15 cynllun newydd (mae pum Bwrdd Gwasanaethau Cyhoeddus yn y Ddedwyrain wedi'u cyfuno) gael eu cymeradwyo gan Fwrdd CNC yn chwarter olaf blwyddyn ariannol 2022/23.

18. Er mwyn cefnogi'r broses sicrwydd lawn ar gyfer y cyfnod hwn, bydd angen ymestyn y Penodai Cyfnod Penodol (FTA) sy'n cefnogi'r gwaith hwn.

Proses

Sefydlu a defnyddio asesiad a fframwaith:

19. Crëwyd Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo i asesu, cefnogi a chydgysylltu mewnbyn CNC i'r broses Asesu a chynllunio Llesiant. Mae'r fframwaith wedi'i gyd-ddatblygu gan y tîm Strategaeth a Pholisi Adnoddau Naturiol a Llesiant mewn partneriaeth ag ymarferwyr y Bwrdd Gwasanaethau Cyhoeddus sy'n seiliedig ar Le. Cafwyd cyfraniadau hefyd gan arbenigwyr technegol perthnasol o'n timau tystiolaeth a pholisi. Darparwyd goruchwyliaeth ar ddatblygu cynnyrch gan Is-grŵp Integreiddio Rheoli Adnoddau Naturiol. (Gweler Atodiad 1 am y fframwaith).
20. Bydd defnyddio'r Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo yn galluogi CNC i benderfynu ar y cyd a yw cynlluniau Llesiant yn adlewyrchu asesiad ystyrlon o les amgylcheddol a bydd yn rhoi sicrwydd i Fwrdd CNC. Mae'r fframwaith hwn wedi'i dylunio hefyd i gefnogi ein Byrddau Gwasanaethau Cyhoeddus i ddatblygu mewn ffordd a fydd yn sbarduno newidiadau ystyrlon i arferion gwaith rhwng ein sefydliad ni a sefydliadau eraill wrth i ni symud o asesu ac i mewn i'r cynllun.
21. Bydd y Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo yn cael ei "gymhwyso" i gynhyrchion Byrddau Gwasanaethau Cyhoeddus er mwyn dylanwadu ar bob cam ymgynghori statudol a'i gefnogi. Mae'r ymgynghoriadau ffurfiol hyn hefyd yn cynnig cyfle i'n staff ymgysylltu a dylanwadu er mwyn rhoi sicrwydd pellach i gymeradwyaeth ffurfiol. Y gofyniad statudol ar Fwrdd CNC yw cymeradwyo pob un o'r cynlluniau Llesiant ar ddiwedd y broses cyn eu cyhoeddi ym mis Mai 2023.
22. Bydd y Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo yn cael ei ddefnyddio ar yr adegau canlynol gydol y broses:
- Ymgynghoriad ar yr Asesiad Llesiant (Tachwedd–Ionawr 2022)
 - Amcanion Llesiant drafft (Mai-Mehefin 2022)
 - Ymgynghoriad ar y cynllun Llesiant (Hydref-Rhagfyr 2022)
23. Yn ogystal â chefnogi ac arwain mewnbyn sy'n seiliedig ar Le ym mhob cynllun Llesiant unigol, bydd creu a chymhwyso'r Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo yn:
- Darparu naratif cydgysylltiedig ar gyfer gweithgarwch Byrddau Gwasanaethau Cyhoeddus, cynnydd a chyngor CNC gydol amserlen

cynhyrchu'r cynllun llesiant i helpu i lywio cam cymeradwyo terfynol CNC. Bydd y dysgu hwn yn cael ei fewnbynnu i system olrhain Cynnydd y Cynllun Llesiant.

- Galluogi cyfleoedd mwy cyson ac effeithlon i dimau Lle weithio gyda thimau cyngor technegol a pholisi fel y gallant gyfrannu at y broses cynllunio llesiant. Bydd y swyddogaethau hyn yn canolbwyntio eu gweithgarwch ar ddarparu cyngor ac arweiniad cyson ar lefel fframwaith unwaith i Gymru, gan ddehongli lle a chymhwysu'r dysgu o'r ardal leol, a mabwysiadu dull sy'n seiliedig ar Le.

Rolau a Chyfrifoldebau

24. Er bod y rhyngweithiadau sy'n seiliedig ar Le rhwng CNC a'n partneriaid yn y Byrddau Gwasanaethau Cyhoeddus eisoes ar y gweill, mae'n bwysig bod CNC yn nodi mecanwaith priodol i sicrhau bod lefelau digonol o arweinyddiaeth a goruchwyliaeth yn cael eu cynnwys yn y broses datblygu a sicrwydd.
Arweinyddiaeth: Bydd hyn yn cynnwys rhoi cyfeiriad clir ar y disgwyliadau sydd gan CNC mewn perthynas â chynnwys y Cynllun Lles, yn ogystal â chyflawni rôl sicrwydd terfynol ar gyfer pob cynllun llesiant. Bydd y broses yn dilyn y fframwaith yn cytunwyd arno a bydd y rôl arwain yn olrhain sut y caiff ei weithredu ac yn darparu cyfeiriad drwy'r broses (gweler cylch gorchwyl drafft y Grŵp Arwain Cynllunio Llesiant yn Atodiad 2).
25. Bydd angen cymorth ar y rôl Arwain gyda chysondeb a chraffu cyffredinol ar y broses a chymhwysu'r fframwaith. **Goruchwyliaeth genedlaethol:** Bydd hyn yn golygu profi'r defnydd o'r Fframwaith Cynllunio Llesiant a, thrwy hynny, sicrhau cysondeb o ran cyngor, arweiniad a darpariaeth ledled Cymru. Bydd yn cyfrannu at ddatblygu proses gadarn, gan gynyddu ein cefnogaeth i Fyrddau Gwasanaethau Cyhoeddus lle mae angen hynny fwyaf drwy alluogi penderfyniadau cynllunio'r gweithlu i ymateb i angen (gweler cylch gorchwyl drafft y Grŵp Goruchwyl Cynllunio Llesiant yn Atodiad 3).
26. Mae'r Amserlen ar gyfer cyfraniad yr adrannau Lle, Goruchwyl Cymru ac Arwain yn y broses gymeradwyo wedi'i chynnwys yn Atodiad 4.
27. Mae "diwrnod datblygu" Byrddau Gwasanaethau Cyhoeddus yn cael ei gynnis ar gyfer pawb sy'n cymryd rhan ym mis Mai/Mehefin 2022 fel y gall pob un o'r tair swyddogaeth (arwain; goruchwyl Cymru; Lle) sy'n cymryd rhan yn y gwaith hwn rannu dysgu a phrofiadau, derbyn gwybodaeth am offer a chymorth, mynd i'r afael â materion sy'n dod i'r amlwg a datblygu ymhellach y Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo. Bydd hwn yn gyfle i'r arweinwyr nodi eu dyheadau o ran cymeradwyo'r cynllun llesiant terfynol ar ddiwedd y broses. Bydd y diwrnod hwn yn cael ei redeg a'i hwyluso gan y tîm Strategaeth a Pholisi Adnoddau Naturiol a Llesiant.

Opsiynau

28. Bydd yr adran hon yn nodi tri opsiwn ar gyfer cyflawni'r gymeradwyaeth statudol sy'n ofynnol ar gyfer y cynllun llesiant.
29. Mae pob opsiwn yn ei gwneud yn ofynnol i'r Bwrdd llawn gymeradwyo pob un o'r 15 cynllun llesiant mewn sypiau o ddau fel rhan o Gyfarfod Arfaethedig Bwrdd Cyfoeth Naturiol Cymru a drefnwyd ar gyfer Chwarter 4 2022/23.
30. Mae pob opsiwn isod yn nodi lefel y llywodraethu a'r sicrwydd i gefnogi cymeradwyo'r cynllun llesiant ac yn darparu tri opsiwn ar gyfer cynnwys aelodau Bwrdd Cyfoeth Naturiol Cymru ym mhob un (**gweler Atodiad 5** am ddisgrifiad a dadansoddiad o'r opsiynau).
- **Opsiwn A** – Safonol: Cynnwys y Bwrdd yn llawn yn y gymeradwyaeth yn seiliedig ar sicrwydd a ddarperir gan is-grŵp o'r Bwrdd.
 - **Opsiwn B** – Arweinyddiaeth Ddirprwyedig: Tîm Gweithredol i ddarparu rôl sicrwydd Arweinyddiaeth a gwneud argymhellion i Fwrdd CNC i'w cymeradwyo. Is-grŵp Adnoddau Naturiol a Llesiant i ddarparu'r swyddogaeth oruchwylio. Llywodraethu wedi'i wreiddio yn "null busnes fel arfer" y Tîm Gweithredol
 - **Opsiwn C** – Arweinyddiaeth Ddirprwyedig, Hybrid: Rôl sicrwydd arweinyddiaeth i'w dirprwyo i grŵp lefel Arweinyddiaeth gan gynnwys aelod o Fwrdd CNC. Swyddogaeth oruchwylio i gynnwys cymysgedd hybrid o gynrychiolaeth o bob rhan o'r busnes, gydag arweiniad cryf gan yr adran Lle.

Crynodeb

31. Mae gan y Bwrdd rwymedigaethau yn unol ag A43(6) o Ddeddf Llesiant Cenedlaethau'r Dyfodol 2015. Dyna'r gymeradwyaeth ffurfiol o'r holl gynlluniau llesiant ledled Cymru i'w cyhoeddi erbyn mis Mai 2023 (cyfarfod Bwrdd CNC Chwarter 4 2022-23).
32. Mae'r Bwrdd yn gofyn am sicrwydd bod cynlluniau a gyflwynir i'w cymeradwyo yn cael eu harchwilio a'u sicrhau a'u bod yn gallu dirprwyo'r swyddogaeth hon i swyddogaeth weithredol CNC. Mae'r papur hwn yn nodi'r fframwaith a'r opsiynau ar gyfer gwneud hyn mewn ffordd gyson a chydweithredol ledled Cymru.
33. Cyflwynir tri opsiwn i'r Bwrdd i lywodraethu a galluogi sicrwydd a chymeradwyo pob un o'r 15 cynllun yn unol â'i ddyletswydd statudol.

Argymhelliad

34. Cafodd y papur hwn ei lywio gan Grŵp y Tîm Arwain, yr Is-grŵp Integredig Adnoddau Naturiol a Llesiant, Bwrdd Busnes Rheoli Adnoddau Naturiol a'r Tîm Gweithredol. Yn seiliedig ar y trafodaethau hynny, y consensws yw mai Opsiwn C yw'r llwybr a ffeirir ar gyfer sicrhau cynlluniau llesiant a'i fod yn cydymffurfio â'n cyngor cyfreithiol a'n dulliau llywodraethu safonol o ran dirprwyo dyletswyddau. Mae hefyd yn darparu rôl gref i'r adran Lle, mae'n cefnogi aelodaeth Bwrdd CNC ac

mae'n osgoi cynnwys holl aelodau'r Bwrdd yn y gwaith o asesu a chraffu ar y cynllun llesiant llawn.

Risgiau Allweddol

35. Rydym yn methu yn ein dyletswydd statudol i gefnogi'r gwaith o gyflawni a chymeradwyo cynlluniau llesiant sy'n hwyluso'r rhyngweithio â datganiadau Ardal ac yn gwneud y cysylltiad pwysig rhwng pobl a'r manteision a ddarperir gan natur.
36. Rydym yn methu â chanfod a darparu adnoddau ar gyfer y dull gweithredu a'r broses sicrwydd yn ddigonol ac yn cymeradwyo cynlluniau sy'n mynd i'r afael yn wael â'r cyfleoedd a'r risgiau i'r amgylchedd a phobl.

Camau Nesaf

37. Yn dilyn penderfyniad y Bwrdd, bydd y tîm Strategaeth a Pholisi Adnoddau Naturiol a Llesiant yn gweithio gyda grwpiau dirprwyedig i grynhoi a chynllunio'r camau nesaf angenrheidiol hyd at gymeradwyo'r cynllun llesiant terfynol, gan weithio gyda'r ysgrifenyddiaethau perthnasol i sicrhau bod amser ar gael ar agendâu.
38. Unwaith y bydd rolau a chyfrifoldebau'n cael eu cadarnhau a'u neilltuo, bydd y rhain yn cael eu dosbarthu i Fwrdd CNC er gwybodaeth. Cylch gorchwyl drafft ar gyfer pob grŵp i'w gymeradwyo'n ffurfiol gan Fwrdd CNC a'i gynnwys yn y cofnodion.
39. Bydd dyddiad yn cael ei bennu'n fuan ar gyfer "Diwrnod Datblygu Byrddau Gwasanaethau Cyhoeddus" a bydd gwahoddiad yn cael ei anfon at holl aelodau Bwrdd CNC am wybodaeth.
40. Lleoliadau'r System Rheoli Dogfennau ar gyfer yr holl waith papur perthnasol i'w cadarnhau.

Goblygiadau Ariannol

41. Amser staff o'r cyllidebau presennol

Asesiad o'r Effaith ar Gydraddoldeb

42. Nid yw'n ofynnol ar hyn o bryd

Mynegai i'r Atodiad

Atodiad 1: Fframwaith Cynllunio Llesiant ar gyfer Cymeradwyo

Atodiad 2: Cylch Gorchwyl Drafft Grŵp Arwain Cynllunio Llesiant

Atodiad 3: Cylch Gorchwyl Drafft Grŵp Goruchwyllo Cynllunio Llesiant

Atodiad 4: Amserlen ar gyfer cymeradwyo cynllun llesiant 2022_23

Atodiad 5: Dadansoddiad o'r Opsiynau



Annex 1

Briefing note

Well-being Planning Framework for Approval

1. Working with our Public Services Boards

In order to provide targeted and co-ordinated support to all of our Public Services Boards (PSBs) throughout the Well-being planning period and subsequent consultations, NRW have developed a framework to guide their responses and help us target and prioritise our support.

This framework will enable NRW to determine collectively whether Well-being Plans are reflective of a meaningful assessment of environmental well-being. Working in this way will also help support our PSBs to develop in a way which will drive meaningful changes to working practices between our own organisation and that of others as we move from Well-being Assessments and into well-being planning.

1.1. When

NRW will aim to provide formal written feedback on PSB products at three separate intervals during the development of Well-being Plans. This will include this round of **Well-being Assessment consultation**, again following the development of **draft Well-being objectives**, and for one final time during **Well-being plan Consultation**.

Each stage will allow NRW to involve as wide a range of technical specialists as possible within our own organisation. The process will also provide the NRW board with a documented story of Well-being Plan development in each place. This will be invaluable to them at the end of the process when they are looking to sign off each individual Well-being Plan.

1.2. What

In order to provide targeted and co-ordinated support to all of our Public Services Boards, NRW will aim to arrange its feedback into the following categories:

- i) Items which are special or significant and distinct to place
- ii) Assessment and analysis of Environmental Well-being
- iii) Future trends
- iv) Application of the Climate Change Risk Assessment for Wales (CCRA3)
- v) Inequalities between communities and exposure to environmental risk

Beneath each heading we have considered our recommendations for the assessment, our aspirations for future development of the Well-being Plan and the NRW contribution to all of the above as an integral partner in the well-being planning process.

The above categories have been drawn from Welsh Government's Statutory guidance. NRW will use these categories in combination with the framework for assessing Environmental Well-being provided by [SoNaRR2020](#) to inform all of our consultation responses. Where applicable, we will also draw on local information and evidence gathered as part of the Area Statement(s) which is applicable to the place.

For more information on how SoNaRR2020 and Area Statements are informing our responses please refer to document: Using SoNaRR to inform Well-being Assessments (appendix 1).

2. The framework categories

It is important to note that the quality of an assessment is not determined by its structure alone. There will be as many different ways to assess environmental well-being in a place as there are places. This framework will help officers to "sort" our PSB well-being planning activity within each category. Undertaking this exercise from the earliest opportunity to do so will help NRW target the support provided to PSBs over time.

The following criteria have been produced in order to categorise the quality of the assessment and target NRW's contribution in an integrated way.

2.1. Special or Significant and distinct to place

Our natural assets can be used to deliver preventative, cost-effective, and long-term nature-based solutions to some of our most complex social, economic and cultural well-being needs. By shining a light on the spatial opportunities provided by an area's natural environment we can better understand what is special or significant about the landscapes and natural habitats of this place. Area Statements can provide a useful reference point here.

This increased understanding will be vital for Public Service Boards who should ensure that these natural assets are safeguarded and enhanced for future generations. As the Public Services Board moves forward into response analysis,

it will be important to consider how the natural assets of the place may be used to solve problems and address well-being needs identified in the wider assessment.

2.1.1. Developing

Reports in this category would display the following type of features:

- Spatial opportunities or particular broad habitats that are distinct to place have not been identified.
- Natural assets framed as problems to be managed.

NRW would want to support all of its PSBs to progress from this category.

2.1.2. Meeting Expected

Reports in this category would display the following type of features:

- Consideration and demonstration of what is special or significant about a place, its natural assets, and what is good about them.
- Acknowledgement of the importance of local spaces as assets, and their roles in people's well-being. Consideration of how people engage and interact with these places.

2.1.3. Greater depth

Reports in this category would display the following type of features (all of the above plus):

- Exploration of how the area's natural assets can benefit communities and address some of well-being needs and problems identified in the wider assessment.
- Use of information on what is special or significant about the area's natural assets to consider where partners can safeguard and enhance the health of these assets and how to resource this

2.2. Environmental well-being

The extent to which the management and use of global natural resources are helping to realise the four aims of the Sustainable Management of Natural Resources (SMNR) in any one place, can be used as an indication of the likelihood that SMNR is being achieved across all places, and in turn as a measure of environmental well-being.

Evidence taken from SoNaRR2020, along with additional local and national evidence sets can help provide a local assessment of environmental well-being and therefore help public bodies better understand the extent to which they are delivering in accordance with the *sustainable development* principle.

See Appendix 1 Using SoNaRR in Well-being Assessments for a guide on pertinent indicators.

2.2.1. Developing

Reports in this category would display the following type of features:

- The use of the national indicators as they relate to environmental well-being is not complete.
- National indicator reporting where present is detailed in isolation with little contextual analysis.
- Little or no use of local evidence to help frame and contextualise the national indicators has been made. Little or no use or reference to Area Statement or SoNaRR evidence has been made.

NRW would want to support all of its PSBs to progress from this category.

2.2.2. Meeting Expected

Reports in this category would display the following type of features:

- Analysis clearly aligns to the four aims of SMNR detailed in SoNaRR.
- Demonstrated use of National Indicators, SoNaRR and local data sets including the Area Statement.

The concept of environmental well-being is dependent on factors which relate both social and economic well-being dimensions. It is these factors which often place the greatest pressures upon the natural world so to understand environmental well-being in the round (and across all four SoNaRR Aims) it is important that they are taken into consideration. (See Appendix One for more info). Whether an integrated understanding of environmental well-being happens in a specific chapter or not, what NRW would expect to see would be that socio-economic data is incorporated into the understanding of what the data means.

2.2.3. Greater depth

Reports in this category would display the following type of features (all of the above plus):

- Analysis aligned to the four aims of SoNaRR and an understanding of how they relate to each other evidenced.
- Drivers of poor environmental well-being within the social and economic spheres understood and evidenced.

Since the last round of Well-being planning, there have been a number of significant shifts in public discussion and understanding in Wales. The

connections between all four dimensions of well-being are being made apparent in the playing out of everyday events. Accompanying this is an emerging appreciation of the need for co-ordinated public sector responses. Those assessments and plans which are operating in the greater depth category will not only be assessing Environmental Well-being in line with the four aims of SoNaRR but they will also be looking to combine data, evidence sets and expertise to identify how collaborative public sector working can drive transformation in the food, energy and transport sectors.

2.3. Future Trends

2.3.1. Developing

Reports in this category would display the following type of features:

- No consideration of likely future trends and their potential impact on Wellbeing relevant to “place”.
- No evidence of consultation with partners and stakeholders on the analysis of existing trends e.g. no use of the Welsh Governments Future Trends Report (FTR) and/or Go-Science UK [trend deck](#), and no use of any of the range of Futures Tools and techniques available in the [UK Governments Futures Toolkit](#)

NRW would want to support all of its PSBs to progress from this category.

2.3.2. Meeting Expected

- Appropriate partner and stakeholder consideration of the “possible” future trends and their potential impact on PSB “place”. This consideration of place, should be including the local NRW work on area statements and the national messaging on SoNaRR
- Evidence of specific analysis of the identified future trends in the Welsh Governments FTR report and/or Go-Science UK [trend deck](#) and some use of any of the range of Future Tools and techniques available in the [UK Governments Futures Toolkit](#) e.g. a single session with a collection of relevant stakeholders to run a Three Horizon Workshop, or a detailed SWOT/STEEPLE analysis, or a Driver mapping workshop**.

2.3.3. Greater depth

Reports in this category would display the following type of features (all of the above plus):

- Extensive partner and stakeholder collaboration and co-production of the analysis of the “possible” future trends and their potential impact on each PSB “place”.
- This would include evidence of the use of multiple relevant futures resources e.g. Go-Science UK [trend deck](#), FTR, plus things like private sector scenarios and other sources as needed. This would include **multiple** sessions with a collection of relevant stakeholders to: run a Three Horizon Workshop/ a detailed SWOT/STEEPLE analysis and a Driver mapping workshop**. It might, but

doesn't have to, include production of multiple scenarios and/or options for delivery.

** all the tools mentioned here are within the UK Governments Futures Toolkit, and/or NRW staff have been trained in them. Additional NRW futures guidance is available on request.

2.4. Climate Change Risk Assessment

2.4.1. Developing

Reports in this category would display the following type of features:

- Very limited or no assessment of climate change risk in relation to the PSB area, with only limited reference to national Welsh or UK risks identified in the CCRA3. No or very little reference to other vulnerability or impact assessment data relevant to or specific to the PSB, such as Shoreline Management plans or flood risk data, nor assessment of how those risks impact upon the 'place'.
- Reference only to a very limited range of risks such as flood risks and impacts at a high-level: may reference some particular communities affected. Limited or no reference to Shoreline Management Plans or other regional or local data. Limited information on impacts on key assets in the place, including infrastructure, protected areas/habitats and communities.

NRW would want to support all of its PSBs to progress from this category.

2.3.2. Meeting Expected

- A substantial assessment of climate change risk in relation to the PSB area has been conducted, with a demonstrable review of all national Welsh or UK risks identified in the CCRA3, even if only a subset are considered in more detail. The assessment should demonstrate how other vulnerability or impact assessment data relevant to the CCRA3 that are regional or specific to the PSB have been considered, such as Shoreline Management plans or flood risk data. It is clear that the implications of the highlighted CCRA3 risks on assets within the 'place' has been considered so that the need for adaptation measures has been evaluated even if they have not been considered in detail.
- Coastal Adaptation: Uses flood risk and erosion data to highlight communities and localities most at risk and describes potential impacts this may have on them and their assets/infrastructure and the need to engage with these communities whilst the impacts on changes to natural habitats and ecosystems may be more limited. There is reference to Shoreline Management Plans and/or opportunities for nature-based solutions to support coastal adaptation, but detail may be at a high-level.
- The report sets out how key place relevant risks (across all well-being dimensions) have been identified and any additional regional or local data available. Through considering the risks in a local context it is possible to set out which localities are likely to be impacted and should be prioritised for

adaptation measures. The assessment will include identification of key infrastructure, protected areas/habitats and communities that will be impacted by risks.

2.3.3. Greater depth

Reports in this category would display the following type of features (all of the above plus):

- A full analysis (even if only qualitative) of the relevance of all the CCRA3 risks in place will be set out and the degree to which they are already recognised and mitigated. Any place specific local risks have been identified. For all those risks relevant to place a prioritisation exercise has identified those requiring urgent action informed by the CCRA3 risk classification (i.e. more action needed/further investigation/sustain current action/watching brief). This will require an assessment of the degree to which current policy and practice along with any existing adaptation and risk management measures are able to manage those risks. Uses flood risk and erosion data to highlight communities and localities most at risk.
- Uses relevant data to highlight communities and localities most at risk.
- Details potential impacts on communities and infrastructure along with impacts on habitats such as through coastal squeeze. The report will set out risk management approaches and opportunities to adapt to risks, such as opportunities for nature-based solutions to support coastal adaptation. The report may set out opportunities for engagement with affected communities to enable delivery of the measures or at least to develop an approach for this.

2.5. Inequalities

2.5.1. Developing

Reports in this category would display the following type of features:

- Environmental and socio-economic inequalities between and within communities may have not been adequately identified.
- Little or no reference to specific communities which are more vulnerable to the cumulative impacts of environmental risks and hazards. This includes but is not limited to flood risk, poor air quality, noise pollution, water quality (water supply and bathing waters: public health impact) and INNS (public health impact).
- Assessments in this category will not have evidenced an understanding and analysis of the socio-economic demographics of the communities within the PSB area.

NRW would want to support all of its PSBs to progress from this category.

2.5.2. Meeting Expected

- Environmental and socio-economic inequalities between and within communities have been adequately identified. This would include reference to

specific communities which are more vulnerable to environmental risks and hazards. This includes but is not limited to flood risk, poor air quality, noise pollution, water quality (water supply and bathing waters: public health impact) and INNS (public health impact).

- Assessments in this category will have adequately evidenced an understanding and analysis of the socio-economic demographics of the communities within the PSB area. At a minimum we would expect this to include the core data set indicators of Aim 3 of SoNaRR. Environmental risks and societal impacts which relate to the core indicators should be demonstrated, e.g. poor air quality areas should be identifying the socio-economic impacts on people and communities. Issues are known and clearly identified (spatially / geographically by locality). (See document “Understanding populations and communities” for reference draft at present may need to use a pilot approach).

2.5.3. Greater depth

Reports in this category would display the following type of features (all of the above plus):

- Environmental and socio-economic inequalities between and within communities have been identified in depth, providing a comprehensive picture of the PSB area. The ability of current policy and practice to manage exposure to multiple and cumulative risks is evidenced. The opportunities for primary prevention intervention are identified and prioritised.
- Primary prevention interventions should be included in, but not necessarily be limited to, those policies that cover transport (inc. active travel); energy; food; access and recreation; countryside, coastal and greenspace management (inc. blue space); education, skills and volunteering; housing; woodland and canopy cover. The multiple benefits, to the environment and people, of primary prevention interventions are identified.

Appendix 1



Using SoNaRR to
inform Well-being As:

Annex 2

Well-being Planning Leadership Group (WBPLG) Terms of Reference

1. Purpose of the Well-being Planning Leadership Group (WBPLG)

- 1.1. The purpose of the WBPLG is to act as a sub-group of the NRW Board and to provide assurance to the NRW Board so that they may be satisfied in undertaking their role of approving the Well-being Plans of all Public Services Boards in Wales (during a meeting of the NRW Board in the final quarter of the 2022/23 financial year).
- 1.2. The aim of the WBPLG is to ensure that collaborative public sector activity which seeks to address the climate and nature emergencies is embedded into all Well-being Plans. This group will set the ambition for driving that collaborative action with NRW's key public sector partners on this agenda.
- 1.3. The WBPLG will monitor the progress of each Public Services Board as they develop Well-being Plans, through regular updates from the Well-being Planning Oversight Group (WBPOG). These updates will demonstrate NRW's input into the development of all Well-being Plans across Wales and outline progress (or otherwise) towards nature and climate emergency related objectives for each Public Service Board.
- 1.4. Executive contingency function: The WBPLG will be prepared to make executive level interventions during the process, if deemed necessary, to ensure that each proposed Well-being Plan is compliant with the sustainable development principle.¹

2. Deliverables

- 2.1. The WBPLG will:
 - 2.1.1. Prepare a mission statement which outlines the NRW ambition to support collaborative working on the nature and climate emergencies through our Public Services Board partnerships.
 - 2.1.2. Provide a brief verbal update on progress at NRW Board meetings on the 'story' of Well-being Plan progress.
 - 2.1.3. Identify opportunities for NRW to embed learning from this programme of work into a "business as usual approach" to strategic joint working on the nature and climate emergencies with our key partners.
 - 2.1.4. Following completion of the programme, prepare a "lessons learned" paper which can inform future practice.
 - 2.1.5. Take part in an NRW Public Services Board "development day" where leadership, oversight and place functions associated with this work can share learning and experiences, identify aspirations for the work and co-develop support tools for implementation.

Annex 2

2.1.6. Appoint membership to and confirm terms of reference for the Well-being Planning Oversight Group.

3. How the WBPLG will deliver

3.1. The WBPLG will:

3.1.1. Challenge the process for Well-being Plan sign off and ensure that it is consistent, robust and fit for purpose.

3.1.2. Make recommendations for change where appropriate.

3.1.3. Invite input and respond to feedback from 'critical friends' across Wales where appropriate to do so.

3.1.4. Ensure that the four aims of SMNR and 3 Systems for transformation identified in SoNaRR2020 inform and influence all deliverables.

3.1.5. Challenge and influence organisational thinking.

4. Governance and attendance

4.1. Acceptance of these terms of reference by the NRW Board represent a delegation of its duties to the WBPLG to scrutinise the production of all Well-being Plans prior to their publication in May 2023.

4.2. WBPLG meetings will follow an agenda and actions will be recorded. The administration of this group will be provided by the Natural Resources and Well-being strategy and policy team.

4.3. The WBPLG will meet in advance of NRW Board meetings on a quarterly basis until final approval of the plans has been completed.

4.4. The WBPLG will be chaired by a member of the NRW Board.

4.4.1. WBPLG attendees:

NRW Board Member (Chair)

Lead Specialist Advisor- Natural Resources and Well-being (Secretariat)

Head of Business representation

Head of Governance representation

Head of Knowledge Strategy and Planning representation

ⁱ In this Act, any reference to a public body doing something "in accordance with the sustainable development principle" means that the body must act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

Annex 3

Well-being Planning Oversight Group (WBPOG) Terms of Reference

1. Purpose of the Well-being Planning Oversight Group (WBPOG)

- 1.1. The purpose of the WBPOG is to coordinate and scrutinise the application of the NRW Well-being Planning Framework for Approval in the development of Well-being Plans and make recommendations for sign off of Plans across Wales to the Well-being Planning Leadership Group (WBPLG) as appropriate.
- 1.2. In fulfilling this purpose, the WBPOG will ensure that the process for Well-being Plan approval is robust, fit for purpose and allows NRW to provide a consistent and targeted level of support to all Public Services Boards across Wales. The WBPOG will seek to provide a level of oversight for NRW's involvement in Well-being Planning development.
- 1.3. The aim of the WBPOG is to ensure that the ambition and leadership direction outlined by the WBPLG for supporting collaborative action on the nature and climate emergencies is realised and embedded into each Public Services Board's Well-being Plan.

2. Deliverables

- 2.1. The WBPOG will:
 - 2.1.1. Provide feedback on the effectiveness of the NRW Well-being Planning Framework for Approval and its ability to support the development of PSBs towards undertaking collaborative activity which seeks to address the climate and nature emergencies.
 - 2.1.2. Test the application of the NRW Well-being Planning Framework for Approval at each application by applying the framework in the capacity of moderator to ensure its consistency in application.
 - 2.1.3. Provide recommendations for how to adapt the framework where required and provide a steer to Place officers undertaking the work with Public Services Boards, where necessary.
 - 2.1.4. Review NRW's proposed contributions to each Public Services Board and make the required case for workforce planning decisions across the NRW business to respond to need in an agile and planned manner (considering the longer-term requirement to deliver actions in partnership).
 - 2.1.5. Produce and manage a risk register to ensure all activity is on target to meet the requirements for each phase of the development of Well-being Plans.
 - 2.1.6. Create and implement a Well-being Planning Progress tracker tool to track progress.

Annex 3

- 2.1.7. Provide regular updates on progress to the WBPLG on the 'story' of the Well-being Plan progress and prepare papers for review and action by the WBPLG.
- 2.1.8. Make recommendations for where NRW could embed learning from this programme of work into a "business as usual approach" to strategic joint working on the nature and climate emergencies with our key partners.
- 2.1.9. Following completion of the programme, work with the WBPLG to prepare a "lessons learned" paper which can inform future practice.
- 2.1.10. Take part in an NRW Public Services Board "development day" where leadership, oversight and place functions associated with this work can share learning and experiences, identify aspirations for the work and co-develop support tools for implementation.

3. How the WBPOG will deliver

- 3.1. The WBPLG will:
 - 3.1.1. Challenge the process for Well-being Plan sign off, ensuring that it is robust and fit for purpose.
 - 3.1.2. Make recommendations for change where appropriate and ensure feedback from the WBPLG is incorporated at every opportunity to do so.
 - 3.1.3. Invite input and respond to feedback from 'critical friends' across Wales where appropriate to do so.
 - 3.1.4. Ensure that the four aims of SMNR and 3 Systems for transformation identified in SoNaRR2020 inform and influence all deliverables.
 - 3.1.5. Challenge and influence organisational thinking.

4. Governance and attendance

- 4.1. Acceptance of these terms of reference by the NRW Board represent the assignment of oversight and scrutiny activity pertaining to Well-being Plans to the WBPOG.
- 4.2. WBPOG meetings will follow an agenda and actions will be recorded. The administration of this group will be provided by the Natural Resources and Well-being strategy and policy team.
- 4.3. The WBPOG will meet in advance of WBPLG meetings on a quarterly basis until final approval of the plans has been completed.

Annex 3

4.4. The WBPOG is chaired by a member of the Head of Service for Natural Resources and Well-being.

4.4.1. WBPLG attendees:

Head of Service for Natural Resources and Well-being (Chair)

Lead Specialist Advisor- Natural Resources and Well-being (Secretariat)

Other Officers as determined by the WBPLG

NRW policy officers (as appropriate)

NRW place officers (as appropriate)

DRAFT

Annex 4

2022	Jan	Feb	March	April	May	June	July	August	September	October	November	December
Place	Well-being Assessment consultation response (Framework application x15)				Draft well-being Objectives Consultation response (Framework Application x15)	Development day (4 Hours)				Draft Well-being plan Consultation and framework application x15		
Oversight			Establish	Test framework application with x3 well-being assessments (2 days) Make recommendations to leadership (2 hours)			Test framework application with x3 draft well-being objectives. (1.5 days) Make recommendations to leadership (2 hours)					Test x3 Draft Well-being Plans. (1.5 days)
Leadership			Establish	Receive update and feed into framework (1 hour)					Receive update / Feed into framework (1 hour)			

Annex 4

2023	Jan	Feb	March	April	May	June
Place					Well-being plan publication	Review process and take forward look into delivery (4hours)
Oversight	Make recommendations to leadership (2 hours)	Facilitate sign off				
Leadership	Receive update (1 hour)	Well-being Plan approval and sign-off (1 hour)				

Annex 5

Analysis of Options

Option A- Standard: Full Board involvement in the approval based on assessment by a subgroup of the Board.	
Leadership and approval	<p>Full NRW board. Full board would receive recommendations from their subgroup as part of a tabled agenda item at their regular scheduled NRW Board meeting. All would attend a “Public Services Board Development Day” to provide leadership and direction to the process as well as identify aspirations and expectations for well-being plan sign off. Updates will be received from the oversight sub-group in the form of standard agenda items during scheduled Board meetings.</p> <p>Estimated time commitment: 1.5 – 2.5 days</p>
Scrutiny and oversight	<p>Sub-group of NRW board: An oversight sub-group of the NRW Board should be set up immediately to scrutinise the application Well-being Planning Framework for Approval at every stage. This will involve three distinct testing opportunities where the oversight sub-group will be able to test the application of the Well-being Plan Framework for Approval by taking three separate well-being plans and applying the framework themselves to ensure consistency in its application has been applied at the place level.</p> <p>This function should convene on an ad hoc basis with work being undertaken between meeting schedules and ahead of NRW board meetings. Updates will be provided to the NRW board at quarterly intervals.</p> <p>Estimated time commitment: 7-12 days</p>
Governance	<p>Risk management: Integrated and embedded into current risk schedules for NRW Board</p> <p>Route for update and recommendations: Sub-group to update full NRW Board via standard agenda item 4x1 hour slots in 2022 and 1 x 1 hour slot 2023.</p> <p>Final approval arrangement: Final recommendations will be made to the full Board in January 2023 and on their approval, sign off of each individual well-being plan will happen at a planned NRW planned board meeting in Q4 2022/23 (likely staggered into batches of two)</p>

Option specific risks	<ul style="list-style-type: none"> • This option requires significant time and input from board members whose time is limited • In the middle of the Well-being Plan cycle (November 2022) just under 50% of the Board may be subject to change which would disrupt the process and risk delay
Benefits	<p>Involvement and ownership from the board will help NRW progress this work and potentially open up new strategic ways of working between our own board and other public sector executive teams and functions</p> <p>Allows board members with an interest in this work to get involved learn and provide their much-valued insights and expertise.</p> <p>Should we need to use contingency measures later on in the process, members of the board will be well-versed in the reasons to do so and able to pick up high level strategic conversations with National partners as required.</p>

Option B – Delegated Leadership: Executive Team to provide Leadership assurance role and make recommendations to the NRW Board for approval. Natural Resources and Well-being Subgroup to provide the oversight function. Governance embedded into ET “business as usual approach.”

Leadership and direction	<p>Executive Team: All members of the Executive Team would attend a Public Services Board “Development Day” to provide leadership and direction to the process as well as identify aspirations and expectations for well-being plan sign off.</p> <p>Final recommendations will be made by the Executive Team to the NRW Board in January 2023 and on their approval, sign-off of each individual Well-being Plan will happen at an NRW planned board meeting in Q4 2022/23 (likely staggered into batches of two).</p> <p>Estimated time commitment: 1.5 – 2.5 days</p>
Scrutiny and oversight	<p>Natural Resources and Well-being Integration Sub-group: The Natural Resources and Well-being Integration Sub-group should identify a task and finish group of selected members to immediately scrutinise the application of the Well-being Framework for Approval at every stage. This will involve three distinct testing opportunities where the oversight group will be able to test the application of the</p>

	<p>framework. This function should convene on an ad hoc basis with work being undertaken between Natural Resources and Well-being Integration Sub-group scheduled meetings and ahead of Executive Team meetings. Updates will be provided to the Executive Team as standard agenda items on scheduled meetings.</p> <p>Final recommendations will be made to the Executive Team by the Natural Resources and Well-being Integration Sub-Group in December 2023.</p> <p>Estimated time commitment: 7-12 days</p>
Governance	<p>Risk management: Integrated and embedded into current risk schedules for the Executive Team and Natural Resources and Well-being Integration Sub-Group</p> <p>Route for update and recommendations: Natural Resources and Well-being Integration Sub-group to update Executive Team via standard agenda item 4x1 hour slots in 2022.</p> <p>Final approval arrangement: Final recommendations will be made to the full NRW Board by the Executive Team in January 2023 and on their approval, sign off of each individual well-being plan will happen at a planned NRW planned board meeting in Q4 2022/23 (likely staggered into batches of two)</p>
Risks	<ul style="list-style-type: none"> • Substantial commitment of time for those on the Natural Resources and Well-being Integration Sub-group who will undertake the scrutiny and Oversight function. • Executive Team capacity to consistently appraise and make recommendations to the NRW Board over the period of time to be required • Lack of space on existing Executive Team agendas to allow for the receiving of updates and the making of recommendations by the Executive Team. • Although the process would stand up to scrutiny a lack of meaningful NRW Board member involvement may give the impression that this is a tick box exercise as well as lead to the lack of prioritisation of this work across the NRW business. • Lack of Board Involvement may lead to problems with approval at the final stages with Board members feeling “unsighted” on recommendations. There would be an option to mitigate this risk by including some select NRW Board members on Executive Team Well-being plan agenda items and as part of the “development day”.

	<ul style="list-style-type: none"> • Due to being integrated into business functions this approach will not be particularly agile or able to adapt to unforeseen issues. • Should contingency measures need to be put in place during the later stages of approval i.e. any Public Services Boards not meeting the required minimum expectations for Well-being Plan approval then managing the next steps of targeted support and further discussions with national statutory bodies (e.g. Welsh Government and of the Office of the Future Generations Commissioner for Wales) will be more difficult to enable without a considerable depth of understanding and involvement by Board members.
Benefits	<p>Use of Executive Team frees up some Board time thereby reducing impact on the full Board</p> <p>Executive Team have more control over workforce planning measures than the NRW Board so can influence workforce planning if required to increase resource commitment</p> <p>Building the governance structure into our “Business as Usual” approaches will provide a valuable opportunity to embed the principles of the Sustainable Management of Natural Resources into our decision-making functions in a meaningful way and learn from their application.</p>

<p>Option C – Delegated Leadership, Hybrid: Leadership assurance role to be delegated to a Leadership level group including a member of NRW Board. Oversight function to be made up of a hybrid mix of representation from across the business with a strong lead from Place.</p>	
Leadership and direction	<p>Hybrid NRW Leadership Group: A leadership group made up of an NRW Board representative in combination with LTG PSB leads, Head of Business and other Heads of Place representation should be convened in order to scrutinise recommendations from the Oversight function and provide assurance to full NRW Board for approval.</p> <p>These members would attend a “Public Services Board Development Day” in May/June 2022 whereby they would be sighted and appraised of the Framework for Well-being Plan Approval. At this point, members would also have the opportunity to identify NRWs aspirations and expectations for Well-being Plan sign off and integrate these into the framework.</p>

	<p>Updates will be received from the Oversight and Scrutiny Function on a quarterly basis and meetings will be immediate scheduled for the group to convene on a quarterly basis from now until final sign off and review.</p> <p>Final recommendations will be made by the Well-being Board subgroup to the full NRW Board in January 2023 and on their approval, sign-off of each individual Well-being Plan will happen at an NRW planned Board meeting in Q4 2022/23 (likely staggered into batches of two).</p>
Scrutiny and oversight	<p>Hybrid amalgamated: The Natural Resources and Well-being team working with Heads of Place should identify a task and finish group of selected members from across NRW who are able to scrutinise the application of the Well-being Planning Framework for Approval at each stage and make recommendations to the Leadership Group. This will involve three distinct testing opportunities, at the Well-being Assessment Stage, the Well-being Objectives Stage & the Well-being Plan stage. This function should convene on an ad hoc basis at three separate intervals with work being undertaken between meeting schedules and ahead of NRW Board meetings. Updates will be provided to the Hybrid leadership group at quarterly intervals.</p>
Governance	<p>Risk management: Bespoke and managed by Natural Resources and Well-being Strategy and Policy team</p> <p>Route for update and recommendations: Hybrid leadership group to share recommendations at scheduled NRW board meetings throughout 2022/23. Final recommendations will be made to the leadership group in December 2022</p> <p>Final approval arrangement: Final recommendations will be made to the full NRW Board in January 2023 and on their approval, sign off of each individual well-being plan will happen at a planned NRW planned board meeting in Q4 2022/23 (likely staggered into batches of two)</p>
Risks	<ul style="list-style-type: none"> • Commitment of time for a Board member • Capacity will be drawn from roles who are already committed to other work as this sits outside of “business as usual”. Ongoing discussions in Baseline Budget review and Service planning
Benefits	<p>Involvement and ownership from the Board will help NRW progress this work and potentially open up new strategic ways of working between our own board and other public sector executive teams and functions</p>

	<p>Establishing a Group made up of a representative of NRW Board members reduces impact on the full board.</p> <p>Allows Board members with an interest in this work to get involved learn about Well-being and provide their much-valued insights and expertise.</p> <p>This approach communicates to the wider business that the NRW Board considers this work important and a priority.</p> <p>Having the NRW Board and senior leadership involved early on in the development of process and through application of the framework will reduce the likelihood of upset and need to use contingency at the end of the process as the NRW Board are provided with an opportunity to make clear their aspirations from early on in the process. This could save time and resource in the long run.</p> <p>Allows those with experience of working in this area to make meaningful contributions to the sign off process and share their knowledge with those less familiar.</p> <p>By developing a bespoke method both the leadership and oversight functions can be considerably more agile and responsive to pressures and risks.</p>
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Papur Bwrdd

	Manylion y Papur
Teitl y papur:	Newid arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS) ar gyfer y Bwrdd Busnes Gwasanaethau Corfforaethol
Cyfeirnod y papur:	22-03-B16
Noddir y papur gan:	Clare Pillman, Prif Weithredwr
Cyflwynir y papur gan:	Colette Fletcher, Pennaeth Llywodraethu ac Ysgrifennydd y Bwrdd
Diben y papur	Ceisio cymeradwyaeth ar gyfer llinell gyfeirio newydd mewn perthynas â'r Cynllun Statudol a Chyfreithiol (SaLS) gan y Bwrdd Busnes Gwasanaethau Corfforaethol

Mater

1. Mae'r papur hwn yn gofyn am gymeradwyaeth ar gyfer cyflwyno newid arfaethedig i'r Cynllun Statudol a Chyfreithiol (SaLS), sef newid a gyflwynir oddi allan i'r broses adolygu flynyddol. Mae'r newidiadau'n effeithio ar lefelau dirprwyo'r Bwrdd ac o'r herwydd bydd angen cael cymeradwyaeth y Bwrdd.

Cefndir

2. Mae'r Tîm Llywodraethu yn cynnal adolygiad blynyddol o'r Cynllun Statudol a Chyfreithiol (SaLS), ond o dro i dro cawn geisiadau i'w ddiweddarau oddi allan i'r broses honno. Mae'r Gwasanaethau Cyfreithiol wedi anfon cais atom yn gofyn am gael cynnwys llinell SaLS newydd i ymdrin â bwloch o ran cymeradwyo cytundebau annibynnol gyda sefydliadau eraill ar gyfer rhannu a/neu ddefnyddio data personol a'r lefel gymeradwyo briodol sy'n angenrheidiol.
3. Datblygwyd a chytunwyd ar eiriad y llinell SaLS newydd a'r lefel ddirprwyo gyda'r Tîm Diogelwch a Rheoli Gwybodaeth a chydweithwyr yn y Gwasanaethau Cyfreithiol.

Crynodeb

4. Mae Atodiad 1 yn cyflwyno'r llinell newydd arfaethedig i'w hystyried a'i chymeradwyo.
5. Ni cheir unrhyw effaith ganlyniadol ar y rhifau ar gyfer yr adran hon.

Argymhelliad

6. Cynigir y dylai'r Bwrdd adolygu ac ystyried y llinell newydd arfaethedig ar gyfer ei chynnwys ym meistrddogfen y SaLS.

Risgiau Allweddol

7. Mae'r SaLS yn rhan bwysig o'n fframwaith llywodraethu, ac os nad awn ati i sicrhau ei fod yn gyfredol mae yna berygl na fydd yn parhau i fod yn addas i'r diben. Hefyd, byddai risg yn codi pe na bai'r staff yn gwbl glir ynglŷn â'u lefelau awdurdodi a dirprwyo.

Goblygiadau Ariannol

8. Nid oes yna unrhyw ystyriaethau na goblygiadau ariannol ychwanegol.

Asesiad o'r Effaith ar Gydraddoldeb

9. Mae'r gofyniad llywodraethu yn effeithio ar yr holl staff mewn modd cyfartal. Ni ragwelir y bydd yna unrhyw effeithiau niweidiol ar unrhyw nodweddion neu grwpiau gwarchoddedig penodol.

Mynegai o'r Atodiadau

- Atodiad 1 SaLS CNC 2021 – Y Bwrdd Busnes Gwasanaethau Corfforaethol

						Delegated Level						
	REF	Category	Sub-Category	Function	Applicable Board(s)	Section of legislation	Job Grade	Job Description	Link to MoM	Function Comments	Head of Legal & Head of Governance approval	Approved CEO
Proposed	2.5	Agreement with other bodies	Data sharing / processing	Approval of a standalone agreement for the sharing and/or use of personal data.	CSBB	Data Protection Legislation	Grade 10	Information Asset Owner (Grade 10)	NA	new line		

Papur Bwrdd

	Manylion y Papur
Teitl y papur:	Strategaeth Ddigidol Ddrafft
Cyfeirnod y papur:	22-03-B13
Noddir y papur gan:	Sarah Jennings, Cyfarwyddwr Gweithredol Cwsmeriaid, Cyfathrebu a Masnachol
Cyflwynir y papur gan:	Catrin Hornung, Pennaeth Cyfathrebu a Thrawsnewid Digidol Hefyd yn bresennol ar gyfer cwestiynau: Heledd Evans, Arweinydd y Tîm Gwasanaethau Digidol, Helen Wilkinson, Rheolwr, Rheoli Gwybodaeth a Hysbysrwydd, Naomi Lawrence, Pennaeth Profiad Cwsmeriaid, Martin Parkinson, Pennaeth TGCh
Diben y papur	Penderfynu
Argymhelliad	Argymhellir y dylai'r Bwrdd gymeradwyo'r Strategaeth Ddigidol a chefnogi'r camau nesaf.

Mater

1. Dyma strategaeth a fydd yn helpu i sicrhau y byddwn yn rhoi pobl a'r amgylchedd wrth galon a chraidd y ffordd y cynlluniwn ein gwasanaethau. Pa un a ydym yn sôn am ddinesydd, busnes, partner-sefydliadau neu ein staff ein hunain sy'n cynorthwyo i ddarparu gwasanaethau'n gyffredinol. Mae a wnelo'r strategaeth hon â'r modd rydym yn gwella bywydau pobl a'r amgylchedd a'r ffaith fod offer digidol yn offer pwerus ar gyfer gwneud hynny.
2. Mae'n canolbwyntio ar y newidiadau mae'n rhaid inni eu cyflwyno fel sefydliad os ydym o ddifrif ynglŷn â thrawsnewid ein gwasanaethau cyhoeddus a'r ffordd y gweithiwn.
3. Er mwyn cyflawni'r strategaeth hon bydd angen inni newid ein diwylliant, ein dulliau llywodraethu a'n ffyrdd o weithio, ynghyd â nifer o agweddau gwahanol eraill.

Cefndir

4. Gofynnodd y Bwrdd inni adolygu ein strategaeth ddigidol, ein strategaeth ddata a'n strategaeth dechnoleg er mwyn sicrhau eu bod yn cydweddu â'i gilydd ac yn gweithio tuag at nodau cyffredin. Yn ystod y broses o adolygu ein heriau a'n cyfleoedd, ac yng nghyd-destun y Strategaeth Ddigidol i Gymru, esblygodd y gwaith hwn i fod yr hyn a welwch o'ch blaen heddiw – sef strategaeth gyffredinol a ailwampwyd, strategaeth a fydd yn pennu ein cyfeiriad ar gyfer y dyfodol hyd y gellir rhagweld ac a fydd yn rhoi anghenion cwsmeriaid wrth galon a chraidd pob gwasanaeth.

Asesu

5. Ar sail dadansoddiad o'r materion a'r heriau allweddol sydd o'n blaenau, a chan sicrhau y cydweddir â'r cenadaethau sydd fwyaf perthnasol i ni o blith y rhai a nodir yn strategaeth Cymru, mae ein strategaeth ddrafft ni yn cynnig braslun o'n gweledigaeth a'n pum cenhadaeth. Mae pob cenhadaeth yn cynnig braslun o'r hyn y byddwn yn ei wneud ar lefel uchel a'r canlyniadau a ddisgwyliwn yn sgil y gwaith hwn.
6. Datblygwyd y strategaeth hon ar y cyd, ac er mwyn ei chyflawni bydd angen cryn gydweithredu ar draws nifer o dimau.
7. Mae'r byrddau busnes wedi bod yn gadarnhaol ynglŷn â'r strategaeth. Yr her fwyaf a ragwelwn ar sail y trafodaethau a gynhaliwyd yw capasiti a blaenoriaethu. Mae'r Ganolfan Gwasanaethau Cyhoeddus Digidol wedi cynnig ein helpu gyda rhai heriau a wynebwn o ran blaenoriaethu.
8. Yn amodol ar adborth (a chymeradwyaeth) gan y Bwrdd, byddwn yn datblygu cynllun cyflawni manylach (map trywydd) yn nodi'r hyn y byddwn yn ei wneud 'Nawr, nesaf ac wedyn'.
9. Byddwn yn parhau i adolygu'r strategaeth yn rheolaidd er mwyn sicrhau y bydd yn parhau i fod yn addas i'r diben, er mwyn darparu ar gyfer y datblygiadau cyflym cyson yn y maes digidol ac er mwyn dysgu ar sail arferion gorau.

Crynodeb

10. Dyma strategaeth ddigidol ddrafft sy'n rhoi cwsmeriaid wrth galon a chraidd y ffordd y cynlluniwn ein gwasanaethau.
11. Nid technoleg yw hanfod y maes digidol. Yng ngeiriau Tom Loosemore: "Applying the culture, processes, business models and technologies of the internet era to respond to people's raised expectations."
12. Mae'n ymwneud â derbyn newid ailadroddol a gwelliannau ailadroddol, gan ymgynghori'n gyson â'r defnyddwyr.
13. Rydym eisoes wedi dechrau gwneud cynnydd gyda rhai pethau a gynhwysir yn y strategaeth, e.e. ein prosiect arddangos gyda'r Ganolfan Gwasanaethau Cyhoeddus Digidol a'r cynnwys gwell ar gyfer creu coetiroedd.

14. Rydym wedi cymhwyso egwyddorion sy'n canolbwyntio ar ddefnyddwyr at rai o'n gwasanaethau llifogydd ac rydym wedi cael adborth cadarnhaol gan ddefnyddwyr.
15. Byddwn yn rhoi blaenoriaeth i gyflawni yn ystod y cam nesaf, gyda chymorth gan y Ganolfan Gwasanaethau Cyhoeddus Digidol, ond hefyd byddwn yn chwilio am gyfleoedd i gyflymu'r hyn a gaiff ei gyflawni er mwyn sicrhau canlyniadau gwell yn gyflymach.

Argymhelliad

16. Argymhellir y dylai'r Bwrdd gymeradwyo'r strategaeth a derbyn mai dyma yw lefel ein huchelgais. Bydd cyflymder yr hyn a gyflawnir yn dibynnu ar lefel y buddsoddiad y gallwn ei wneud ac ar y modd y newidiwn ein ffordd o weithio.
17. Byddwn yn anelu at roi blaenoriaeth i wella gwasanaethau yn y pum maes blaenoriaeth y cytunwyd arnynt gyda Llywodraeth Cymru, gan wneud hynny yn ôl anghenion y defnyddwyr.
18. Yn ogystal â chyflwyno gwelliannau i gwsmeriaid allanol, sylweddolwn fod yna botensial mawr i wella prosesau mewnol a ffyrdd o weithio ar gyfer y staff, ynghyd â chael gwared â'r pethau sy'n peri cur pen yn fewnol. Mae'n bwysig inni beidio ag anghofio hyn wrth inni flaenoriaethu ein gwaith.

Risgiau Allweddol

19. Y risg yw na fyddwn yn gwireddu'r manteision canlynol: gwasanaethau sy'n diwallu anghenion y defnyddwyr, yn awr ac yn y dyfodol; mwy o fodlonrwydd ymhlith ein cwsmeriaid; enw da gwell; gwell effeithlonrwydd; profiad gwell i'n staff; ac arbed costau yn nes ymlaen yn sgil gwasanaethau mwy effeithlon, gan ein galluogi i wneud rhagor i fynd i'r afael â'r argyfyngau natur a hinsawdd.

Y Camau Nesaf

20. Mae'r Ganolfan Gwasanaethau Cyhoeddus Digidol wedi cynnig ein helpu i ddatblygu'r cynllun cyflawni a'r meini prawf ar gyfer blaenoriaethu – mae'r elfennau hyn yn allweddol.
21. Byddwn yn llunio cyfres o feini prawf clir a hawdd eu deall ar gyfer blaenoriaethu, ynghyd â map trywydd cyhoeddedig ar gyfer ein gwaith nawr/nesaf/wedyn.
22. Mae'r gwaith caled yn dechrau yn y fan hon. Mae'r strategaeth hon yn nodi ein huchelgais ar gyfer gwella ein gwasanaethau digidol ac mae'n esbonio'r hyn mae angen inni ei wneud – ar ein pennau ein hunain a thrwy weithio gydag eraill – er mwyn gwireddu ein gweledigaeth.
23. Wrth inni symud at gyflawni, bydd angen inni ymdrin â rhwystrau a heriau, yn cynnwys:
 - Sut gallwn sicrhau arian ac adnoddau ar gyfer y trawsnewid angenrheidiol?

- Sut mae ein gweithdrefnau llywodraethu yn ategu dull mwy ystwyth a sut gallwn gynllunio o gwmpas anghenion y defnyddwyr?
- Sut gallwn adeiladu timau amldefnydd o gwmpas perchnogion gwasanaethau/cynhyrchion?
- Sut gallwn feithrin y sgiliau angenrheidiol?
- Sut gallwn sicrhau bod ein tystiolaeth ar gael yn y ffyrdd symlaf ar gyfer y rhan fwyaf o ddefnyddwyr, gan sicrhau ar yr un pryd y gall arbenigwyr dreiddio i'r manylion?
- Sut gallwn sicrhau cydbwysedd rhwng parhau â phrosiectau sydd eisoes ar waith ar y naill law, a gweithio mewn ffordd wahanol ar y llaw arall?

24. Byddwn yn gweithio trwy'r heriau hyn wrth inni symud i'r cam cyflawni gan ganolbwyntio ar ein huchelgais i greu gwasanaethau gwell i bobl Cymru, er mwyn iddynt allu gweithio'n rhwyddach gyda ni er budd amgylchedd Cymru.

Goblygiadau Ariannol

25. Er bod yna gyfle sylweddol i wireddu arbedion effeithlonrwydd o ran y modd y darparwn ein gwasanaethau trwy ail-ddylunio a gwella arlwy ein gwasanaethau digidol, er mwyn gwneud hyn rhaid inni newid y ffordd y gweithiwn. Bydd angen newid a buddsoddiad helaeth i wneud hyn. Bydd cyflymder y trawsnewid yn dibynnu ar lefel y buddsoddiad y gallwn ei wneud a'r modd y gallwn ailgyfeirio gwariant cyfredol i ategu'r gwaith o gyflawni'r strategaeth hon (e.e. Datblygu ac Arloesi).

Asesiad o'r Effaith ar Gydraddoldeb

26. Nid ydym wedi cynnal Asesiad o'r Effaith ar Gydraddoldeb ar gyfer y strategaeth hon, ond mae'r 12 safon yn ein hysgogi i ddiwallu anghenion yr holl ddefnyddwyr a byddwn yn cynnal Asesiad o'r Effaith ar Gydraddoldeb wrth gynllunio sut i gyflawni'r strategaeth.

Mynegai o'r Atodiadau

Atodiad 1 Strategaeth Ddigidol Ddrafft



Digital strategy for Natural Resources Wales

Introduction

This is a strategy that will help make sure we put people and the environment at the heart of designing services. Whether that's a citizen, business, partner organisations or our own staff that support overall service delivery. It's about how we improve people's lives and the environment and how digital is a powerful tool to doing that.

It focuses on the changes we need to make as an organisation if we are serious about transforming our public services and how we work.

Delivering this strategy will require change in culture, governance, ways of working and many other different aspects.

There is growing political ambition for better digital service delivery through collaboration in Wales, as described in [the Digital Strategy for Wales](#).

What do we mean by digital?

“Applying the culture, processes, business models and technologies of the internet era to respond to people's raised expectations.”

[Tom Loosemore](#)

Throughout this strategy we use the term digital to include the three elements of the Government digital, data and technology profession and we have taken account of the aspects of the Digital Strategy for Wales that are most relevant to NRW's remit and challenges in this area.

Many challenges facing Natural Resources Wales are not unique to our organisation. In delivering this strategy, we will work as collaboratively as possible with others in Wales and further afield to learn from best practice and share experiences.

Be it understanding flood risk, getting a permit or species licence, accessing our evidence about the environment of Wales to make informed decisions or to use our forests for recreation, getting this right will mean services are simpler and more accessible for the people that need them.

It will help them to do the right thing and for us to make more of a difference - to achieve our work to tackle the climate and nature emergencies and serve the people of Wales.

Vision

By 2025, NRW will provide better and simpler services for the people and environment of Wales and support our work in tackling the nature and climate emergencies. Our staff will have the skills, tools, and confidence to support this.

The journey so far

When NRW was created in 2013, it brought together three organisations and all the services they delivered to the people of Wales.

Many of those services depended on web content, data, systems, and technical functionality that were provided by the parent bodies.

In our early days there was focus on replacing systems, websites, and applications and to transfer and maintain legacy data assets and establish NRW's stand-alone capability and capacity.

To make sure the organisation maintained business critical services, there was immense pressure to replace like for like and to bring in Minimum Viable Products (MVPs) based on NRW's view of requirements rather than user research into needs.

That work has continued to this day. But we have now ended up, in many cases, with disjointed services, different platforms, systems that are not integrated and too much content that is impenetrable to our service users, which is creating poor user journeys and overall customer experience. We need to break the cycle and reposition our starting point for designing services, putting user need at the heart and the start of the discovery and development journey.

More recently, we have started to take a more user-centred approach to designing services, and the more recent flood services – accessed by hundreds of thousands of people during flood events – has been having positive feedback from users.

The journey to delivering our vision

It's about accepting iterative change.

We will design a set of clear, easy to understand prioritisation criteria and a published roadmap of now/next/later work.

We will commit to agile user centred design, iterative improvements, being open about how we're working and consulting customers along the way. We will work to the digital standards for Wales and will contribute to future iterations of these standards as we all learn from our experiences in creating better services for the people of Wales.

The 12 digital standards are:

Meeting user needs

1. Focus on current and future well-being of people in Wales
2. Promote the Welsh language
3. Understand users and their needs
4. Provide a joined-up experience
5. Make sure everyone can use the service

Creating good digital teams

6. Have an empowered service owner
7. Have a multidisciplinary team
8. Iterate and improve frequently
9. Work in the open

Using the right technology

10. Use scalable technology
11. Consider ethics, privacy, and security throughout
12. Use data to make decisions

Mission 1 - designing good services and content

People's expectations of doing things online have risen. It's not only the Amazon, eBay and Airbnb experiences setting the bar.

Public services, such as applying for a passport, booking a covid test or sharing your driver's licence can be done online with ease.

Most of our services should work for people online. It should be easy for people to find the information they need and complete most tasks without calling us up.

This would free up customer service and business areas to deal with more complex casework or technical support.

We will

- Develop a definitive list of NRW services and identify service owners for each. We will also contribute to the digital landscape review for Wales being undertaken by the CDPS.

- Review existing services and prioritise a backlog to develop better services using the digital standards for Wales.
- Prioritise services for improvement based on user needs.
- Undertake extensive user research to understand the users and their needs, giving us the solid evidence to prioritise our work.
- Develop a clear proposition to explain what the NRW website is and isn't for.
- Continue to embed best practice for developing good, clear content that meets the needs of users.
- Redesign forms and guidance as part of overall service transformation.
- Understand what data we need about our customers to support each service and we know the standard that data must meet – for example location and environmental data.
- Continue to monitor and evolve how we engage with people online, to ensure we're responding on the channels that people expect us to.

Intended outcomes of designing good services and content

- Services are easily available online and online most users' preferred choice. For those who cannot access an online service, they will receive as good a service offline.
- people can easily find and understand our website and associated information
- people can access high quality services in Welsh and English because they are designed bilingually from the outset
- people trust our online presence, relying on consistent design and content to know they are interacting with Natural Resources Wales
- people can complete the task they need to do - increasing compliance, revenue and helping to protect the environment.
- More use of online increases efficiency and reduces unnecessary contact for NRW staff, freeing up time for other work.
- We can analyse and track how people use our services across platforms, and be able to measure usage of online and offline transactions

Mission 2: developing skills and capability

There is a significant need to develop the right skills and capacity to enable us to deliver a better public service for the people and environment of Wales.

Everyone will need to understand our customers and how digital, data and technology play a role in delivering services to our customers in the most efficient and effective way. For those working directly in a digital, data or technology role, we will need to continue to develop and maintain those specialist skills and we will need to develop more specialist skills in some key areas, for example user research, development, content design and data analytics.

Using and contributing to improving national frameworks for digital capability and skills will help enable transition and development of our staff.

We will

- develop digital leadership capability within Natural Resources Wales
- recognise the skills needed to understand our users, their needs, and what makes a good service
- align roles with the national framework for digital, data and technology
- work with CDPS, Welsh Government and other public bodies to share learning, work together and improve digital, data and technology skills
- develop existing staff with opportunity for on-the-job coaching and communities of practise
- build multi-disciplinary teams around services, coalescing existing teams and skills around services to fix shared problems and improve services.
- understand what is needed to develop a programme of digital, data and analytical apprenticeships, in partnership with other public sector bodies, where possible
- draw on national opportunities to build career pathways for our digital, technology and data team, ensuring we can retain, develop, and fulfil them
- Procure external expertise to support upskilling and fill skills gaps, especially in transition period

Intended outcomes of developing skills and capacity

- Our leadership understand that digital is not about technology, but about nurturing the right culture
- our leadership understand what's needed to lead teams and design good services
- the skills to deliver services based on user need and digital and data skills are valued
- our people feel confident in their knowledge and skills around the technology they need to do their jobs

- we can hire, retain, and develop the best talent locally and nationally

Mission 3 - integrated and sustainable platforms

Making sure that people can find, use, and navigate our services will mean that people will need to be able to travel seamlessly through services.

To do this, our website, Naturalresources.wales will be the single and trusted online destination for NRW information and to access services, although behind the scenes this may be composed of several components.

Fundamentally, this is about making sure we provide good services, but there is a financial and environmental cost to digital.

We'll need to look seriously at considering the role of digital in supporting the Welsh Government Net Zero goals.

By avoiding duplicating content and data on multiple platforms, and reducing the number of legacy platforms, we will provide a more joined up experience for people. We will have a more sustainable digital presence that is safer, easier to maintain and more resilient.

We will

- Review our current digital landscape, including platforms and technology currently used to support public services and the work of NRW – including carbon footprint of our whole digital estate.
- Avoid publishing information we do not need, to reduce the amount of server space – reducing costs and contributing to cutting carbon emissions.
- Make technology decisions based on user needs, following guidance in the Welsh Service Standards and the UK Tech Code of Practice.
- Sustainability is considered and measured at every stage of developing and managing digital services.
- Undertake a review of the Customer accounts and identification system to allow customers to self-serve where appropriate and to manage their own account preferences in line with GDPR
- Optimise customer data in NRW's Customer relationship management (CRM) system. The data not stored in NRW CRM will be determined by customer needs
- Start small – prioritise services for end-to-end redesign, involving all the right people and teams.
- Use shared platforms and components where possible. Put open standards and interoperability at the core of our IT strategy.

- Consider whole life costs of services, including ongoing support and improvement costs and structures and plan accordingly.

Intended outcomes of integrated and sustainable platforms

- We will be able to analyse and track how people use our services across platforms and be able to measure usage of online and offline transactions.
- the different systems, components and technical building blocks are joined-up and data is transferred seamlessly and safely
- sustainability is considered and measured at every stage of developing and managing digital services
- people can search by location (across different systems and platforms) to easily find the information they need related to that place
- easy to manage customer accounts – for the customer and NRW

Mission 4 – our teams have the tools and processes

By committing to adopting the digital standards for Wales, we will need to significantly change how we plan, prioritise, and develop our services.

The current way of planning, prioritising, funding, and managing projects and systems needs to shift to a model that will enable a single empowered service owner to have the authority and responsibility to make all business, product, and technical decisions about a service.

The same person is accountable and responsible for how well the service meets the needs of its users, which is how its success will be evaluated.

We'll need to have the right mix of skills and experience for the current stage of development, the team should be able to explain how the make-up of the team may change over time, and what funding will be needed to support a team responsible for the service's continuous improvement

We will

- Support multifunctional teams centred around service owners and gather around agreed priorities rather than organisational structures
- Adopt agile working practices when designing services for people so that we can iterate and improve based on feedback

- Work in the open and talk about our work, sharing experiences to engage users and build trust
- Adopt the most appropriate tools to help people to do their jobs and work to the standards, e.g., prototyping kit.
- Redesign delivery frameworks in support of working to the 12 standards and SMNR principles and develop clear prioritisation criteria for service improvement
- Review our ways of working to ensure they support agile delivery and working to the standards, e.g., finance and governance
- Where possible we will work in partnership with other organisations to share our work and create joined up once for Wales digital services

Intended outcomes of teams having the right tools and processes

- staff have access and can find and use the tools and information they need to do their work
- empowered multidisciplinary teams can manage services from end to end
- we use service manuals, prototyping tools, and design libraries (our own or shared) to enable easier and more efficient delivery.
- our people feel confident using modern technology, are aware of its risks and opportunities, and can fully participate in agile delivery and service design
- our systems and processes (e.g., finance and governance) support user-centred design and delivery
- teams work together to remove duplication and improve inter-linking of data and information

Mission 5 data and collaboration

NRW is the custodian of a large, complex, and unique collection of environmental data and information for and about the environment of Wales.

Our environmental evidence base informs and supports Wales' response to the climate and nature emergencies and provides a historical record of the environment in Wales.

Managing this vital evidence base and making data available to people in ways that meet their needs will help strengthen environmental decisions, improve the delivery of public our services, help business adapt to the future and enhance people's lives.

The Environment Wales Act and our response to the climate and nature emergencies call for our data to be analysed, interpreted, and presented at multiple spatial scales; to be

integrated to enable decisions that return multiple benefits and for greater sharing and collaboration.

We face significant growth in both the volume and complexity of our data holdings and the complexity of requirements, compounded with increasing demand for interpreted data 'products' over raw data. This Mission aims to respond to these requirements.

We will

- Provide data and information as interpreted outputs that are meaningful to our customers and meet people's needs.
- Give people a picture of the environment in the places that matter to them and provide an integrated view of our data to highlight multiple benefits for or about that place.
- Enable the automated flow and exchange of data and information between systems and those that need it.
- Develop our approach to digital preservation, and data and information archiving to create efficiencies, drive down costs and consider our carbon footprint for storage.
- Develop and implement an NRW approach to data ethics drawing on the Open Data Institute's Data Ethics Canvas.
- Support and develop innovation in our data management to improve services and create efficiencies. This could include AI, machine learning, data science, Internet of Things, data visualisation, where they support user needs.
- Link and share our data, using standard formats and structures and providing quality metrics. Build on our existing 'open by default policy', aiming for 4-5* open data standards to stimulate the information economy. We'll adopt the (Q)FAIR data principles (Quality, Findable, Accessible, Interoperable, Re-usable).

Intended outcomes of data and collaboration

- people can easily find data and information linked to the places that are relevant to them to support decisions and actions to help tackle the nature and climate emergencies
- people can glean insight, analyse, and make evidence-based decisions in ways that meet their needs
- we openly and seamlessly share data and information with people who need it, in ways that meet their needs, creating better outcomes for the environment and people of Wales

- our data and information are linked, and meets standards and industry best practice, so others can make best use of our evidence-base
- people trust that we are treating their data and information responsibly, handling it securely and using it ethically
- we preserve the historic record of the environment of Wales for future generations
- we take advantage of new technology that supports NRW to improve services and deliver efficiencies, including through increased use of automation and data science
- we consider our carbon footprint, how we can create efficiencies and drive down costs associated with the flow, processing and storage of our data and information

Conclusion

The hard work starts here.

This strategy sets out our ambition for improving our digital services and explains what we need to do – by ourselves and working with others – to achieve our vision.

There are hurdles and challenges to address as we move into delivery, which include:

- How can we finance and resource the transformation required?
- How do our governance procedures support a more agile approach and how do we plan around user needs?
- How do we build multi-functional teams around service/product owners?
- How do we develop the skills we need?
- How do we make our evidence accessible in the simplest ways for most users while allowing experts to dive into the detail?
- How do we get a balance between keeping going with projects already in motion versus working in a different way?

We will work through these challenges as we move into delivery, focusing on our ambition to create better services for the people of Wales, so that they can more easily work with us to deliver for the environment in Wales.

Papur Bwrdd

	Manylion y Papur
Teitl y papur:	Rôl CNC o ran gwella diogelwch coedwigaeth y DU
Cyfeirnod y papur:	22-03-B14
Noddir y papur gan:	Gareth O'Shea, Cyfarwyddwr Gweithredol Gweithrediadau
Cyflwynir y papur gan:	Dom Driver, Pennaeth Stiwardiaeth Tir Charlotte Morgan, Rheolwr Lles, Iechyd a Diogelwch
Diben y papur	Trafod
Argymhelliad	Gwahoddir y Bwrdd i drafod a myfyrio ar yr wybodaeth a'r dull a gyflwynir yn y papur hwn, ynghyd â nodi'r datganiad ategol gan yr Awdurdod Gweithredol Iechyd a Diogelwch (HSE), a'r camau cyfredol ac arfaethedig y cytunodd y Tîm Gweithredol arnynt.

Mater

- Mae'r gyfradd ddamweiniau yn y sector coedwigaeth yn parhau i fod ymhlith yr uchaf yn y DU ac nid yw'r gymhareb ar gyfer damweiniau a fu bron â digwydd i ddamweiniau yn newid. Diben y papur hwn yw cyflwyno gwybodaeth i hwyluso trafodaeth ynglŷn â rôl CNC fel corff coedwigaeth gwladwriaethol o ran gwella diogelwch yn sector coedwigaeth y DU.
- Mae'r HSE wedi cynorthwyo CNC i lunio'r papur hwn ac mae wedi cyflwyno'r datganiad canlynol i'w ategu.

“Mae'r papur hwn yn arbennig o berthnasol ar adeg pan ymddengys fod yna gynnydd mawr yn nifer y bobl a gaiff eu lladd wrth fynd i'r afael â gwaith coedwigaeth. Er mwyn delio â hyn mae'r papur yn nodi, yn gywir ddigon, bod angen canolbwyntio'n barhaus ar reoli risgiau a rôl yr holl bartïon mewn cadwyni contractiol, yn arbennig mewn meysydd pwysig fel gwella diwylliant, arweiniad ac

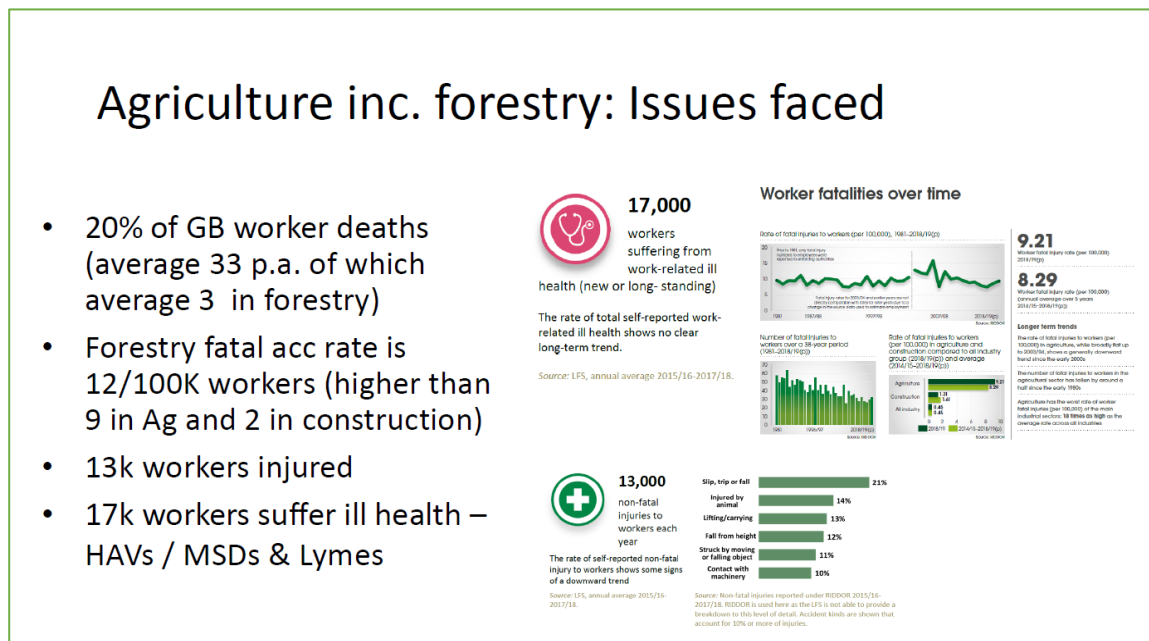
atebolrwydd, ac mae'n nodi sut mae CNC yn cynnig arweiniad ar y mater hwn ar hyn o bryd a sut mae'n bwriadu cynnig arweiniad yn y dyfodol."

Cefndir

Damweiniau angheuol diweddar

- Mae'r Awdurdod Gweithredol Iechyd a Diogelwch (HSE) yn rhoi gwybod i aelodau AFAG (Grŵp Cynghori'r HSE ar Goedyddiaeth a Choedwigaeth) am weithwyr sydd, yn ôl pob tebyg, wedi cael eu lladd tra'n mynd i'r afael â gwaith coedwigaeth. Mae AFAG yn un o is-grwpiau [Pwyllgor Cynghori'r Diwydiant Amaethyddiaeth](#).
- Yn 2021/22 cafwyd 11 hysbysiad cychwynnol ynglŷn â marwolaethau. Yn amodol ar ymchwiliad llawn, mae deg o'r rhain yn gysylltiedig â phren (coed neu ganghennau) yn taro gweithredwyr llifiau cadwyn, neu'n syrthio arnynt. Digwyddodd dau ohonynt yng Nghymru.

Ystadegau Cyhoeddus yr HSE



- Y gyfradd anafiadau angheuol ar gyfer amaethyddiaeth yn cynnwys coedwigaeth yw 11.37 fesul 100,000 o weithwyr ar gyfer 2020/2021. Mae'r gyfradd hon yn uwch nag unrhyw brif sector diwydiant arall. Mae hi oddeutu chwe gwaith yn uwch na'r gyfradd yn y sector adeiladu ac 20 gwaith yn uwch na'r gyfradd ar gyfer 'pob diwydiant'.

Ystadegau CNC

6. Ers mis Mawrth 2014, cafwyd pedair o ddamweiniau angheuol sy'n uniongyrchol gysylltiedig â gweithrediadau coedwigaeth ar Ystad CNC, a digwyddodd tair ohonynt yn ystod gweithrediadau coedwigaeth gweithredol. Cafwyd 11 o farwolaethau eraill ar ein hystâd; roedd y rhain yn gysylltiedig â hamdden/anffawd. Ond nid ydym wedi cynnwys manylion am y marwolaethau hyn yn y papur hwn gan nad ydynt yn berthnasol i linyr y drafodaeth. Gweler y tabl isod.

Dyddiad Gwybodaeth

<i>MAWRTH 2014</i>	Safle gwerthu pren sy'n sefyll. Trawiad angheuol ar y galon tra'n cerdded ffiniau'r llannerch cyn mynd i'r afael â gwaith.
<i>AWST 2015</i>	Safle gwerthu pren sy'n sefyll. Cafodd gweithredwr llif gadwyn ei daro gan goeden yn ystod gweithrediadau cwmpo coed. Marwolaeth ddamweiniol ym marn y Crwner.
<i>AWST 2017</i>	Safle gwerthu pren sy'n sefyll. Cafodd gweithredwr llif gadwyn ei daro gan goeden yn ystod gweithrediadau cwmpo coed. Marwolaeth ddamweiniol ym marn y Crwner.
<i>HYDREF 2021</i>	Safle gwerthu pren sy'n sefyll. Gweithredwr llif gadwyn – mae'r heddlu a'r HSE yn dal i ymchwilio i'r digwyddiad.

Cytundeb Diogelwch y Diwydiant Coedwigaeth (FISA)

7. Yn 2012, daeth cynrychiolwyr o blith nifer o sefydliadau arweiniol yn y diwydiant ynghyd i sefydlu FISA.
8. Caiff FISA ei ariannu gan ei aelodau a'r Bwrdd a'i gynorthwyo gan Grŵp Llywio mawr. Mae'n cynnig ysgogiad a chyfeiriad strategol er mwyn gwella safonau iechyd, diogelwch a lles trwy'r diwydiant. Ymhellach, trwy gyfrwng hyfforddiant, mae FISA yn anelu at gynnal a gwella cymhwysedd y bobl sy'n gweithio ar bob lefel yn y diwydiant. Mae nifer o weithwyr coedwigaeth proffesiynol CNC yn aelodau o'r Bwrdd, y Grŵp Llywio a nifer o'r Gweithgorau.
9. Mae FISA yn gweithio gyda'r HSE a'r diwydiant i bennu a chyhoeddi safonau diogelwch a chanllawiau ar arferion diogel ar gyfer sectorau coedwigaeth a choedyddiaeth y DU. Mae hyn yn cynnwys prif ganllawiau'r diwydiant ar gyfer Rheoli Iechyd a Diogelwch mewn Coedwigaeth¹. Mae'r canllawiau hyn yn nodi'r dyletswyddau a'r cyfrifoldebau sydd gan nifer o rolau diffiniedig o safbwynt iechyd a diogelwch, yn yr un modd ag y mae'r Rheoliadau Adeiladu Dylunio a Rheoli (CDM)

¹ <https://ukfisa.com/Safety/Safety-Guides/fisa-guidance-on-managing-health-and-safety-in-forestry>

yn nodi dyletswyddau a chyfrifoldebau ar gyfer y diwydiant adeiladu. Cyfeirir o dro i dro at yr ysgogiad mae'r dull rheoleiddio o dan CDM wedi'i gynnig o ran gwella'r sefyllfa mewn meysydd fel adeiladu. Ond dylid nodi bod dull FISA yn cynnig yr un mesurau diogelu a bod y ddau ddull yn sail i'r Ddeddf Iechyd a Diogelwch yn y Gwaith a'r Rheoliadau Rheoli, lle caiff y gofynion eu pennu'n glir.

10. Y nod yw sicrhau bod pawb sy'n gweithio yn y diwydiant yn cael gwybod beth yw eu dyletswyddau a'u cyfrifoldebau o ran cynllunio a chynnal gwaith yn ddiogel, fel y gallant adnabod a derbyn cyfrifoldeb unigol a chyfrifoldeb ar y cyd dros gynllunio a chynnal gweithrediadau coedwigaeth mewn modd effeithiol, er mwyn osgoi risgiau sy'n annerbyniol i iechyd a diogelwch.
11. Mae Gweithgorau FISA yn cynnwys ymarferwyr gwybodus ac arbenigwyr mewn coedwigaeth. Mae'r ymarferwyr a'r arbenigwyr hyn yn gweithio mewn grwpiau sy'n canolbwyntio ar dasgau penodol er mwyn cynnig syniadau, atebion, arloesedd a chanllawiau. Ar sail eu gwaith, maent yn cyflwyno argymhellion i'r Grŵp Llywio. Trwy gyfrwng FISA a'r dull hwn o dan arweiniad y diwydiant, mae'r holl ddiwydiant yn cydnabod mai canllawiau FISA yw'r safonau diogelwch y dylai pawb eu dilyn.

Rolau a chyfrifoldebau ar gyfer gweithrediadau coedwigaeth

12. Y prif rolau sy'n angenrheidiol ar gyfer cynllunio a chynnal gweithrediadau coedwigaeth diogel yw 'Tirfeddiannwr', 'Rheolwr Gwaith Coedwigaeth' a 'Chontractwr'.
13. Yn unol â chanllawiau'r diwydiant, sef "Rheoli Iechyd a Diogelwch mewn Coedwigaeth", ar safle Gwerthu Pren sy'n Sefyll mae'r sawl sy'n prynu'r pren yn ysgwyddo cyfrifoldebau'r Rheolwr Gwaith Coedwigaeth o ran cyflogi contractwyr cymwys a hyfforddedig, o ran rheoli risgiau, ac o ran cynllunio, cynnal a goruchwyllo arferion gweithio diogel. Mae'r tair marwolaeth sy'n gysylltiedig â gwaith coedwigaeth CNC, ac y cyfeirir atynt uchod, yn perthyn i'r categori hwn.
14. Ar safle Gwerthu Pren sy'n Sefyll, CNC yw'r 'Tirfeddiannwr', ac mae'n ysgwyddo cyfrifoldeb dros y canlynol: sicrhau bod y Rheolwr Gwaith Coedwigaeth yn gymwys i reoli'r gwaith, darparu gwybodaeth ar y safle yn sôn am beryglon hysbys, cydgysylltu gweithgareddau mynediad a gweithgareddau eraill a allai effeithio ar y gwaith neu wrthdaro ag ef, a chydweithio â'r Rheolwr Gwaith Coedwigaeth ynglŷn â materion diogelwch.
15. Ar safle Cynhyrchu Uniongyrchol, mae CNC yn ysgwyddo rôl y Tirfeddiannwr a'r Rheolwr Gwaith Coedwigaeth, felly mae'n gyfrifol am bob agwedd ar gynllunio, cydgysylltu a chyflawni'r gwaith cynaeafu. Er mwyn gwneud hyn, rhaid i CNC gynnal ei gymhwysedd ei hun, ac mae'n mynd i'r afael â hyn trwy ddarparu hyfforddiant, canllawiau gweithredol a systemau ar gyfer rheoli caffael a chontractau. Yna, mae'r sawl sy'n prynu'r pren yn gyfrifol am lwytho a chludo'r pren, er mwyn ei symud o ymyl ffordd y goedwig.

Yn ddiweddar iawn, aeth CNC ati i derfynu pob contract gydag un cwsmer ar ôl i'r cwsmer hwnnw gyfaddef ei fod wedi torri rheolau iechyd a diogelwch – dengys

hyn yn glir nad oedd y cwsmer yn gwybod digon am y ddeddfwriaeth ac nad oedd ganddo'r cymhwysedd i gyflawni rôl y Rheolwr Gwaith Coedwigaeth. Dyma ymateb llym, ond gellir ei gyfiawnhau ar sail y difaterwch a ddangoswyd tuag at ddiogelwch y cyhoedd a'r gweithredwr.

Safon Sicrhau Coetiroedd y DU (UKWAS)

16. Mae UKWAS yn pennu'r disgwyliadau a'r arferion sy'n angenrheidiol i fodloni Safon Goedwigaeth y DU o ran rheoli coedwigaeth mewn modd cynaliadwy a chyfrifol. Mae hyn yn cynnwys meini prawf sy'n ymwneud â chydymffurfio â'r gyfraith. Mae'r meini prawf hyn yn cwmpasu gofynion cyfreithiol, gofynion yr HSE a gofynion FISA mewn perthynas â chynllunio ar gyfer diogelwch a rhoi arferion diogel ar waith. Caiff CNC ei archwilio'n annibynnol yn erbyn UKWAS i achredu ein hardystiad gan y Cyngor Stiwardiaeth Coedwigoedd (FSC) a'r Rhaglen Cymeradwyo Ardystio Coedwigoedd (PEFC) i gynhyrchu pren cynaliadwy.

Mae cadw at safonau UKWAS yn cynnig dull gwelliant parhaus a ysgogir yn allanol i CNC. Mae'n cynnwys materion iechyd a diogelwch, er na chaiff y safon iechyd a diogelwch mo'i chydabod na'i hasesu.

Camau cyfredol CNC

17. Cyn y farwolaeth ddiweddaraf ar Ystad CNC, roedd CNC eisoes yn hollol ymwybodol o iechyd a diogelwch mewn coedwigaeth ac roedd yn ymhél yn llwyr â'r maes, oherwydd mae Ystad Goetir Llywodraeth Cymru yn rhan fawr o'n gweithrediadau. Fel un o'r sefydliadau allweddol yn sector cyhoeddus Cymru, mae gan CNC rôl bwysig yn FISA a thrwy'r holl ddiwydiant yng Nghymru trwy gymhwyso safonau at y modd yr awn ati i reoli gwerthiant a chontractau gwasanaeth.

Ym mis Rhagfyr 2021, enillodd CNC gofrestrriad ISO 45001 : 2018, y System Rheoli Iechyd a Diogelwch Galwedigaethol. Bydd hyn yn cynnig rhagor o dystiolaeth uniongyrchol o'r safonau a gyflawnir gennym ledled ein meysydd busnes, yn cynnwys coedwigaeth.

18. Eisoes, mae gan CNC rôl arweiniol o ran iechyd a diogelwch yn y maes coedwigaeth mewn nifer o ryngweithiadau parhaus. Mae'n werth nodi bod nifer o weithredwyr coedwigaeth ar flaen y gad yn hyn o beth, ac fel aelodau o FISA maent hwythau hefyd yn arwain y diwydiant mewn sawl maes – trwy gael eu hysgogi gan broffesiynoldeb a'r gydnabyddiaeth fasnachol fod prosesau diogelwch rhagorol yn gryfder corfforaethol, maent yn dal gafael ar sgiliau ac yn esgor ar effeithlonrwydd, ac maent yn llawer llai costus na methu. Fodd bynnag, nid dyma'r sefyllfa gyffredinol, ac fel tîr feddiannwr mae CNC yn dod ar draws sbectrwm perfformio eang ymhlith ei gwsmeriaid a'r rhai sy'n gweithio i'r cwsmeriaid hynny. O'r herwydd, mae gweithdrefnau CNC wedi datblygu mewn modd sy'n ein galluogi i ddelio'n effeithiol â phegwn mwyaf peryglus y sbectrwm – rhywbeth a all, o dro i dro, arwain at ailadrodd prosesau neu ymdeimlad o ddrwgdybiaeth ac ymyrraeth yn y pegwn uwch. Wrth

symud ymlaen, efallai y dylai CNC ystyried ffyrdd gwell o ymateb i'r sbectrwm hwn er mwyn lleihau risgiau posibl i'n henw da.

Diwrnodau Cyswllt gyda Chwsmeriaid a Chontractwyr

19. Mae CNC yn cynnal neu'n cyfrannu at nifer o ddiwyddiadau cyswllt er mwyn ymgysylltu â'n cwsmeriaid a'n contractwyr ynglŷn â materion Lles, Iechyd a Diogelwch, a hefyd er mwyn rhannu adborth a phrofiadau. Mae hyn yn cynnwys cynnal diwrnodau a drefnir gan FISA lle canolbwyntir ar ddiogelwch, ynghyd â chaniatáu i ddarparwyr hyfforddiant coedwigaeth ddefnyddio Ystad Goetir Llywodraeth Cymru i gynnal cyrsiau. Mae gan CNC berthynas wych gyda'r Cydffederasiwn Diwydiannau Coedwigoedd (Confor), Sefydliad y Coedwigwyr Siartredig (ICF) a FISA, ac mae'n gweithio i ddatblygu mentrau diogelwch ac erthyglau i'w cyhoeddi.

Enghraifft ddiweddar yw'r modd y datblygodd CNC adroddiad 'Damweiniau a Fu Bron â Digwydd'. Mae'r adroddiad hwn wedi cael ei drosglwyddo erbyn hyn i Confor fel y gellir ei rannu gyda'r holl ddiwydiant trwy gyfrwng MS Forms er mwyn helpu i wella prosesau adrodd cwmnïau llai nad oes ganddynt adnoddau corfforaethol y tu cefn iddynt i wneud hyn eu hunain.

Dylanwad Proffesiynol

20. Mae Paul Johnson wedi ymgysylltu â Sefydliad y Coedwigwyr Siartredig (ICF) er mwyn diweddarau'r dull o fynegi cymhwysedd proffesiynol ar gyfer Coedwigwyr Siartredig sydd eisiau rhoi blaenoriaeth i ystyriaethau iechyd a diogelwch mewn unrhyw gyngor a roddir i gleientiaid ac wrth gynllunio gwaith coedwigaeth, yn cynnwys cyllidebu ar gyfer gweithio mewn ffordd fwy diogel. Bydd hyn yn cael ei adlewyrchu hefyd yn arholiadau'r aelodau ac mewn mesurau dethol.

Cymorth gan FISA

21. Mae Matthew Whitehead, aelod o dîm Masnachol CNC, yn aelod o Fwrdd FISA. Mae Dominic Driver yn cynrychioli CNC yng Ngrŵp Llywio FISA ac mae Paul Johnston yn cynrychioli'r ICF. Ymhellach, mae nifer o staff CNC yn cyfrannu at un o Weithgorau FISA.

22. Mae gan CNC rôl arweiniol mewn dwy fenter allweddol a gynhelir gan FISA:

- Mae CNC wedi rhannu adroddiadau diweddar yn ymwneud ag adolygu damweiniau difrifol ar draws y Cytundeb, ac yn ystod cyfarfodydd y grŵp llywio aethom ati i gyflwyno gwybodaeth systematig am dueddiadau yn y digwyddiadau a welwn.
- Dull 'cymhwysedd' o ymdrin â diogelwch wrth ddefnyddio llif gadwyn: Mae CNC wrthi'n datblygu proses beilot ar gyfer dull arbennig lle defnyddir Ap i gofnodi profiad a chymhwysedd. Mae cydnabod cymhwysedd a phroffesiynoldeb

cynyddol gweithredwyr llifiau cadwyn yn cynnig sail ar gyfer tâl gwell, ac felly gellir canolbwyntio ar y prif grŵp risg. [Gweler y fideo.](#)

Telerau ac Amodau Contractau Gwerthu Pren

23. Mae Telerau ac Amodau Contractau Gwerthu Pren wedi cael eu diweddarau er mwyn dangos yn gliriach bod angen i'r holl waith fodloni safonau cyfreithiol, safonau UKWAS a safonau FISA mewn perthynas â materion yn ymwneud â diogelwch, yn cynnwys perfformiad rheolwyr a goruchwylwyr cwsmeriaid. Daw'r Telerau a'r Amodau hyn i rym ym mis Ebrill 2022. Eisoes, mae'r Tîm Gwerthu wedi cyflwyno hyfforddiant i reolwyr contractau er mwyn cynorthwyo CNC i ymyrryd yn syth ac mewn modd effeithiol â thor contractau, yn cynnwys materion yn ymwneud â diogelwch.

Erbyn hyn, ceir darpariaeth glir yng nghontractau gwerthu pren CNC ar gyfer ategu newid a chyfrannu at gostau ychwanegol rhesymol sy'n gysylltiedig ag arferion gweithio mwy diogel a ddaw'n angenrheidiol oherwydd amgylchiadau anochel neu annisgwyl. Bydd angen adlewyrchu hyn trwy newid y Safonau Llywodraethu Gwerthiant Pren, oherwydd nid yw'r Safonau'n ategu hyn yn dda iawn ar hyn o bryd.

Cyn-gymhwyso ar gyfer contractwyr

24. Mae Deddf Iechyd a Diogelwch yn y Gwaith etc 1974 yn rhoi dyletswydd ar sefydliadau i sicrhau iechyd, diogelwch a lles eu staff a phawb arall a ddaw i gysylltiad â gwaith CNC, cyn belled ag y bo hynny'n rhesymol ymarferol. Mae hyn yn cynnwys contractwyr sy'n mynd i'r afael â gwaith ar ran CNC a chwsmeriaid pren sy'n mynd i'r afael â'u gwaith eu hunain ar dir CNC.

25. Yn ôl y gyfraith, rhaid i bob sefydliad ddewis cwmni cymwys i fynd i'r afael â'r gwaith. Wrth gaffael contractwyr, mae'n ofynnol asesu cymhwysedd y contractwyr er mwyn i CNC allu cyflwyno tystiolaeth ddilysadwy ei fod wedi bodloni'r gyfraith yn hyn o beth.

Mae CNC yn treialu system gymhwysedd newydd FISA ar gyfer gweithredwyr llifiau cadwyn yng Nghymru. Dyma enghraifft o'n dull arweiniol o ddatblygu'r agwedd hon ar ein gwaith. Caiff y system ei rheoli trwy gyfrwng Ap ffôn, ac mae'n caniatáu i weithredwyr ddangos y cynnydd a wnânt o ran eu profiad a'u sgiliau, o'u cyfnod hyfforddi hyd at gymhwyseddau uwch y gellir eu dilysu.

26. Ymhellach, mae CNC wedi creu holiadur asesu cyn-gymhwyso ar gyfer cwsmeriaid sy'n dymuno gwneud cais i brynu pren. Cyn y gellir dechrau gweithio ar y safle, mae CNC yn cadarnhau ymhellach fod gan y cwsmer systemau iechyd a diogelwch cadarn ar waith a bod ganddo'r wybodaeth a'r cyfarpar angenrheidiol i gynllunio a chyflawni'r gwaith tra'n rheoli'r risgiau iechyd a diogelwch.

Camau pellach gan y Tîm Gweithredol – i'w hystyried

27. Dylai camau pellach ganolbwyntio ar ddatblygu 'diwylliant diogelwch' gwell a fydd yn gwbl sylfaenol i'r modd y byddwn yn gwneud penderfyniadau ac yn gweithredu, ac i'r hyn a ddywedwn. Awgrymir y dylid cael strategaeth a fydd yn ymgorffori nifer o dulliau cymhwysedd, dulliau cyfathrebu a dulliau cydweithredu – sef dulliau a fydd, gyda'i gilydd, yn meithrin ac yn siapio diwylliant diogelwch gwell.

- Byddwn yn gweithio gyda FISA a chyrrff coedwigaeth gwladwriaethol eraill yn y DU er mwyn sicrhau dull cyson o ran cyfathrebu, pennu blaenoriaethau a dysgu ar y cyd yn y maes hwn.
- Gyda Confor, byddwn yn gwella ein dull o ymdrin â Chyswllt Cwsmeriaid ac yn ystyried ymgysylltu'n amlach ac yn fwy uniongyrchol, mewn ychwaneg o leoedd, er mwyn esgor ar ddeialog ynglŷn â diogelwch gweithredol, a byddwn yn helpu i gryfhau llais gweithredwyr ar lawr gwlad a chontractwyr coedwigaeth llai eu maint yng Nghymru, ynghyd â sicrhau gwell cynrychiolaeth ar eu cyfer.
- Byddwn yn cynnig hyfforddiant pellach a gwell eglurhad i staff Gweithrediadau Coedwigaeth er mwyn eu helpu i fynd ati'n hyderus i gymhwyso'r dyletswyddau, y rolau a'r cyfrifoldebau a nodir yng Nghannllawiau FISA ar Reoli Iechyd a Diogelwch mewn Coedwigaeth at eu gwaith.
- Byddwn yn datblygu deialog bellach a pharhaus gyda'n staff er mwyn meithrin eu hyder i fynnu mesurau rheoli diogelwch effeithiol bob amser, ac i ymyrryd er mwyn rhoi stop ar waith anniogel.
- Byddwn yn adolygu gweithdrefnau ac yn datblygu canllawiau newydd ar gyfer ein staff fel y bydd modd iddynt adrodd mewn dull cyson am ymyriadau cadarnhaol a damweiniau a fu bron â digwydd.
- Byddwn yn datblygu ein deialog a'n negeseuon ar gyfer cwsmeriaid a chontractwyr er mwyn codi disgwyliadau a gwella ymwybyddiaeth. Byddwn yn cymryd rhan uniongyrchol yng Ngweithgor Gweithrediadau Risg Uchel FISA, o dan arweiniad Jason Liggins (Forestry and Land Scotland).
- Byddwn yn datblygu proses ar gyfer monitro AssessNet yn rheolaidd er mwyn sicrhau gwell eglurder, a byddwn yn sefydlu dull rheolaidd a chyflymach o ddsbarthu'r 'gwersi a ddysgwyd' yn sgil digwyddiadau a damweiniau a fu bron â digwydd.
- Byddwn yn ymchwilio i ffyrdd o gynnwys diogelwch yn y pris a dalwn am waith a'r pris a delir am bren, er mwyn inni allu ymestyn ein rôl a'n trwyddedau awdurdod.
- Byddwn yn ystyried sut gallwn gryfhau gofynion diogelwch wrth ddatblygu Dulliau Amgen o Werthu Pren y darperir ar eu cyfer yn y Cynllun Gwerthu a Marchnata Pren. Gall hyn newid.

- Byddwn yn diweddarau'r Telerau a'r Amodau ar gyfer gwerthu pren er mwyn darparu'n benodol ar gyfer sefyllfaoedd pan fo'n ofynnol cyflwyno newidiadau angenrheidiol i arferion gweithio diogel, mewn ymateb i newidiadau annisgwyl yn yr amodau gweithio disgwylidig.

Crynodeb

28. Diben y papur hwn yw hwyluso trafodaeth ymhlith Bwrdd CNC ynglŷn â'r hyn mae'r Tîm Gweithredol yn ei wneud, ac yn bwriadu ei wneud, i gynyddu presenoldeb CNC o ran arwain materion yn ymwneud â diogelwch yn sector coedwigaeth y DU ac, wrth gwrs, yma yng Nghymru.
29. Mae'r digwyddiadau a'r marwolaethau hynny yn y maes coedwigaeth ymhlith y rhai sy'n gweithio i'n cwsmeriaid pren yn destun pryder mawr i CNC a'r diwydiant coedwigaeth ehangach. Er mai ein cwsmeriaid neu eu contractwyr a oedd yn rheoli'r safleoedd lle digwyddodd y marwolaethau, mae CNC yn dal i fod yn atebol o ran ei ddyletswyddau a'i gyfrifoldebau pwysig fel tîrffediannwr, ac mae ein harweiniad yn allweddol.
30. Wrth drafod hyn gyda chydweithwyr o'r HSE, gwelsom pa mor bwysig yw arweiniad yn yr ymdrech i wella perfformiad yn y sector adeiladu. Ar ôl ystyried yr holl opsiynau, rydym o'r farn y dylai CNC, fel corff coedwigaeth gwladwriaethol ac elfen bwysig o'r diwydiant coedwigaeth domestig, arwain trwy esiampl o fewn ein gweithrediadau ein hunain a cheisio rhagor o gyfleoedd i ymgymryd â rôl arwain arwyddocaol fel un o gyrff coedwigaeth cyhoeddus y DU ac aelod o FISA.
31. Elfen bwysig o hyn fydd datblygu cymhwysedd ein staff ein hunain a meithrin eu hyder i weithredu'n unol â rolau a chyfrifoldebau penodedig FISA. Ochr yn ochr â hyn, bydd angen cynyddu'r ddeialog sylfaenol gyda'r sector er mwyn gwella ymwybyddiaeth, pennu disgwyliadau a chryfhau'r ymrwymiad.
32. Ar ôl ystyried yr uchod i gyd, y flaenoriaeth yn ein tyb ni yw sicrhau bod CNC yn parhau i weithio gyda FISA fel y bydd modd i'r canllawiau a'r rhwydwaith gynorthwyo'r bobl sy'n wynebu'r risg fwyaf i weithio yn y ffordd fwyaf diogel, ynghyd â mynd i'r afael â'r gweithgareddau mwy peryglus mewn ffyrdd saffach. Y meysydd allweddol y dylid ymhél â nhw ar hyn o bryd yw gwella cymhwysedd gweithredwyr llifiau cadwyn a Rheolwyr Gwaith Coedwigaeth, a meithrin diwylliant diogelwch gwell a mwy cydweithredol ym mhob rhan o'n gwaith a thrwy'r holl ddiwydiant yng Nghymru.
33. Bydd CNC yn parhau i weithio gyda chyrff coedwigaeth gwladwriaethol eraill; wedyn, bydd modd rhannu'r cynnydd a'r hyn a ddysgir yng Nghymru gyda chyrff eraill, a *vice versa*.
34. Dylai CNC geisio gwella'r modd y caiff canllawiau FISA eu deall a'u cymhwyso at waith coedwigaeth yng Nghymru, gan arwain at ddisgwyliadau uwch mewn

perthynas â 'dim niwed', ynghyd â gwell dealltwriaeth o ragoriaeth wrth gynllunio gwaith, mwy o alw am gydweithio, a gwell cydnabyddiaeth o werth gweithgarwch cymwys a diogel yn y goedwig.

Argymhelliad

35. Gwahoddir y Bwrdd i drafod a myfyrio ar yr wybodaeth a'r dull a gyflwynir yn y papur hwn, ynghyd â nodi'r datganiad ategol gan yr Awdurdod Gweithredol Iechyd a Diogelwch (HSE), a'r camau cyfredol ac arfaethedig y cytunodd y Tîm Gweithredol arnynt.

Papur Bwrdd

	Manylion y Papur
Teitl y papur:	Adolygiad o ddull CNC o reoleiddio saethu a thrapio Adar Gwyllt: Trwyddedau Cyffredinol
Cyfeirnod y papur:	22-03-B15
Noddir y papur gan:	Ceri Davies, Cyfarwyddwr Gweithredol, Tystiolaeth, Polisi a Thrwyddedu
Cyflwynir y papur gan:	Sarah Wood, Rheolwr Bioamrywiaeth a Gwynwch Ecosystemau Nadia De Longhi, Pennaeth Rheoleiddio a Thrwyddedu
Diben y papur:	Craffu / penderfynu
Argymhelliad:	Gofynnir i'r Bwrdd wneud y canlynol: <ul style="list-style-type: none">• Cymeradwyo'r dull arfaethedig o gyflwyno trwyddedau cyffredinol• Cymeradwyo'r camau nesaf arfaethedig

Mater

1. Caiff pob aderyn gwyllt yng Nghymru ei ddiogelu gan y gyfraith. Mae gan Cyfoeth Naturiol Cymru (CNC) nifer o bwerau sy'n ein galluogi i awdurdodi eraill i ladd neu gymryd rhywogaethau penodol o adar gwyllt, eu hwyau a'u nythod at ddibenion arbennig, er enghraifft er mwyn atal difrod difrifol i gnydau, da byw neu bysgodfeydd, er mwyn diogelu iechyd neu ddiogelwch y cyhoedd neu er mwyn gwarchod rhywogaethau bywyd gwyllt eraill. Rydym wedi bod wrthi'n cynnal adolygiad o'r modd y rhoddwn y pwerau hyn ar waith er mwyn ceisio cyflwyno gwelliannau.

Cefndir

2. Mae Deddf Bywyd Gwyllt a Chefn Gwlad 1981 yn darparu fframwaith cyfreithiol yng Nghymru ar gyfer diogelu adar gwyllt, eu hwyau a'u nythod, a hefyd mae'n sefydlu'r

fframwaith y gall CNC ei ddefnyddio i gyflwyno trwyddedau er mwyn caniatáu i eraill ladd neu gymryd adar gwyllt.

3. Etifeddwyd y swyddogaeth drwyddedu hon gan Lywodraeth Cymru a chyrrff etifeddol CNC, a hyd 2019 ni fu'n destun unrhyw adolygiad ffurfiol. Ar hyn o bryd, rydym yn cyflwyno dau fath o drwydded, sef: trwyddedau cyffredinol a thrwyddedau penodol. Caiff trwyddedau cyffredinol eu cyflwyno'n flynyddol trwy gyfrwng ein gwefan ac maent yn caniatáu i amrywiaeth o bobl awdurdodedig, yn cynnwys unrhyw dirfeddiannwr yng Nghymru, ladd neu gymryd adar, yn ddarostyngedig i delerau ac amodau diffiniedig. Yn achos trwyddedau penodol, rhaid cyflwyno ceisiadau i CNC a bydd CNC yn gwneud penderfyniad yn eu cylch fesul un.
4. Yn 2019 cynhaliwyd adolygiad cyflym a arweiniodd at rai newidiadau sylweddol yn nifer o'n trwyddedau cyffredinol. Mesur interim oedd y newidiadau hyn, yn dilyn her gyfreithiol yn erbyn trwyddedau tebyg yn Lloegr. Ar ôl cyhoeddi canlyniad yr adolygiad cyflym a gynhaliwyd yn 2019, yn ogystal â chyhoeddi trwyddedau cyffredinol diwygiedig fe wnaethom ymrwmo i gynnal adolygiad mwy cynhwysfawr o'n dull cyfan o reoleiddio mesurau angheuol i reoli adar gwyllt a dinistrio wyau a nythod, ynghyd ag ymrwmo i gynnwys ymgynghoriad cyhoeddus.

Asesu

Prif elfennau'r adolygiad a gynhaliwyd ar ddull CNC o reoleiddio saethu a thrapio Adar Gwyllt

5. **Y dull cyffredinol.** Cynhaliwyd yr adolygiad gan staff CNC, ond elfen bwysig o'r adolygiad fu casglu tystiolaeth a phrofi ein syniadau a'n cynigion trwy ymgysylltu ag ystod eang o randdeiliaid allanol, yn cynnwys cynnal ymgynghoriad ffurfiol. Rydym wedi ystyried y dulliau trwyddedu a roddir ar waith mewn rhannau eraill o'r DU mewn perthynas â rheoli adar gwyllt, a hefyd aethom ati i gynnal cyfarfodydd rheolaidd ag awdurdodau trwyddedu eraill y DU, ynghyd â Llywodraeth Cymru. Ymhellach, cynhaliwyd nifer o drafodaethau anffurfiol gyda rhanddeiliaid allweddol yng Nghymru er mwyn rhannu, profi a datblygu ein syniadau.
6. **Galw am dystiolaeth.** Rhwng Rhagfyr 2020 ac Ionawr 2021 fe wnaethom gyhoeddi galwad am dystiolaeth.
7. **Ymgynghoriad cyhoeddus.** Aethom ati i ddatblygu cyfres o gynigion. Cafodd y cynigion hyn, ynghyd ag ambell gwestiwn agored, eu cynnwys mewn ymgynghoriad cyhoeddus. Bu'r ymgynghoriad ar waith am 12 wythnos, rhwng 19 Awst ac 11 Tachwedd 2021. Derbyniwyd 621 o ymatebion, yn cynnwys sylwadau manwl gan randdeiliaid allweddol.
8. **Her gyfreithiol yn erbyn trwyddedau cyffredinol CNC.** Yn ystod yr adolygiad, cynhaliwyd Adolygiad Barnwrol ar dair trwydded gyffredinol (GL001, GL002 a GL004) lle'r honnwyd bod CNC, yn sgil y ffaith ei fod wedi cyflwyno'r trwyddedau, wedi methu â chydymffurfio â nifer o ofynion statudol. Aethom ati i amddiffyn yr her, ac fe fethodd yr her ar bob sail. Ym mis Ionawr 2021, dyfarnodd yr Uchel Lys fod y tair trwydded yn gyfreithlon.

9. **Tystiolaeth ac arolwg a gomisiynwyd.** Fe wnaethom gomisiynu nifer o adroddiadau tystiolaeth a dadansoddiadau mewnol i lywio'r gwerthusiad o'n dulliau cyfredol a'r gwaith o ddatblygu cynigion.
10. **Parhad y gwasanaeth.** Rydym wedi parhau i ddarparu ein gwasanaeth trwyddedu yn ystod yr adolygiad. Nid ydym wedi cyflwyno unrhyw newidiadau i'n dull ac ni fyddwn yn gwneud hynny hyd nes y daw'r adolygiad i ben.
11. **Ymholiadau ac ymgyrchoedd.** Rydym wedi ymateb i ymholiadau'n ymwneud â thrwyddedu mesurau i reoli adar gwyllt a chwmpas a natur yr adolygiad. Hefyd, rydym wedi delio ag ymgyrch e-bost yn dilyn yr her gyfreithiol aflwyddiannus, gan ymateb i fwy na 1,000 o e-byst gan y cyhoedd.
12. Gellir dod o hyd i adroddiadau'n ymwneud ag adolygiad 2019, yr alwad am dystiolaeth a'r ymgynghoriad cyhoeddus ar waelod tudalen ymgynghori allanol yr Adolygiad Adar Gwyllt [YMA](#) .

Crynodeb

13. Ar gyfer ein trwyddedau cyffredinol, mae rhan helaeth o'r dull y bwriadwn ei roi ar waith yn y dyfodol yn ymwneud ag adeiladu ymhellach ar y newidiadau sylweddol a wnaed yn dilyn yr adolygiad cyflym a gynhaliwyd yn 2019. Yr adeg honno, er ein bod wedi cynnal ambell drafodaeth gyda rhanddeiliaid, nid aethom ati i gynnal ymgynghoriad ffurfiol ynglŷn â'r newidiadau. Erbyn hyn, rydym wedi llwyddo i amddiffyn y trwyddedau mewn Adolygiad Barnwrol, ynghyd â phrofi'r newidiadau hynny a chynigion eraill, trwy gynnal adolygiad pellach ar y sylfaen dystiolaeth ac ymgynghoriad cyhoeddus.
14. I grynhoi, cynigiwn y dylid cadw'r trwyddedau cyffredinol fel rhan o becyn rheoleiddio CNC, ond y dylid ystyried yn fwy gofalus pryd a ble i'w defnyddio.

Argymhelliad

15. Isod ceir crynodeb o ganlyniad ein hadolygiad. Canolbwyntir ar ble yr argymhellwn y dylid parhau â'n dull cyfredol o ymdrin â thrwyddedau cyffredinol, sy'n cynnwys y newidiadau a wnaed yn 2019, a ble rydym yn awyddus i gyflwyno rhagor o welliannau. Caiff yr argymhellion a'r canlyniadau ar gyfer pob un o'r trwyddedau cyffredinol o dan sylw eu nodi'n fanylach yn Atodiad A.
16. **Gofynnir i'r Bwrdd wneud y canlynol:**
- **Cymeradwyo'r dull arfaethedig o gyflwyno trwyddedau cyffredinol.**
 - **Cymeradwyo'r camau nesaf arfaethedig.**

Ein dull cyffredinol o gyflwyno trwyddedau cyffredinol

17. **Parhau â'n dull.** Byddwn yn parhau i ddefnyddio trwyddedau cyffredinol fel rhan o'n pecyn rheoleiddio a byddwn yn parhau i'w cyflwyno'n flynyddol, gan sicrhau ein bod yn rhoi'r diweddaraf i randdeiliaid allweddol ymlaen llaw.

18. **Newid ein dull.** Bydd ein dull o gyflwyno trwyddedau cyffredinol yn cael ei arwain gan gyfres o egwyddorion lefel uchel ar gyfer penderfynu ym mha sefyllfaoedd y bydd hi'n briodol inni gyflwyno trwydded gyffredinol a fydd yn caniatáu i eraill ddefnyddio mesurau angheuol i reoli adar gwyllt, yn hytrach na bod angen gwneud cais am drwyddedau penodol. Byddwn yn sefydlu proses adolygu ffurfiol ar gyfer trwyddedau cyffredinol; bydd y broses adolygu'n cael ei chynnal bob chwe blynedd a bydd yn cael eu hategu gan banel cynghori annibynnol a fydd yn cynnwys amrywiaeth eang o randdeiliaid.

Sut caiff trwyddedau cyffredinol eu defnyddio

19. **Parhau â'n dull.** Byddwn yn parhau i gyflwyno trwyddedau cyffredinol, ond dim ond pan fo dull rheoleiddio llai manwl yn briodol – er enghraifft, mewn sefyllfaoedd cyffredin ac isel eu risg, pan fo'r angen i ddefnyddio mesurau rheoli angheuol wedi hen ennill ei blwyf. Nid ydym yn bwriadu gofyn i ddefnyddwyr trwyddedau cyffredinol gofrestru neu lunio adroddiadau ar gyfer CNC.

20. **Newid ein dull.** Cyn i ddefnyddwyr trwyddedau cyffredinol fynd i'r afael â mesurau angheuol i reoli adar gwyllt o dan drwydded gyffredinol, byddwn yn eu hysbysu y dylent gymryd camau rhesymol i ymdrin â'r broblem trwy ddefnyddio dulliau nad ydynt yn angheuol, ac y dylent barhau i gymryd camau o'r fath. Bydd hyn yn cael ei ategu gan ganllawiau. Ymhellach, byddwn yn rhoi gwybod i'r defnyddwyr y dylent gadw cofnod o'r hyn a wnânt a chael caniatâd y tiffeddiannwr yn ysgrifenedig.

Rhywogaethau a dargedir mewn trwyddedau cyffredinol

21. **Parhau â'n dull.** Rydym o'r farn na ddylid defnyddio mesurau angheuol i reoli unrhyw aderyn gwyllt sydd o bryder cadwraethol o dan drwyddedau cyffredinol, ac rydym o'r farn y dylid cael trwydded benodol i reoli rhywogaethau o'r fath â mesurau angheuol at unrhyw ddiben.

22. **Newid ein dull.** Ni fyddwn yn cynnwys unrhyw rywogaeth ychwanegol mewn unrhyw drwydded gyffredinol ar hyn o bryd, ond byddwn yn parhau i adolygu cwmpas ein trwyddedau cyffredinol.

Trwyddedau cyffredinol a safleoedd gwarchodedig

23. **Parhau â'n dull.** Byddwn yn parhau â'n dull o eithrio Safleoedd o Ddiddordeb Gwyddonol Arbennig (SoDdGA) o gwmpas ein trwyddedau cyffredinol – h.y. Safleoedd o Ddiddordeb Gwyddonol Arbennig sydd wedi'u dynodi ar sail rhywogaethau a all fod yn sensitif i unrhyw amhariad yn sgil gweithgareddau a drwyddedir. Dylai unrhyw ddulliau angheuol o reoli adar gwyllt ar safleoedd o'r fath ddigwydd o dan drwyddedau penodol.

24. **Newid ein dull.** Yn 2019 fe wnaethom adolygu ein dull o bennu safleoedd gwarchodedig a allai fod yn sensitif ac rydym wedi lleihau'n sylweddol nifer y Safleoedd o Ddiddordeb Gwyddonol Arbennig lle na ellir defnyddio trwyddedau cyffredinol – o 198 o 141.

Dulliau angheuol a ddefnyddir i reoli bywyd gwylt

25. **Parhau â'n dull.** Byddwn yn parhau i ganiatáu'r arfer o ddefnyddio o arfau lled-awtomatig, trapiau cawell ac, mewn rhai amgylchiadau, rhwydi llaw a goleuadau artiffisial.
26. **Newid ein dull.** Oni bai bod rhesymau da i'w cael, ni fyddwn yn caniatáu'r arfer o ddefnyddio unrhyw ddulliau angheuol a waherddir o dan adran 5 o Ddeddf Bywyd Gwylt a Chefn Gwlad 1981. Byddwn yn caniatáu'r arfer o ddefnyddio unrhyw ddulliau nad ydynt wedi'u gwahardd, oni bai bod rhesymau da i'w cael dros beidio ag awdurdodi dulliau o'r fath.

Defnyddio trapiau cawell i reoli adar gwylt

27. **Parhau â'n dull.** Pan fyddwn yn awdurdodi'r arfer o ddefnyddio trapiau cawell, bydd set safonol o amodau yn cael ei chynnwys yn y drwydded yn ymwneud â sut i ddefnyddio'r trapiau hynny. Ni fyddwn yn gorfodi pobl i gofrestru trapiau ar hyn o bryd.
28. **Newid ein dull.** Byddwn yn nodi'r mathau o drapiau y gellir eu defnyddio a byddwn yn cynnwys nifer o amodau newydd a nodiadau cynghori ar gyfer y defnyddwyr yn ymwneud â diogelu lles anifeiliaid a lleihau'r risg y bydd rhywogaethau nas targedir yn cael eu dal.

Trwyddedu dulliau angheuol o reoli adar gwylt er mwyn atal difrod difrifol neu ledaeniad clefydau ymhlith da byw, bwydydd da byw, cnydau, llyisiau neu ffrwythau

29. **Parhau â'n dull.** Byddwn yn parhau i gyflwyno trwyddedau cyffredinol yn awdurdodi dulliau angheuol o reoli adar gwylt ar gyfer atal difrod difrifol. Ni fyddwn yn cyfyngu'r defnydd a wneir o'r drwydded i adegau arbennig o'r flwyddyn.
30. **Newid ein dull.** Yn y drwydded gyffredinol, byddwn yn diffinio'r cyfuniadau 'rhywogaethau a dibenion' lle caniateir defnyddio mesurau angheuol.

Trwyddedu dulliau angheuol o reoli adar gwylt ar gyfer gwarchod adar gwylt, fflora a ffawna

31. **Parhau â'n dull.** Byddwn yn parhau i gyflwyno trwyddedau cyffredinol ar gyfer gwarchod adar gwylt.
32. **Newid ein dull.** Rydym wedi datblygu cyfres o egwyddorion lefel uchel i arwain ein dull o drwyddedu mesurau angheuol i reoli bywyd gwylt at ddibenion cadwraeth. Mae'r egwyddorion hyn yn nodi bod yn rhaid i'r camau dan sylw fod yn angenrheidiol ar gyfer gwella statws un neu fwy o'r rhywogaethau sydd o bryder cadwraethol, ac y dylid dangos tystiolaeth ddigonol o'r budd cadwraethol arfaethedig. Bydd y rhywogaethau a fydd yn elwa ar drwyddedau cyffredinol ar gyfer rheoli adar gwylt yn cael eu cyfyngu i rywogaethau rhestr goch neu restr oren Adar o Bryder Cadwraethol (BoCC) sy'n bridio yng Nghymru ac yr ystyrir y gall y rhywogaethau a dargedir yn y drwydded gyffredinol

fwyta eu hwyau neu eu cywion. Ni chaiff piod, jac-dos na sgrechod y coed eu hystyried mwyach fel rhywogaethau a dargedir. Bydd y drwydded gyffredinol yn awdurdodi mesurau angheuol i reoli brain tyddyn rhwng 1 Chwefror a 31 Awst.

Trwyddedu dulliau angheuol o reoli adar gwyllt er budd iechyd y cyhoedd, diogelwch y cyhoedd a diogelwch yr awyr

33. **Parhau â'n dull.** Byddwn yn parhau i gyflwyno trwyddedau cyffredinol a fydd yn awdurdodi'r arfer o ddefnyddio mesurau angheuol i reoli colomennod fferal er mwyn diogelu iechyd neu ddiogelwch y cyhoedd ac atal clefydau rhag lledaenu. Ni fydd unrhyw rywogaeth darged newydd yn cael ei hychwanegu ar hyn o bryd. Byddwn yn parhau i awdurdodi dulliau angheuol o reoli adar gwyllt er mwyn sicrhau diogelwch yr awyr trwy ddefnyddio trwyddedau penodol.
34. **Newid ein dull.** Bydd y drwydded gyffredinol yn pennu tair ffordd benodol y gall colomennod fferal beryglu iechyd a diogelwch y cyhoedd, sef lledaenu clefydau i bobl, llithro a syrthio, a phroblemau yn sgil adar yn nythu ac yn clwydo.

Trwyddedu dulliau angheuol o reoli rhywogaethau adar gwyllt estron goresgynnol

35. **Parhau â'n dull.** Byddwn yn parhau i gyflwyno trwyddedau a fydd yn awdurdodi dulliau angheuol o reoli hwyaid coch a gwyddau Canada. Ni fyddwn yn cynnwys ychwaneg o rywogaethau adar gwyllt estron goresgynnol mewn trwyddedau cyffredinol ar hyn o bryd.
36. **Newid ein dull.** Bydd y newidiadau a grynhoir ym mharagraff 30 uchod yn berthnasol i ddefnyddio dulliau angheuol o reoli gwyddau Canada er mwyn atal difrod difrifol.

Risgiau Allweddol

37. Os na fydd ein dull yn briodol, y perygl yw na allwn gyflawni ein dyletswyddau cadwraeth natur, na allwn fodloni anghenion ein rhanddeiliaid, na allwn gyflawni ein gofynion fel awdurdod cyfrifol, ac y gallwn wynebu her gyfreithiol bellach.

Y Camau Nesaf

38. Nodir y camau nesaf arfaethedig isod.

Ebrill	<ul style="list-style-type: none"> • Cyhoeddi trwyddedau cyffredinol newydd • Cyhoeddi deunyddiau ategol • Briffio rhanddeiliaid • Terfynu'r Rhaglen Adolygu Adar Gwyllt a phontio i 'fusnes fel arfer'
Mehefin	<ul style="list-style-type: none"> • Bydd GL001, GL002, GL004 a GL005 yn dod i ben ar 30 Mehefin
Gorffennaf	<ul style="list-style-type: none"> • Daw'r trwyddedau cyffredinol newydd i rym ar 1 Gorffennaf

Goblygiadau Ariannol

39. Daw'r brif gost ariannol i'n rhan pe bai yna gynnydd mawr mewn ceisiadau am drwyddedau penodol o ganlyniad i'r newidiadau a gyflwynir i drwyddedau cyffredinol. Hefyd, efallai y bydd yna gostau'n ymwneud ag amddiffyn unrhyw heriau cyfreithiol a gyflwynir yn erbyn y ffordd y gweithredwn.

Asesiad o'r Effaith ar Gydraddoldeb

40. Rydym wedi cynnal Asesiad o'r Effaith ar Gydraddoldeb (EqIA) fel rhan o'r rhaglen waith. Ni chanfuwyd unrhyw effeithiau negyddol. Fe'i gwelir yn Atodiad B, a bydd EqIA ychwanegol yn cael ei gynnal ar gyfer y cam gweithredu.

Mynegai o'r Atodiadau

- **Atodiad A.** Manylion am y dull a argymhellir ar gyfer ymdrin â thrwyddedau cyffredinol sy'n awdurdodi mesurau angheuol yn erbyn bywyd gwyllt.
- **Atodiad B.** Asesiad o'r Effaith ar Gydraddoldeb.



Annex A. Detail of the recommended approach to general licences authorising lethal action against wild birds

1. Our overall approach to granting general licences

- We will retain general licences as part of our regulatory toolkit.
- Our approach to granting general licences will be guided by a set of high level principles for deciding in which situations a general licence allowing the lethal control of wild birds is appropriate, rather than requiring specific licences to be applied for:
 - there is an apparent and genuine need to control species X for purpose Y;
 - there is a reasonable expectation that lethal control of species X will be effective at addressing purpose Y;
 - there are no satisfactory solutions other than to grant a general licence;
 - a general licence is a proportionate measure, given the frequency / scale / severity of problem or need;
 - the inclusion of a target species on a general licence will not threaten its own conservation status;
 - action authorised by a general licence will not threaten conservation status of any species other than target species;
 - the general licence can be framed in legally compliant, clear and enforceable terms.
- We will establish a formal review process for general licences, to take place at six yearly intervals, intended to coincide with the periodic publication of Birds of Conservation Concern (BoCC) assessments and supported by an independent advisory panel comprising a broad range of stakeholders.
- We will continue to issue general licences annually and update key stakeholder organisations in advance.

2. How general licences are used

- We will advise and issue guidance that before carrying out lethal control of wild birds under a general licence, users should take reasonable steps to address the problem using alternative non-lethal methods, and should continue to take such steps.
- We will advise users to keep records of their licensed actions, but we will not introduce a requirement to register or provide reports to NRW.
- We will advise any person who carries out wild bird control under a general licence on behalf of a land owner / occupier, to have the owner / occupier's authorisation in writing.

- We will publish general licences in HTML format, but also make PDF versions available.
- We will clarify NRW's role in wildlife law compliance and enforcement, including in relation to general licences.

3. Target species on general licences

- We consider that any species of wild bird which is of conservation concern, should not be subject to lethal control under general licences, but that any lethal control of such species for any purpose should take place under specific licences.
- We will use BoCC Wales (red and amber listing) to inform our consideration of whether a species is suitable for inclusion on general licences. The next BoCC assessment for Wales is anticipated later in 2022.
- We will not include cormorant or goosander on general licences for the purpose of preventing serious damage to fisheries or for conservation purposes, but will continue to authorise the control of these two species of fish-eating birds through specific licensing.
- We will not include any additional species on any general licences at this time, but the scope of general licences will be kept under review.

4. General licences and protected sites

- We will retain our current approach of excluding from the scope of general licences, SSSIs notified for species which may be sensitive to disturbance from licensed activities, together with a buffer zone around each site.
- We have reviewed how our approach to identifying potentially sensitive protected sites was applied in 2019 and have reduced the number of sites where the general licences will not apply from 198 to 141.

5. Methods used for the lethal control of wild birds

- We will not allow the use of any lethal methods that are prohibited by section 5 of the Wildlife and Countryside Act 1981, unless there are good reasons why use of a prohibited method should be authorised.
- Unless there are good reasons not to, we will allow the use of any method which is not prohibited by section 5 of the Wildlife and Countryside Act 1981.
- We will continue to allow the use of semi-automatic weapons.
- We will continue to allow the use of cage traps, subject to a number of additional conditions.
- We will allow the use of hand nets and artificial lighting to take target species inside buildings.
- We will keep under review the methods allowed / not allowed for the lethal control of wild birds.

6. The use of cage traps to control wild birds

- In any specific or general licence we grant allowing the use of cage traps for lethal control, we will specify the types of cage traps that may be used.
- We will advise that meat bait should not be used unless absolutely necessary.

- We will continue to allow the use of meat feed for decoy birds, but we will require (as a licence condition) that if meat feed for decoys is used, it must be diced.
- We will require (as a licence condition) that any captured birds of the target species are killed out of sight of other birds, except in relation to multi-catch traps.
- We will advise that users of multi-catch traps should always make all reasonable efforts to kill birds out of sight of other birds. However, we will allow discretion to kill trapped birds within sight of other birds, where users consider that any additional delay and handling caused by moving out of sight to kill each bird would cause more distress.
- We will require (as a licence condition) that captured birds of the target species are killed as soon as practicable after discovery.
- We will specify (as a licence condition) that the maximum permitted interval between cage trap inspections is 25 hours and advise that traps should wherever possible be inspected more frequently, and in daylight.
- We will specify (as a licence condition) the matters that must be attended to at each cage trap inspection, including the presence of any live or dead birds in the trap, release of any bycatch, the operation of the trap and the welfare of decoy birds.
- We will not authorise any form of tethering, blinding or maiming (including wing-clipping) of decoy birds.
- We will advise that to reduce the risk of by-catch, trap location needs to be carefully considered.
- In any specific or general licences we grant which authorise the use of cage traps for lethal control, we will include a full set of standard conditions covering the use of cage traps, rather than issue a separate standalone licence or set of conditions.
- We do not intend to introduce mandatory cage trap registration at this time, but we will continue to keep a watching brief on the needs and benefits of doing so.

7. Licensing the lethal control of wild birds for the purposes of preventing serious damage or spread of disease to livestock, livestock foodstuffs, crops, vegetables or fruit

- We will continue to grant a general licence authorising the lethal control of wild birds for the purpose of preventing serious damage.
- We will define the particular species-to-purpose combinations where lethal control is authorised for the prevention of serious damage.
- We will not specify particular times of year when the general licence for the prevention of serious damage can be used.
- In the context of the general licence for preventing serious damage, we will continue to interpret 'kept' in the definition of livestock, as including captive reared animals or birds that are unconstrained but remain significantly dependent on people.

8. Licensing the lethal control of wild birds for the purpose of conserving wild birds, flora or fauna

- We consider that when licensing the lethal control of wild birds for conservation purposes:
 - the action must be necessary to improve the status of species or habitats of conservation concern;

- the intended conservation benefit can be defined at different geographic scales;
- the intended conservation benefit should be sufficiently evidenced;
- other conservation measures besides lethal control of wild birds should be considered.
- We consider that a general licence allowing lethal control of wild birds for the conservation of wild birds should identify the species intended to benefit from such action, and that the beneficiary species of a general licence for the control of wild birds should be limited to BoCC red or amber listed species which breed in Wales and which are considered vulnerable to egg or chick predation by the target species on the general licence.
- We will continue to grant a general licence for the conservation of wild birds, authorising lethal control of carrion crow only for the purpose of conserving species vulnerable to egg or chick predation by carrion crow.
- Magpie, jackdaw and jay will no longer be included, so that control of these species for the purpose of conserving wild birds will be subject to specific licensing.
- The purpose of the general licence will be to conserve eggs and chicks of the beneficiary species and it will authorise lethal control between 1st February and 31st August.

9. Licensing the lethal control of wild birds for the purposes of public health, public safety and air safety

- We will continue to grant a general licence allowing lethal control of feral pigeon for the purpose of preserving public health or safety and preventing the spread of disease.
- The licence will specify that it may be used to address the three particular types of hazard posed by feral pigeons to public health and safety, namely: spread of disease to humans, slips and falls, and issues caused by nesting and roosting birds.
- We will not issue a general licence for public health / safety purposes authorising the lethal control any species other than feral pigeon. Lethal control of any species of gull for this purpose will continue to be authorised through specific licences.
- We will continue to regulate the lethal control of wild birds for air safety purposes through specific licensing, rather than reverting to a general licence.

10. Licensing the lethal control of invasive non-native species of wild birds

- We will continue to grant a general licence authorising the lethal control of ruddy duck for conservation purposes.
- We will continue to grant a general licence authorising the lethal control of Canada goose for the purpose of preventing serious damage to crops.
- We will consider granting general licences authorising the lethal control of other invasive non-native species of wild birds as and when the need for lethal control of such species is formally identified through the Welsh Government led invasive non-native species contingency plan process.

11. Outcome of recommended approach to general licences authorising lethal control of wild birds

If the recommendations detailed in sections 1 to 10 above are implemented, the revised general licences from 1st July 2022 will be as outlined below.

11.1. All four licences (GL001, GL002, GL004 and GL005)

- Issued annually.
- Published in HTML but also available in PDF.
- No requirement for users to register or provide reports.
- Allow use of any non-prohibited method to kill / take wild birds.
- Allow use of certain prohibited methods:
 - Semi-automatic weapons (all 4 general licences).
 - Cage traps (GL001, GL002 and GL004).
 - Hand held nets and artificial lighting in buildings (GL001, GL002).
- All cage trap conditions and advisories to be included in each general licence.
- Will not apply in / around certain listed protected sites (significantly reduced list compared with current licences).
- New advice to licence users:
 - To take reasonable steps to address the problem using non-lethal methods before resorting to lethal control (supported by guidance).
 - Where applicable, to carry written landowner authorisation.
 - To keep records of licensed actions taken.

11.2. GL001 - preventing serious damage

- Specify four categories of harm (livestock attack, damage to livestock foodstuffs, damage to crops / vegetables / fruit, spread of disease).
- Allow lethal control of the same six species listed as in current licence (Canada goose, woodpigeon, feral pigeon, carrion crow, jackdaw and magpie).
- Species-to-harm matrix specifying which species may be controlled to prevent which harms.
- No restrictions on the time of year when licensed action can be taken.
- 'Kept' in the definition of livestock, is interpreted as including captive reared animals or birds that are unconstrained but remain significantly dependent on people.

11.3. GL002 - preserving public health or public safety

- Allow lethal control of feral pigeon only (as in current licence).

11.4. GL004 - conserving wild birds

- Allow lethal control of carrion crow only.
- Valid 1st February to 31st August.
- Annex to the licence to include the list of beneficiary species
- For the purpose of conserving eggs and chicks.

11.5. GL005 - licence to kill / take ruddy duck

- For scientific research and / or conservation of wild birds (currently conservation of fauna / flora).
- To allow destruction of nests as well as birds and eggs (nests not previously allowed).



Equality Impact Assessment

Carrying out an Equality Impact Assessment (EqIA) helps us in meeting our legal duties under the Equality Act 2010, Socio-Economic Duty which lies within the Equality Act, Welsh Language (Wales) Measure 2011 and Children's Rights under United Nations Convention on the Rights of the Child.

In Wales, the Public Sector Equality Duty (PSED) goes further and contains express provisions about engagement (Regulation 5) and equality impact assessments (Regulation 8).

This EqIA also enables us to deliver our commitment to the Well-being of Future Generations (Wales) Act and Our Well-being Objectives to lead the way to a better future for Wales.

The protected characteristics that you should consider in completing this screening in addition to the Welsh Language are:

- Age
- Disability
- Gender re-assignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (male or female)
- Sexual Orientation

Purpose of Equality Impact Assessment (EqIA)

Carrying out an Equality Impact Assessment (EqIA) helps us in meeting our legal duties by:

- Making sure our decisions impact in a fair way and when there is any evidence where groups will be impacted negatively by the decision, ensuring that action is taken to address this.
- Ensuring decisions made are based on evidence, with the EqIA providing a structured way to collect and make note of the evidence collated and how.
- Making decision-making processes clear and consistent, by involving those affected by the policy or proposed work ensuring decisions made are based on open and transparent evidence. This helps build trust in decisions made.
- Providing opportunities for us to work in partnership and considering impact on members of shared communities and how best to collaborate and co-ordinate decisions.

To Note: The assessment should be used as a working document from the start of any work in relation to the proposal. It should be updated and amended throughout the course of the decision-making process which will help in highlighting any issues and make it easier to put measures in place to mitigate/limit any disadvantage found.

Please use this form along with the Equality Impact Assessment guidance which includes information and a practice hub to help you complete the form accurately.

Equality Impact Assessment Form

Title of Policy / Procedure / Strategy or Project	NRW's approach to regulating the shooting and trapping of wild birds and the destruction of eggs and nests ("the Wild Bird Review")
Name of person completing Assessment	Jessica Poole
Team	Water, Land, Biodiversity and Marine Regulatory Approaches
Directorate	Evidence Policy and Permitting

Date assessment started	16/07/2021
Version number	1.0 (Evidence Gathering, Proposal Development and Consultation Phase)
Date assessment finalised	21/02/22
Date of assessment review if applicable	Decision and implementation phases will be subject to ongoing consideration and assessment, during 2022.

1. Give a description of the proposal its aims, objectives and impact?

NRW is reviewing its policy and approach to the permissions it gives for the shooting and trapping of wild birds and the destruction of eggs and nests shooting and trapping of wild birds in Wales. In this context, NRW has two regulatory roles:

- **wild bird control licensing** - NRW has powers under Section 16 of the Wildlife and Countryside Act (1981) to licence the lethal control of wild birds through shooting, trapping or destruction of nests and eggs. NRW uses two mechanisms to do this:
 - **issuing a general licence** – these are published on our website and in the case of those concerning wild bird control enable authorised users to control wild birds where the specific species-purpose combination of the licence is met.
 - **specific licences** – for species-purpose combinations not covered by a general licence there is the option to apply for a specific licence – this involves an application process with completed applications being considered on merit by the Bird licensing team.
- **regulating the shooting or capture of wild birds on SSSIs** – NRW has an additional regulatory role, outside of the Section 16 licensing process relating to Sites of Special Scientific Interest (SSSI), namely our approach to giving consents and assents on SSSIs for the shooting or capture of species of wild birds listed on Schedule 2 of the Wildlife and Countryside Act 1981. These are birds which may be killed or taken outside of the closed season without a Section 16 licence, but where SSSI consent or assent would be required if the proposed action falls within a SSSI. Birds listed on Schedule 2 are mainly gamebirds and certain species of wildfowl.

These are both existing regulatory roles and powers – what is under consideration is how we exercise these powers. The review is looking at the different types of permissions that we offer and the processes used to deliver these activities to seek to make improvements.

2. Provide information of who will be directly affected by the proposal? (e.g. general public, specific groups, children, and young people, staff, Welsh speakers or those who fall under the protected characteristics groups in the Equality Act 2010?)

Those directly affected by the Review include any members of the general public who wish to use the regulatory powers which NRW holds in the context of wild bird control, including shooting and trapping. This includes those making use of our general licences and those applying for a specific licence or requesting SSSI consent or assent.

There are a number of groups or organisations who have a specific interest in the development of our proposals and whom we have engaged with, including through stakeholder meetings. These include:

- British Association for Shooting and Conservation (BASC)
- British Pest Control Association
- British Trust for Ornithology (BTO)
- Countryside Alliance
- Farmers' Union of Wales
- Game and Wildlife Conservation Trust (GWCT)
- League against Cruel Sports
- NFU Cymru
- National Gamekeepers' Organisation
- Royal Society for the Protection of Birds (RSPB) Cymru
- Royal Society for the Prevention of Cruelty to Animals (RSPCA)
- Welsh Ornithological Society
- Wildlife Trusts Wales

Many of these organisations have specific groups to support younger members

3. We have a legal duty to engage with people with one or more protected characteristics in developing your Equality Impact Assessment e.g. stakeholders, general public, specific groups.

The Socio-Economic Duty is within the Equality Act 2010, it requires public bodies to enact the Duty and to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage. The overall aim of the Duty is to deliver better outcomes for those who experience socio-economic disadvantage. NRW have voluntarily taken on the Duty. Evidence needs to be provided on how you engaged with people from one or more protected characteristics and different socio-economic groups.

Regular meetings have been held with the Stakeholder groups listed above. Equalities issues have not been discussed or raised specifically, but representatives have had opportunities to raise any concerns or issues through these meetings.

A public consultation was held for 12 weeks between the 19 August and 11 November 2021. We didn't collect any data relating to protected characteristics as part of this consultation (primarily due to GDPR and privacy considerations), however there were open questions allowing respondents the opportunity to raise any concerns they had with our proposals including in the context of equalities issues – no such issues have been raised.

Those representing farming / land management / shooting interests will have a predominantly rural membership, including those experiencing socio-economic disadvantage – charging for our services in the context of regulating the shooting and trapping of wild birds has not formed part of the Review; and will consequently remain free of charge.

Charging for our services in the context of regulating the shooting and trapping of wild birds has not formed part of the Review. The service is free of charge.

4. Evidence used/considered

Evidence provided as part of our public consultation has been considered. In the remaining phases of the Review (decision and implementation) we will look for opportunities to proactively discuss equalities issues pertaining to protected characteristics through our Stakeholder engagement.

5. Protected Characteristics – Everyone in Britain is protected. This is because the Equality Act 2010 protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics, using the information gathered from engaging with others consider the effects that the proposal could have on the protected characteristics listed below.

Children and young people have specific human rights guaranteed by **United Nations Convention on the Rights of the Child (UNCRC)**. They have 42 rights under the UNCRC designed to give them what they need to grow up happily, healthily and safely. [United Nations Convention on the Rights of the Child](#). NRW is a Children’s Rights organisation with a Children’s Right Charter which can be referred to here <LINK>. For further support contact education@naturalresourceswales.gov.uk

Protected Characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Age <ul style="list-style-type: none"> under 16 	Negligible	Consultation Phase – our proposals do not introduce	

Protected Characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<ul style="list-style-type: none"> • 16-24 • 25-34 • 35-44 • 45-54 • 55-59 • 60-64 • 65-74 • 75+ 		<p>any changes which would disadvantage anyone based on age.</p> <p>Note – There are restrictions on the ownership and use of firearms if you are under 18 – details below - these restrictions are outside the remit of NRW - Age restrictions for firearm and shotgun certificates South Wales Police (south-wales.police.uk)</p>	
<p>Disability</p> <ul style="list-style-type: none"> • Hearing Impairment • Physical Impairment • Visual Impairment • Learning Disability • Cognitive Disability • Sensory Disability • Mental Health • Health Condition (lasting 12 months or more) • Other 	Negligible	<p>Consultation Phase – our proposals do not introduce any changes which would disadvantage anyone based on their disability status.</p> <p>NRW’s website, including the consultation hub, is transitioning to providing information and services in an accessible format in the context of the accessibility</p>	

Protected Characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
		regulations, including those with: <ul style="list-style-type: none"> • impaired vision • motor difficulties • cognitive impairments or learning disabilities • deafness or impaired hearing 	
Gender Reassignment	Negligible	Consultation Phase - our proposals do not introduce any changes which would disadvantage anyone based on gender reassignment	
Marriage or Civil Partnership	Negligible	Consultation Phase - our proposals do not introduce any changes which would disadvantage anyone based on their marriage or civil partnership status	
Pregnancy and Maternity	Negligible	Consultation Phase - our proposals do not introduce any changes which would disadvantage anyone based on their pregnancy or maternity status	
Race <ul style="list-style-type: none"> • Arab 	Negligible	Consultation Phase - our proposals do not introduce	

Protected Characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<ul style="list-style-type: none"> • Asian or Asian British: Indian • Asian or Asian British: Pakistan • Asian or Asian British: Bangladeshi • Asian or Asian British: Chinese • Asian or Asian British: Other • Black or Black British: African • Black or Black British: Caribbean • Black or Black British: Other • Mixed: White and Asian • Mixed: White and Black African • Mixed: White and Black Caribbean • Mixed: Other • White: British • White: Irish • White: Gypsy or Irish Traveller • White: Other • Other • Other Ethnic Groups • Gypsies, Travellers, Roma • Refugees and Asylum Seekers • Migrant Workers 		any changes which would disadvantage anyone based on their race	
Religion or Belief <ul style="list-style-type: none"> • Buddhist • Christian 	Negligible	Consultation Phase - our proposals do not introduce any changes which would	

Protected Characteristics	Do you think this proposal will have a positive or a negative impact on people due to their protected characteristic?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
<ul style="list-style-type: none"> • Hindu • Humanist • Jewish • Muslim • Sikh • Non-Belief • Other 		disadvantage anyone based on their religion or belief	
Sex <ul style="list-style-type: none"> • Male • Female 	Negligible	Consultation Phase - our proposals do not introduce any changes which would disadvantage anyone based on their sex	
Sexual Orientation <ul style="list-style-type: none"> • Bisexual • Gay Men • Gay Women/Lesbian • Heterosexual/Straight 	Negligible	Consultation Phase - our proposals do not introduce any changes which would disadvantage anyone based on their sexual orientation	

6. There is no legal requirement to consider Carers and Single Parents but good practice to do so

	Do you think this proposal will have a positive or a negative impact on Carers or Single Parents	Describe why it will have a positive/negative or negligible impact.	What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

Carers	Negligible	Consultation phase - our proposals do not introduce any changes which would specifically disadvantage anyone with caring responsibilities	
Single Parents	Negligible	Consultation phase - our proposals do not introduce any changes which would specifically disadvantage single parents	

7. Welsh Language – Welsh Language (Wales) Measure 2011 gave Welsh an official status in Wales equal to the English language, as part of their duties public sector organisations are required to identify impacts on Welsh Language. There should be no negative impacts on opportunities for people to use Welsh and the language should be treated no less favourably than the English language in our work.

Link to [NRW Welsh Language Standards Policy](#)

[Welsh Language Commissioner's advice document](#) on considerations to be given to Welsh language in policy making decisions

Welsh Language	Do you think this proposal will have a positive or a negative impact on people due to their use of Welsh language?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)? Will the proposal increase or decrease the opportunity for	Positive	Consultation Phase – information presented on the consultation hub was presented bilingually and respondents were given	The consultation was publicised through Welsh and English medium channels including social media, press

<p>persons to access services through the medium of Welsh?</p> <p>Will the proposal treat the Welsh language no less favourably than the English language?</p> <p>Are there any opportunities to encourage and promote use of the Welsh language?</p> <p>Are there opportunities to preserve, promote and enhance local culture and heritage, or encourage people to learn the language?</p>		<p>the opportunity to respond in English or Welsh</p>	<p>release and NRW stakeholder newsletter</p>
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8. Socio-Economic Duty

How does the proposal impact on opportunities to address disadvantage and promote and advance equality and improve good relations with people from different economic groups?

[Welsh Government Socio Economic duty overview guidance](#)

Socio Economic Duty	Do you think this proposal will have a positive or a negative impact on the groups you have engaged with?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
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Socio Economic Duty	Negligible impact	Consultation Phase - our proposals do not introduce any requirements which would disadvantage anyone based on their socio-economic status. Our services in this area are currently provided without charge.	
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9. Human Rights

The [Human Rights Act 1998](#) sets out the fundamental rights and freedoms that everyone in the UK is entitled to. Is the proposal likely to restrict or represent a missed opportunity to support Human Rights Act?

Human Rights	Do you think this proposal will have a positive or a negative impact on Human Rights?	Describe why it will have a positive/negative or negligible impact.	What action (s) can you take to improve people's access to rights and improve rights?
Human Rights	Negligible	Will not impact any of the Rights, Freedoms or Protections enshrined in the Human Rights Act	

10. Strengthening the proposal

If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what changes/actions could help reduce or remove negative impacts identified?


All actions identified should be included here. Those that require action to mitigate or remove negative impacts on any particular group and the actions taken to promote equality and good relations.

Actions Identified	What are you going to do?	What will be the intended outcome/difference made?	Who is responsible?	Timescale and any resource implications and comments
If no action is to be taken to reduce or remove negative impacts, please explain why. Any unlawful discrimination identified as a result of the proposal must be changed or revised				

11. Monitoring, evaluating and reviewing

How will you monitor the effectiveness of the proposal
This EqIA has been undertaken with respect to the evidence gathering, proposal development and consultation phase of the Wild Bird Review. No negative impacts have been identified. Re-evaluation and review will be undertaken as part of the decision and implementation phases.

12. Integrated Impact Assessment Authorisation

	Name and signature	Date
Policy, Proposal Lead	Sarah Wood	3 rd March 2022
Line Manager (Senior Responsible Officer for Wild Birds Review)	Nadia De Longhi 	4 th March 2022
Specialist Advisor, Equality Diversity, Inclusion and Welsh language	Lyn Williams	3 rd March 2022

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Rhagolwg y Bwrdd – Mis Mai						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
1	Agor y Cyfarfod	Cyhoeddus a Preifat	Eitem Sefydlog		5	Cadeirydd
2	Adolygu Cofnodion	Cyhoeddus a Phreifat	Eitem Sefydlog		5	Cadeirydd
3	Diweddariad y Cadeirydd	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeirydd
4	Diweddariad y Prif Swyddog Gweithredol	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Clare Pillman
5	Diweddariad y Pwyllgorau	Cyhoeddus a Phreifat	Eitem Sefydlog		10	Cadeiryddion Pwyllgorau
6	Adroddiad Cyllid	Preifat	Penderfyniad	Cymeradwyo'r sefyllfa ariannol ddiweddaraf	20	Rachael Cunningham
7	Adolygiad Strategol o Daliadau (SRoC)	Preifat	Penderfyniad	Cymeradwyo ymgyngoriad SRoC	30	Ceri Davies
8	Yr ymagwedd at bum maes blaenoriaeth Llywodraeth Cymru	Preifat	Trafodaeth	Rhoi'r wybodaeth ddiweddaraf am y dull o ymdrin â phum maes blaenoriaeth Llywodraeth Cymru	90	Prys Davies
9	Trafodaeth Strategol ar Berygl Llifogydd	Cyhoeddus	Trafodaeth	Trafod y dull strategol o reoli perygl llifogydd	60	Ceri Davies
10	Datganiad Caethwasiaeth Fodern	Cyhoeddus	Penderfyniad	Cymeradwyo Datganiad Caethwasiaeth Fodern CNC	10	Prys Davies
11	Adroddiad Lles, Iechyd a Diogelwch - Chwarter 4	Cyhoeddus	Craffu	Craffu ar Adroddiad Lles, Iechyd a Diogelwch Chwarter 3	20	Prys Davies
12	Cynnig y Pwyllgor Cyngori Rhanbarthol	Cyhoeddus	Penderfyniad	Cymeradwyo'r cynnig ar gyfer Pwyllgor Cyngori Rhanbarthol sy'n gysylltiedig â Fforwm Rheoli Tir Cymru	30	Ceri Davies

Rhagolwg y Bwrdd – Mis Mai						
	Eitem	Preifat/ Cyhoeddus	Cwmpas	Diben	Amser	Noddwr
13	Themâu Cyflwyno Lle	Cyhoeddus	Craffu/ Trafod	Trafod themâu trawsbynciol sy'n deillio o gyflwyniadau'r Lle	60	Gareth O'Shea
14	Cyfeiriad Strategol y Gymraeg Cyfoeth Naturiol Cymru	Cyhoeddus	Trafodaeth	Trafod cyfeiriad strategol y Gymraeg	30	Prys Davies
15	Cynrychiolaeth Pobl Ifanc ar y Bwrdd	Cyhoeddus	Trafodaeth	Trafod cynrychiolaeth pobl ifanc ar y Bwrdd	30	Syr David Henshaw
16	Rhagolwg y Bwrdd	Cyhoeddus	Trafodaeth	Trafod eitemau sydd ar y gweill	5	Prys Davies
17	Sesiwn holi ac ateb cyhoeddus	Cyhoeddus		Cyfle i'r cyhoedd siarad â'r Bwrdd	30	
18	Unrhyw fater arall	Cyhoeddus a phreifat		Os caiff unrhyw fater ei godi	5	